



Working with Us *Managing Director | April 2025*

Mission Statement:

We harness the power of arts and creativity, to inspire a future that is more **inclusive**, more **sustainable**, and more **fair**

Welcome from Claudia Kenyatta

Chair of Trustees

I have been the Chair of Battersea Arts Centre since 2023. BAC is a trailblazer in so many areas: artist development, risk-taking programming, its remarkable work with young people from underserved communities, and its deep community ties. It is an organisation that lives its values and makes a significant positive contribution. Where BAC leads, others often follow.

In common with most cultural organisations, it's been a challenging few years for BAC financially, but with an excellent Board and team, and with outstanding leadership from the CEO, we have successfully navigated post-pandemic challenges. We are now looking for an inspirational leader who will help the organisation build on its potential and many successes. This leadership role will be crucial in getting us on a firm financial footing and allowing the organisation to develop and grow in the coming years. There are exciting plans afoot, not least an ambitious capital plan that will make our beautiful building even more accessible, more green and even more surprising for visitors.

BAC has a strong Board with excellent commercial and sector expertise that can give this role important support. We are looking forward to working with someone dedicated, creative and able to deliver who will help us achieve our ambitions for BAC.



Welcome from Tarek Iskander

Artistic Director & CEO

One of the reasons I wanted to work at BAC, is it felt like a unique opportunity to change how things are done. It's small enough to be mischievous, but big enough that when BAC does something radical, others often follow. BAC is an organisation that loves to take risks, to do things differently. Everything that emanates from BAC is authentic, and reflects the passion, hard work and values of BAC's dedicated and diverse team.

We are at a crucial and exciting crossroad. We have ambitious plans to refresh our building, expand our national and international reach, enhance our artist talent development programmes, make ourselves more environmentally sustainable and rapidly grow our private businesses. BAC is in a fantastic place but needs to keep transforming itself to remain relevant and effective.

I am excited to work with a new Managing Director on this journey. Ideally, we will find someone who can provide inspirational leadership across many fronts, helping us develop our business strategy, diversify our income streams and ensure our operational delivery is exemplary. BAC is a fun place to work, and this co-leader will need to be a role-model to our highly enthusiastic and talented team. But the Managing Director will also need to provide a firm hand.

BAC is always changing, always friendly, always fun. And it is absolutely vital to the people who we inspire and who rely on us. Of course, I'm biased, but I do think this is one of the best leadership roles in the cultural sector right now, and I'm excited to see who is up for the challenge.





Our Purpose & Impact

Battersea Arts Centre (BAC) is an inclusive home for creative freedom, with a commitment to driving individual and social change. Based in the historic Grade-II* listed, former Town Hall of Battersea, we deliver a range of year-round projects to **empower young people, platform artists, and support local communities.**

In 2024, we celebrated BAC's 50th anniversary, and this year, we will play a vital role in Wandsworth's London Borough of Culture campaign, sparking opportunities to reach more audiences and local communities.

Our 2024 highlights:



International Award, The Stage Awards 2024

celebrating our ambitious and global contemporary performance programme



110 young people took part in BAC Next Gen

empowering them through the transformative power of creative engagement



20 Community Hires hosted in our Grand Hall

welcoming hundreds of underserved local residents for community events



10,667 audiences welcomed with Pay What You Can

widening access to arts and culture by removing a socio-economic barrier

*Dance Academy, Autumn 2024
Image by London Marathon Foundation*



The Context We're Working In

Wandsworth's Socio-economic and Cultural Landscape

At BAC, we serve extraordinary communities, young people, artists, and audiences (identified as our Target Beneficiary Groups), and we are acutely aware of the systemic social challenges they face. The lingering effects of the pandemic and the ongoing cost-of-living crisis has created a landscape where social inequities are more pronounced than ever.

Our **socio-economic** and **cultural landscape** is shaped by:

- Almost three quarters of Wandsworth school pupils come from **Global Majority backgrounds** and 38% of school pupils speak a first language other than English
- In 2020, Wandsworth was the highest Southwest London borough, and the second highest London borough, with the proportion of school pupils with **substantial social, emotional, and mental health (SEMH) needs**
- Wandsworth's level of **child poverty has a geographical concentration in our neighbouring wards** Latchmere and Queenstown. 19.6% of pupils, including those attending special schools, PRUs, and local authority alternative provision, were claiming Free School Meals in January 2020
- **19.4% of Wandsworth households in temporary accommodation**, higher than the London average of 16.3%
- Investment in the arts through Local Authorities in Capital and Revenue expenditure in England has also fallen, by more than 30% between 2009/10 and 2019/20, in response to an **overall decline in local government budgets**
- Unusually, London was further impacted through the Levelling Up agenda which in the last round of Arts Council England National Portfolio Investment saw £24 million diverted out of London, further **shrinking access to creative engagement opportunities**



Our Theory of Change

Having a deep understanding of our local socio-economic landscape, and the challenges and needs of our community, we employ a **Theory of Change methodology**. This is audience-led and purpose-driven, to devise projects with, and for, our community and young people to drive lasting impact and change. Our methodology is underpinned by our **Inclusive Practice Strategy** which ensures a rigorous approach to **diversity, access and inclusion** in all that we do.

BAC's purpose is anchored in 3 distinct areas: **creative freedom** – to champion freedom of speech and bold artistic ideas, **radical inclusion** – to make cultural opportunities truly accessible and welcoming, and **internationalism** – to become the London hub for global communities. All our projects utilise an **Evaluation Methodology** that **measures individual and social change** across all projects, allowing us to keep our decision-making data-driven, whilst holding ourselves accountable to local neighbours, creative networks, and emerging cultural leaders within our community.



*Next Gen Producers, Spring 2024
Image by Takenya Holness*



Our Work: Artists

BAC's public programme welcomes thousands of audiences every spring, autumn, and throughout the festive season. As the winner of The Stage Awards' **International Award**, our programming vision prioritises internationalism, drawing on partnerships with artists and companies globally, while supporting local artists in internationalising their practice.

Through our **Creative Development** programme, we work to support artists at all levels of their career to create extraordinary new work that is deeply rooted in the present moment and responds to the most urgent questions of our time. Our work includes:

Making Space – providing time in our rehearsal spaces free of hire charges to develop work

Commissions – including **New Dimensions**, a programme delivered in partnership with 4 other UK organisations to cultivate contemporary work of scale to tour nationally and internationally, and **Making Waves**, a new collaborative commissioning programme with 10 national partners

Open Research – a curated programmes of talks and sharings, in conversation with thinkers and activists, it is an opportunity for artists to bring audiences into their making process, to collectively unpick a series of enquiries and begin to imagine how these might translate into a future performance

Festivals and Focus Programme – such as Bloom Festival and Homegrown Festival, while also collaborating with festivals (LIFT, Dance Umbrella, Shubbak) to co-present works at BAC

Nowhere by Khalid Abdalla, Autumn 2024

Image by Helen Murray



Our Work: Artists



Paradise Lost (lies unopened beside me) | 18 Mar - 5 Apr

10 years on from its first premiere, **Lost Dog** return to BAC with their iconic staging of Milton's epic poem *Paradise Lost*.



asses.masses | 12 - 13 Apr

Presented as part of London Games Festival, *asses.masses* by **Patrick Blenkarn & Milton Lim** is a custom video game designed to be played from beginning to end by a live audience.



Burnt Toast | 22 - 23 Apr

From Norwegian experimental theatre-makers **Susie Wang**, *Burnt Toast* combines reality and surreal horror to create an experience that challenges the boundaries of human nature.



Homegrown Festival | 25 - 26 Apr

A building takeover of events created by the 2025 Next Gen Producers.



Goner | 6 - 10 May

From choreographer and movement director **Marikiscrycrycry**, *Goner* is a live, suspenseful choreography delving into the depths of psychological horror.



Koulounisation | 23 - 24 May

In a witty performance lecture, French Algerian artist **Salim Djaferi** invites you on an investigation that explores the essence of colonialism. Co-presented by **BAC** and **Shubbak Festival**.



Natural Behaviour | 3 - 7 Jun

Outrageous, beautiful, hilarious and profound, *Natural Behaviour* by **Thick & Tight** is a queer look at what it means to be natural or unnatural within ecology and society.



Language: No Problem | 13 - 14 Jun

Giving voice to spoken Palestinian Arabic as well as Hebrew, Dutch and English, *Language: no problem* investigates the role of language in shaping our understanding of borders and displacement. By artist **Marah Haj Hussein**, co-presented by **BAC** and **Shubbak Festival**.



Our Work: Young People

As cultural leaders in social change, we believe it is of vital importance to provide free, ready-to-access creative activities to underserved young people, particularly within a wider context of marginalisation of the arts within education settings. Our **Next Gen** programmes are aimed at **young people aged 11-29** from areas of limited access to, and provision of, cultural opportunities.

We believe that engaging with one's creativity can have huge benefits to a young person's confidence and self-belief. We believe that when young people have a space to try something new & 'learn through doing', this can inspire a greater sense of agency over their future. Ultimately, this leads to better career prospects, greater understanding of career pathways, enhanced social mobility, and a positive impact on wellbeing. Our Next Gen programmes include:

Academies: Beatbox and Dance – providing free beatboxing and hip-hop/street dance workshops during term time to nurture creative expression

Next Gen Producers – our flagship creative professional development programme which nurtures and upskills emerging cultural makers from underrepresented groups

The Agency – a creative entrepreneurship programme that enables young people from some of the most underserved areas to create lasting social change in their communities



*Homegrown Festival, Spring 2024
Image by Chimna Linn*



Our Work: Community Impact

As a vital civic resource, strongly connected to its local community, BAC plays a key role in promoting community cohesion, civic pride, and fostering a sense of belonging and identity for locals. Following the pandemic, we have sought to provide regular, sustained delivery and impact to our community through our year-round Communities programmes. Opening up our building and engaging with our local community in this way speaks to our Inclusive Practice Strategy and BAC's old dictum from its time as Battersea Town Hall: *'Not for me, not for you, but for us'*. Last summer we released a short film highlighting the extraordinary individuals and groups that form the fabric of BAC's vibrant and diverse community. Watch the short film [HERE](#).

Our Communities programmes include:

Community Partners and Community Hires – providing grassroots local organisations with in-kind studio spaces and venue hire to deliver workshops and events for underserved local residents

Community Christmas Day – a warm and welcoming Christmas lunch and festive activities for local residents who may be struggling financially or spending the holiday alone

Community Garden – offering volunteer workshops in the summer to cultivate a sense of belonging and improve physical health and wellbeing. BAC's Community Garden was created after a devastating fire destroyed our Grand Hall in 2015, with several planters built from repurposed beams that used to hold up the Grand Hall for decades of community gatherings



Community Garden, 2024
Image by Harry Elletson



Community Christmas Day, 2023
Image by BAC

Working at Battersea Arts Centre

BAC's office is an open-plan shared space on the second floor of our building, Battersea old Town Hall, accessed by two sets of stairs or a lift. BAC is wheelchair accessible throughout. The nearest wheelchair accessible station is Clapham Junction and the route is 0.6 miles, uphill. There is a disabled parking bay on Theatre Street next to the building. There are accessible toilets and a mix of loud and quiet spaces.

BAC is an innovative and diverse organisation and has around 60 members of staff. A culture of development and support is fostered through a combination of line management, in-house coaching, and individual supporter and mentor schemes.

We operate a **Dynamic Working** policy. This means we aim to create an environment that values experience and empowers colleagues to balance their professional and personal lives. It promotes inclusion and considers our whole team, creating a culture that respects the 7 day a week operational venue, with a range of skills, roles and requirements. The office is open every day from 9am and staff are on site at various times depending on their roles. Most meetings take place between 10am and 4pm and many of these will include an option to join online.

In general, those with admin focused roles work during the week and do a mix of days in the office and alternative locations. More operational roles are led by the programme of activity taking place in the building. Flexible working is welcome and agreed between the employee and line manager.

The role will involve some meetings, communicating via phone / video, email and in person, and using a computer for several hours across the day. Evening and weekend work will be required as part of this role, plus travel to external partner meetings and events if required.

Attending performances, events and being part of the creative life of the organisation is part of everyone's role at BAC.

How to apply

Thank you for your interest in the role of Managing Director at Battersea Arts Centre (BAC). You will find information about the role and the person specification in the following pages. Before you fill out an online application form, please read the information included here

Please use the online application form to apply. A link to the form can be found on the [Work With Us](#) page of our website. You will need to upload your CV as part of the online application.

All applications must be submitted by 10am 3 June 2025. Successful shortlisted applicants will be invited to attend an interview in early June. There will be two rounds of interviews, these may be remote or in person, we will confirm upon invite to interview. We can provide a BSL interpreter if required.

We particularly welcome applicants with lived experience of disability and people from groups that are currently under-represented in the arts sector. If you share a commitment to BAC's mission and values, we want to hear from you.

We have provided different methods of capturing your application information (written text, audio and video) as a part of our commitment to ensuring that our application process is accessible. It is your responsibility as a candidate to ensure that your application text, audio or video is in a format that can be accessed by our shortlisters. BAC does not take responsibility for any incorrect or inaccessible links provided in an application, and we may have to reject your application.

If you would like further information, support with access requirements or an informal chat about the post please contact us by email at recruitment@bac.org.uk.

The Role

Responsible to: Artistic Director & CEO
Working Closely with: Creative Director, Development Director, Finance Director
Responsible for: Head of Finance, Head of People, General Manager, Head of Event Sales

General Description

This role will be part of BAC's **Executive Team**.

The MD role at BAC is a diverse and varied role, working with an exceptional team of highly skilled individuals. The role is about challenging teams to be the best version of themselves and to foster a culture of innovation, efficiency and excellence. Unlike many Executive roles, this role is about being fully involved in the day-to-day successes of the organisation and playing a pivotal part in realising the culture and ambition that BAC uniquely stands for in the cultural sector. The MD will be the eyes and ears of the executive and be able to action real change through an exciting portfolio of income generation, customer service, and organisational efficiency. BAC is very open to bringing in a new skills set from a different sector and welcomes applicants who do not have direct arts experience.

The culture at BAC is a collaborative and open one. We work in an open plan space with no closed private offices and frequently work across teams and roles. We are lucky to have an outdoor terrace adjoined to the office which is particularly nice in the summer months. There's a good culture of people taking lunch breaks away from desks and two equipped kitchen and eating areas where the team tend to spend their down time. We organise regular social events and things can get competitive at our annual sports day and Christmas quiz. Though to be clear, spectating is respected as much as taking part here at BAC!

Job Banding at BAC

We have a banding system in place for all roles at BAC. Every role is measured against a set of shared characteristics that are plotted on a scale of 1 – 4. The characteristics are defined as follows:

Risk	How much risk the role is associated with, and the extent to which the individual is connected to mitigating and reporting on that risk.
Accountability	The extent to which the role contributes to the decisions, successes, and failures of specific projects and the level of direct expectation of that individual.
Finances	The level of responsibility associated with managing budgets and finances and the requirement on the individual to report, monitor and meet financial targets.
People	The extent to which the role line manages other people and sets expectations and objectives, across both permanent and weekly teams.
Partners	The extent to which the role holds strategic relationships with organisational partners and stakeholders, and/or manages significant contracts associated with the business.
Profile	How prominent the role is both internally and externally including the level of personal association with the BAC brand, and scale of support for the BAC brand involved in the role.

Job Banding at BAC cont.

This role is the highest scoring banding as follows:

Characteristic	Level	Expectation
Risk	4	The organisational lead for running the risk register, implementing actions and monitoring escalations
Accountability	4	Accountable decision maker, specifically relating to income generation and operational efficiency
Finances	4	Final accountability for commercial income targets and operational efficiency targets
People	4	Line management of a group of Heads of Teams and member of senior leadership team
Partners	4	Managing significant operational and commercial contracts and local business stakeholders
Profile	4	Closely associated with BACs brand, particularly with local and business stakeholders

The Role

Job Area	Description
Strategic Delivery	<p>Be responsible for generating sustainable commercial growth, delivering high standards of operational delivery & customer service, and driving continuous improvement across BAC.</p> <p>Commercial:</p> <ul style="list-style-type: none">• Oversee the implementation of BACs commercial strategies to maximise income from venue hire, food & beverage, events, and other revenue streams (Commercial income target is approximately £2.2m)• Drive secondary spend through innovative customer-focused commercial strategies.• Be accountable for optimising income generation across all commercial areas and support the commercial team to deliver the highest standard for clients.• Identify and develop new business opportunities, commercial partnerships in terms of delivery, and corporate sponsorships for charitable activities, that align with BAC's artistic and community mission.• Work closely with the fundraising team to sign-post commercial clients who may be interested in philanthropic giving to the BAC Charity.

The Role

Job Area	Description
Strategic Delivery Cont.	<p>Operational:</p> <ul style="list-style-type: none">• Oversee the smooth, efficient, and safe running of all BAC spaces, ensuring the highest standards and efficient models of operations across the delivery teams.• Oversee robust health & safety, security, and compliance measures across the organisation.• Ensure the venue remains flexible, adaptable, and fit for purpose for a diverse range of commercial events, participatory activities and public performances.• Ensure outstanding customer service standards across all public-facing areas, creating a welcoming, inclusive, and inspiring environment.• Oversee training programmes to empower staff and front-of-house teams to deliver exceptional visitor experiences

The Role

Job Area	Description
Strategic Delivery Cont	<p>Continuous Improvement:</p> <ul style="list-style-type: none">• Support the Finance & People teams to develop robust processes, manage forecasting and financial planning, and set ambitious but achievable organisational KPIs• Lead on cost efficiency and resource optimisation, balancing financial sustainability with organisational ambition.• Ensure effective contract negotiation and supplier management across the organisation to maximise value for money.• Support the Head of Finance & Innovation to streamline processes and systems across the organisation, realising business efficiencies and championing continuous improvement.• Support the Head of People to deliver inclusive and accessible workforce development strategies whilst maintaining robust HR policies and procedures.

The Role

Team and Collaboration	<ul style="list-style-type: none">• Provide leadership to commercial, operations, and visitor experience teams, fostering a culture of excellence and innovation.• Implement a clear and efficient meeting structure, ensuring relevant and timely information and decision-making flows across teams from the Board through to the weekly staff and volunteers• Contribute to strategic planning as a key member of the senior leadership team, ensuring BAC's operations and business model support its long-term vision.• Champion equity, diversity, and inclusion in all aspects of BAC's commercial and operational work.
Business Delivery	<ul style="list-style-type: none">• Support the CEO in governance processes and reporting directly to the Enterprises Board on behalf of the Executive.• Together with the Director and Heads of Finance, manage the organisational risk register, ensuring critical information is responded to and escalated correctly• Act as Safeguarding lead and support key staff to discharge their duties in a safe and compliant way.• Be the organisational lead for insurance, licencing and Health & Safety compliance.
General Tasks	<ul style="list-style-type: none">• Maintain a strong presence in the building, leading the delivery teams and setting standards through active role modelling• Build strong relationships with the weekly team and focus on generating more cohesive cross team working around the building

The Role

General Tasks	<ul style="list-style-type: none">• Be an active participant in BAC’s wider creative life, attending performances and events, and supporting the venue’s public-facing activities.• Contribute to staff meetings, cross-team collaborations, and organisational initiatives that support BAC’s mission and continuous improvement culture.• Maintain professional development, staying informed of trends in hospitality, retail, and event services to bring fresh ideas and improvements.• Ensure that BAC’s values of inclusivity, sustainability, and generosity are reflected in all aspects of your work and team leadership.
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Person Specification

Criteria	Description
Knowledge: <i>the understanding of a subject or information that a candidate has</i>	<ul style="list-style-type: none">• A demonstrable understanding of the UK's arts and cultural landscape, or applicable knowledge from an adjacent sector.• Strong knowledge of income generation, including venue hire, ticketing models, partnerships, and other earned income streams.• Expertise in budgeting, forecasting, and financial sustainability, particularly for charitable and publicly funded organisations.• Understanding of venue management, health & safety, legal compliance, and governance best practices.• Knowledge of how to deliver a high-quality customer experience in a cultural and commercial setting

Person Specification

Criteria	Description
Experience: <i>the practical application of the knowledge that a candidate has acquired through working or living</i>	<ul style="list-style-type: none">• Overseeing venue hires in a commercial context• Senior management roles with recognisable synergies to this job description• Proven experience managing large budgets, revenue streams, and financial planning.• Overseeing front-of-house, buildings, security, and customer experience• Track record of developing new revenue streams and driving commercial growth.• Leading cross-functional teams, embedding strong workplace culture, and improving organisational performance.• Reporting to and working with trustees or senior stakeholders in a governance structure.

Person Specification

Criteria	Description
Skills: <i>the specific abilities that a candidate has acquired through practice or training</i>	<ul style="list-style-type: none">• Ability to develop and implement strategies to grow income and ensure operational efficiency.• Strong people management skills, with the ability to lead and inspire teams across finance, operations, and commercial functions.• Competence in managing budgets, cost control, and developing sustainable business models.• Ability to implement new processes, systems, and technologies to improve efficiency and effectiveness.• Competence in using data and insights to inform business planning and operational improvements.

Terms & Conditions

Salary	£70,000 gross per annum
Hours	Up to 48 hours per week, excluding a daily one-hour lunch break
Role	5 days a week Monday-Friday; usual office hours are 10am-6pm. Flexible working where possible. Occasional evening and weekend work required. Attend performances and events.
Overtime	No overtime payments; TOIL system, to be taken within two weeks of accrual
Annual Leave	4 weeks per year, pro rata (5 weeks following one full year of service)
Probation Period	6 months, with a 3 month review
Notice Period	6 months
Contract Period	Permanent
Workplace Pension Scheme	BAC's pension scheme is provided by NEST
Staff Benefits	Complimentary tickets for performances at BAC (subject to availability and staff ticket policy), Employment Assistance Programme by Health Assured, Cycle to Work Scheme, Discount in the BAC cafe (subject to discount policy), 5 Development Days, pro rata



Thank you for considering this role at Battersea Arts Centre

We are hugely grateful for your interest in BAC, and we hope the above has given you more insight into the role, its significance and the wider impact of BACs work. Taking up a leadership role at BAC means creating a lasting legacy on the lives and wellbeing of our staff, artists, young people and community.

For further queries:
recruitment@bac.org.uk