



Your job

Job Title: Head of Cultural Programming - Haigh Hall

Service: Culture & Events

Grade: 12

Reporting to: Operations Director – Haigh Hall

Haigh Hall and its 300-acre Woodland Park is an established and much-loved local visitor destination with over 550,000 visits per year. Seen by many as the borough's 'Jewel in the Crown', Haigh Hall has been a part of Wigan's heritage for over 900 years. In recent years operations have focussed on the Woodland Park, which has a well-established approach to park management, events and commercial partner relationships.

However, the estate is currently undergoing a significant renovation to transform it into a cultural visitor destination of national significance. The transformation project has benefitted from substantial Council capital investment, in addition to £4.6m from the National Lottery Heritage Fund and £20m from the Government's Levelling Up fund, contributing to an overall £50m+ project, providing a once in a generation opportunity to transform the Hall and estate for decades to come.

The transformation means that this iconic heritage asset, the Grade II* listed Hall and wider estate, will be fully restored and transformed into a cultural destination with a focus on Heritage, Horticulture, Hospitality and Humanities.

This is an incredibly exciting time for Haigh Hall and as part of the continued development of a dynamic team, that will deliver the vision for Haigh, we are looking to recruit to a creative, innovative and experienced

Head of Cultural Programming, with a flair for creativity, collaboration, financial acumen and the ability to build excellent relationships with stakeholders including local residents, the wider Council team, statutory stakeholders, key national bodies and funders.

The Head of Cultural Programming is a key role in the Haigh Senior Management Team, working alongside commercial partners, including the Hospitality Partner, to develop and deliver an innovative integrated programme of exhibitions and loans, learning, engagement, research and scholarship that will establish Haigh Hall as a world class cultural institution. The post holder will take a lead role in securing regular funding with national funders.

We believe that arts and culture have the power to change lives, improve wellbeing and bring communities together and we see this role as central to achieving this at Haigh.

Working across the cultural and arts sector and in collaboration with the Council's Culture, Arts and Heritage team, the post holder will lead the artistic vision, policy and curatorial plan for Haigh Hall and the wider estate. There are fascinating stories to be researched, curated and told spanning the 900 years of history at Haigh, many that are in local folklore and many that have been untold for generations. Bringing these stories to life alongside our communities with sensitivity and imagination as well as securing high-quality loans from local, national and international collections is at the heart of this role.

This is an exciting opening to join a growing transformational team, leading on the artistic vision for the Hall and estate at a time when an unprecedented level of public funding has been secured to bring the vision to life.

Mandatory Statement

The Council is committed to complying with European General Data Protection regulations (GDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance

in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection regulations.

Wigan Council is an active, strong, and committed corporate parent. As a priority, all employees have a responsibility towards the children we look after and care leavers, not just those employed by the Children's Directorate.

In this job you will:

In the next 12 months, you will:

- Develop the artistic vision, policy and curatorial plan for Haigh Hall and wider estate
- Develop an exhibition programme through the securing of collection loans from the date of the Hall opening
- In collaboration with other key members of the Haigh Senior Management Team engage with key stakeholders including community groups in order to ensure local people are fully engaged in and helping to design our future plans
- Take steps to raise the profile of Haigh Hall regionally and nationally as a cultural destination, working alongside the Council's PR team
- Play a key role in the rebranding and establishing of a new visual identity for Haigh Hall through active participation in workshops and development meetings with partners and stakeholders
- Undertake a review of Haigh Hall's history and build on the existing knowledge within the local community, leading and developing a research programme, with a view to developing interpretation material to be displayed in the hall and the potential for loans of cultural importance.
- Work with the contracted project managers, architects, interior designers and wider project team to advise on all aspects of gallery spaces including permanent, temporary and children's galleries
- Assess and advise on technical provision requirements for gallery spaces and the different approaches to curation for these spaces
- Assess and advise on the interim and end of stage architectural proposals for the gallery spaces
- Play a key role in the development of the Haigh Hall website alongside the Council's PR team, wider council colleagues and consultants.

- Develop an Audience Development Strategy for Haigh, in collaboration with the Haigh Senior Management Team
- Play a key role, with appropriate colleagues, in the development of an Education Strategy for Haigh with education providers, other organisations and individuals from across the education sector. This will involve creating and managing a diverse range of community, cultural and educational partnerships to support the delivery of the artistic vision for Haigh.
- Lead on applications for funding grants from Arts Council England and other key funders
- Work in collaboration with the Head of Events to support a high quality Events Programme at Haigh
- Working as part of the wider Culture and Events service, which is a key function within the Strategy and Innovation Directorate, the post holder will develop and deliver strategies and transformation plans that drive the Council's Progress with Unity ambitions.
- Lead and manage a team responsible for planning, delivering, co-ordinating and promoting an exciting cultural programme in the Hall, and potentially across the wider Haigh estate. This will involve working closely with the Haigh Senior Management Team, commercial partners, volunteers and the local community.
- Develop and monitor an effective performance management system to evaluate the impact of the cultural offer at Haigh against the Council's corporate priorities.
- Ensure that individually, and as a team, excellent customer service is provided meeting customer's shifting requirements.
- Build positive and cohesive relationships working with a range of organisations, individuals, networks and partnerships in the borough, (and regionally), to support the delivery of the ambition for Haigh.

On an ongoing basis you will:

- Lead a high performing team that is engaged and motivated, ensuring that the right skills are in place within a working environment that supports innovation and the delivery of outcomes.
- Be connected to the cultural sector and represent the Council within local, regional and national conversations around touring work, cultural education, skills development and research.
- Be responsible for partnership management and development
- Effectively manage budgets
- Collaborate with, and support, artist(s) in residence at Haigh Hall

- Commission and work closely with artists on projects across the estate eg Plantation Gates Lodge Houses, Bothy Yard etc
- Further develop the presence of artistic structures already commissioned on-site such as the comet play trail to create an 'Arts Park' at Haigh
- Ensure that appropriate strategies, procedures, structures and resources are in place to deliver excellence in the care, development, research and presentation of the collections
- Ensure an approach to acquisitions and documentation that aligns appropriately with our key strategic objectives
- Along with the wider team you will, where possible, support the local community through Community Wealth Building initiatives this could be around the shared use of volunteers, resources and supporting with fund raising in addition to ensuring a Community Wealth Building obligation is written in any procurement processes undertaken
- Establish and maintain principles of best practice for object handling, loans, display and storage
- Develop a robust plan for the renewal and refreshment of the galleries and other art installations on-site
- As a member of the Haigh Senior Management Team, attend the weekly management team meetings and actively support, lead and contribute to ongoing business planning and reporting
- Ensure a culture of continuous improvement is embedded within the team's activities.
- Take a pro-active approach to establishing and maintaining key contacts in the cultural and arts sectors to ensure opportunities to secure collection loans are maximised
- Play a key role in the strategic leadership and management of Haigh Hall embodying Wigan Council's values.
- Actively support and contribute to the Council's New Era plan, Progress with Unity, and the new 5 year Cultural Manifesto strategy
- Carry out other reasonable duties as required by the Operations Director to support the delivery of the vision for Haigh Hall
- Have a flexible approach, the post holder will be required to work evenings, weekends and bank holidays.
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules

In this job you will need:

You must be able to demonstrate the following essential requirements:

- Degree or equivalent qualification in a relevant field and the ability to demonstrate evidence of continual professional and personal development
- Ability to work cohesively as part of a Senior Management Team, displaying the TeamWigan behaviours
- You will be innovative, flexible, highly organised and adept at establishing new ways of working to develop programmes that empower artists and enthral audiences
- You will have a passion for the arts and the desire to facilitate outstanding cultural experiences for a range of audiences
- Experience of curating both touring and non-touring exhibitions of high-quality art works
- Experience of creating engaging learning content for diverse audiences
- A thorough understanding of the complexities of balancing public sector, commercial and artistic objectives
- Excellent leadership and organisational skills
- Excellent communication skills and interpersonal skills, able to communicate confidently and effectively with elected members, senior managers, partners and the local community
- Excellent decision-making skills and the ability to break down problems and devise innovative solutions
- Excellent in-depth knowledge of the arts and cultural sector and experience in delivering cultural programmes
- Excellent knowledge and understanding of relevant legislation and best practise within a gallery setting
- Excellent financial and resource management skills including budget management
- Ability to work to tight deadlines and thrive under pressure
- Excellent ICT skills and good understanding of the value and use of new technology in improving services and engaging with others
- Engage positively with new challenges and new development opportunities, and demonstrate resilience when things don't go exactly to plan
- Demonstrate a strong understanding of a local government environment

Our Culture

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **TeamWigan** behaviours.

Be Positive	“ Take pride in all that you do and support and develop yourself and others. ”
Be Accountable	“ Be responsible for making things better, enabling change and supporting improvement. ”
Be Courageous	“ Be open to doing things differently and working collaboratively with others. ”
Be Kind	“ Be helpful, generous and thoughtful towards yourself and others. ”