





Film and Video Umbrella (FVU) specialises in curating, commissioning, producing, presenting and touring artists' moving image work in the UK and internationally. Since its inception in 1988, FVU's mission has been to bring outstanding examples of artists' moving image to new and diverse audiences across the UK, and to popularise this exciting and vibrant artform to people who might not already know it, or lack an opportunity to see it. The organisation's main focus is the commissioning and production of new moving-image works, which are usually developed in close collaboration with venues across the country, who contribute funding, act as curatorial partners and showcase the resulting pieces. Works often travel between two to three such partner venues, generally in the UK, but occasionally abroad, and are shown in a variety of exhibition contexts, including galleries, cinemas and other public spaces, as well as online. FVU's promotional and publishing activities, in print and online, are equally carefully considered with different audiences in mind, and the talks and events we curate to accompany the staging of our commissions are designed to offer further opportunities for the public to access and engage with our work.

A fundamental aspect of FVU's mission is to identify and nurture talented artists, giving them the widest possible exposure and enabling them to realise their full potential. We do this by offering high-level professional support throughout all stages of a project's development and production – a commitment to quality that extends to the care and know-how we bring to its public presentation. We enable artists to make step-change works, expanding or experimenting with their practice, working with new technologies, new ideas, and collaborating with specialist expertise. We have repeatedly commissioned breakthrough pieces that have brought artists new audiences and critical acclaim, including several such as Isaac Julien, Rachel Maclean and Hetain Patel, who went on to be Turner Prize or Jarman Award winners or nominees.

Film and Video Umbrella is proud to be an Arts Council England National Portfolio Organisation and receives core funding of £386k each year. This offers financial security, supports the majority of our overheads, and provides significant contributions to the programme activities. Additional income is raised through collaborations with commissioning partners and traditional fundraising.

FVU is participating in [Arts Council England's Transfer Programme](#) as a way of solidifying its ongoing commitment to collaborating and presenting work nationally. The new Director will work closely with FVU's Trustees and staff to facilitate the relocation of the organisation and its extensive archive to a new location outside London by October 2024. Our intention is to maintain a presence in London so that FVU can continue to benefit from the world-class film production facilities and specialist expertise upon which it regularly draws to realise its commissions.



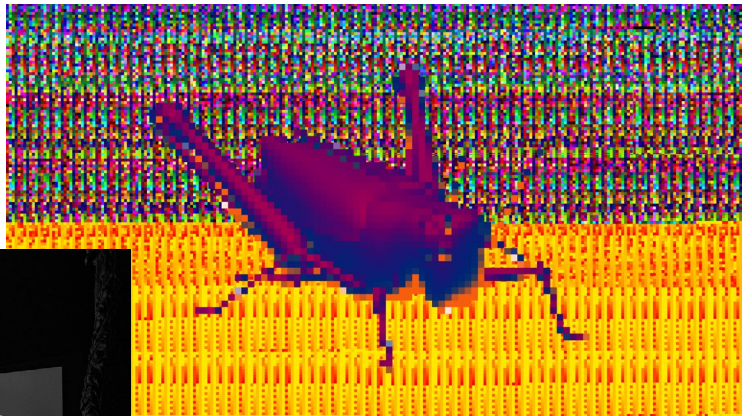


VISION STATEMENT

Moving image is the most relevant and dynamic medium of our times. Film and Video Umbrella facilitates and advances artists' work in the moving image, sharing that work with an increasingly wide, diverse and engaged audience.

MISSION STATEMENT

Film and Video Umbrella will enable artists to make challenging, innovative, moving image works that are a step-change in their practice, and ensures that those works are experienced and appreciated by wide and diverse audiences.





Further information on
Film and Video Umbrella can
be found on our website:

www.fvu.co.uk

Artist Centred

The interests of artists drive our activities. We work to facilitate the visions of artists and aim to have a positive and transformative impact on their careers.

Relevant and Responsive

Our work is relevant to the audiences we serve, and responds to their feedback, prioritising the quality of their experience.

Bridge Builders Between Artists and Audiences

We have a duty to act as a bridge between the artist's intentions and the audience, to render work engaging and intelligible.

Diverse and Inclusive

We know we are not there yet, but we are committed to ongoing learning and change to create true equity, and to proactively removing obstacles to participation in our field.

Risk-Taking and Experimental

We aspire to creative innovation – to avoid repetition and to challenge and push the scope of artists, audiences, the medium and ourselves.

Collaborative

Everything we do is a collaboration with an artist, and often multiple other creative parties and organisations, and we are committed to going on a positive collaborative journey on every project.

Advocates and Critical Friends

We have a duty to advocate for the artists and organisations that we work with, for the medium and on behalf of the sector, but also a duty of candour to the artists and organisations. We are committed to providing constructive responses, and to challenging poor practices within the organisation and without.

Prioritising the Emerging and Under-Supported

Emerging artists will always take up at least 50% of our programme, and we want to back the talents who are struggling to find support elsewhere.

Environmentally Sustainable

We are committed to reducing our environmental impact to become carbon neutral by 2030.

After three decades of dedicated service and inspiring leadership, Steven Bode will step down from the role of Director later this year to take on a time-limited, part-time remit to help research and broker FVU's forthcoming move outside London, to oversee and implement the projects he has initiated, and to facilitate the transition to a new Director.

The new Director will be responsible for setting the artistic vision and direction of FVU as it enters an exciting new chapter in its history, and for championing moving-image across the UK and beyond. They will also lead on matters of governance, finance and income development, holding accountability for the long-term financial sustainability of the organisation. The Director will set the tone for the overall health of FVU, including the wellbeing of its employees and its workplace culture.

The organisation's model of operation as a nationwide agency is dependent on numerous national collaborations, and a key aspect of the Director's role will be to build and sustain successful relationships with a number of partners around the UK.

The role reports to the Chair and Board of Trustees and is directly responsible for all staff, currently the Managing Director, Technical Manager and Projects Manager.

Strategic Leadership

- Lead on the development, implementation and monitoring of strategic, artistic and business plans that reflect FVU's Vision, Mission, Principles and Values.
- Together with team members, provide the strategic planning for, and implementation of, the transfer of FVU out of London, including relocating the organisation's archives to where they are accessible and can be maintained.
- Establish a strategic plan for building and broadening FVU's audiences at local, national and international level.

Creative Leadership and Programme

- Provide inspirational leadership for the organisation to realise an ambitious and dynamic artistic vision.
- Work with the team to develop and present a programme of commissions, exhibitions, publishing and events, for national, international and online audiences, that promotes FVU's principles and values, supports talent development and diversity, reflects changing trends, and is original and relevant.
- Executive produce, or directly produce, key components of FVU's programme.
- Develop, support, and nurture productive relationships with commissioned artists to produce ambitious new work, and with the wide range of technical and creative talents whose expertise supports FVU productions.
- Initiate, develop and nurture partnerships with UK and international venues who will continue to provide co-commissioning partnerships for FVU's projects.
- Work with the FVU team, in particular the Managing Director, to deliver ongoing evaluations and reviews of the programme and activities.

Organisational Leadership

- Provide leadership, clear direction and support for the staff, encouraging a collaborative and well-managed working culture where employees can develop and flourish.
- Line manage staff, ensuring that they are provided with regular check-in meetings and reviews, where they receive clear feedback on their work and any development opportunities.
- With the Managing Director, ensure that organisational policies and procedures are maintained, and followed, in accordance with best practice and that legal and statutory requirements in Company and Charity Law are complied with.
- Lead FVU's programme for environmental sustainability, working with the team to plan and deliver the organisation's Environmental Policy and Action Plan, including contributing through the content of its creative programme, providing actions and exemplars that resonate locally and nationally.
- With the Managing Director, play a leading role in developing and delivering FVU's Equality, Diversity and Inclusion Policy and Action Plan working to promote an organisational culture that is committed to equality, diversity, inclusion, and accessibility.
- Build a strong and dynamic relationship with the Board of Trustees, engaging trustees' strategic guidance and ensuring their support to deliver high standards of governance, ethical practices and social responsibility.

Finance and Income Generation

- Hold overall accountability for the long-term financial planning and sustainability of FVU.
- Lead on fundraising, setting strategy and proactively seeking and securing income streams from a variety of new and existing sources, ensuring a stable future for FVU, that reflects its values and ethics.
- With the Managing Director and Bookkeeper, ensure the organisation is operating at optimal financial effectiveness, reporting to funders and the Board of Trustees with regularity and transparency.
- Work with the Managing Director to ensure that appropriate financial and risk management systems and controls are in place so that planned activity is delivered cost effectively and within budget.

External Relations, Communication and Advocacy

- Together with the Managing Director, maintain positive relations with Arts Council England, ensuring regular reporting on the organisation's activities.
- Retain and develop excellent working relationships with the national network of trusts, foundations and other funders.
- Proactively seek out and develop creative and strategic partnerships with organisations, producers and practitioners in the contemporary arts sector nationally and internationally, that will mutually benefit all parties and raise FVU's profile.
- Develop FVU's leadership role and reputation within the sector, contributing to regional and national art strategies.
- Act as the key spokesperson and representative for FVU with the media and at forums, conferences and public events.
- Be an ambassador and advocate for the artists' moving image sector, acting as a source of expert advice or knowledge, if called upon and where appropriate.
- Set the framework for FVU's marketing and PR strategy, ensuring effective promotion and communication of its artistic programme and events.
- Write website, promotional and other copy for FVU projects, commissioning other writers and designers where required, and overseeing publication online and in print.

Our ideal candidate will bring a vision that is rooted in FVU's Mission, Principles and Values and builds on its unique history and position in the arts ecology, while ensuring it remains innovative, resilient and relevant. They will balance bold and imaginative programme ambitions with fiscal realities, ensuring that the organisation is both dynamic and sustainable.

The Director will ideally demonstrate the following experiences and characteristics, although we are also supportive of applicants who have partial or equivalent experiences, and for whom this role would represent a step up. We are also open to applications and proposals from job share candidates.

Desirable Experience

- Working at a leadership or senior management level within a contemporary arts organisation or equivalent.
- A proven track record of designing and delivering a compelling artistic vision with a commitment to excellence.
- Proven ability to generate income from a wide range of sources.
- Experience of brokering new partnerships to commission and tour ambitious artistic work nationally and internationally with a track record for cross-organisational working.
- A demonstrable track record of successfully working with creative individuals and organisations in a producer or curator role.
- Experience of working collaboratively and the ability to forge mutually respectful and effective working relationships.
- Experience of business planning, financial and risk management and control.
- A proven track record of building diverse audiences for cultural work.
- Experience of working in a publicly funded, or not-for-profit, cultural organisation.

Working Knowledge

- Knowledge of contemporary visual art, ideally artists' moving image.
- Understanding of the processes of film production and staging gallery exhibitions.
- A wide network of existing contacts in the UK and internationally, including galleries, funders, patrons, collectors, artists and curators.

Skills and Qualities

- Excellent interpersonal and communication skills, able to speak to a variety of audiences and stakeholders.
- Able to express complex ideas with clarity and to inspire trust.
- An inclusive and collaborative leadership style with an ability to support, nurture, develop, motivate and inspire a small, high-performing team.
- Interest in developing, mentoring and supporting artists.
- Ability to manage multiple projects and priorities, work under pressure, and delegate effectively.
- Strategically-minded, with excellent attention to detail.
- Resilient, emotionally intelligent, and empathetic to the needs of diverse individuals and communities.

Summary of Terms of Employment

Salary

£55,000-£65,000 dependent on experience

Contract

Permanent, full-time

Notice period

Six months' on either side

Holiday

28 days, inclusive of bank holidays, with additional days over Christmas and new year, when the organisation closes for two weeks.

Location

FVU is in the process of relocating its operation outside London as part of Arts Council England's Transfer Programme. There will continue to be a base in London at a location to be decided. Staff are able to work flexibly between home and office locations.

Travel

The job will involve regular travel within the UK and some international travel.

How to Apply

Please send your CV and a covering letter of no more than two pages to our recruitment consultant, Heather Newill, Director AEM International Ltd at: hnewill@aeminternational.co.uk

Deadline for applications

Friday 9th June – 5pm. All applications will be acknowledged.

We welcome applications from candidates of all backgrounds.

We particularly encourage applications from individuals from low-income backgrounds, those who are ethnically diverse or disabled, and anyone else who considers themselves under-represented within the visual arts.

We will support any access requirements you may have during the recruitment process and ensure that reasonable adjustments are in place. If you have any access needs, or barriers to access that you would like to discuss, please do not hesitate to let us know either before applying or as part of your application.

If you would like a confidential and informal chat about FVU or the job, please contact Heather Newill on 01728 660026.

We would be grateful to all applicants if you could complete an Equal Opportunities Monitoring Form. We will send this to you upon receipt of your application. The form will not be shared with anyone involved in assessing your application.

LIST OF IMAGES IN ORDER OF APPEARANCE:

Georgina Starr, Quarantaine, 2020.
Hetain Patel, Don't Look at the Finger, 2017.
Kyla Harris & Lou Macnamara, It's Personal, 2021.
Ed Atkins, Warm, Warm, Warm Spring Mouths, 2013.
Sutapa Biswas, Lumen, 2021.
Rodell Warner, Natural Error, 2021.
Michael., cleave to the BLACK, installation view, Leeds Art Gallery, 2022. (photo: Rob Battersby)
Joanna Callaghan, My Fantastic Voyage, 2022.
Nadeem Din-Gabisi, MASS, behind the scenes, 2020.
Patrick Goddard, Animal Antics, 2021.

