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The Tyrone Guthrie Centre, Annaghmakerrig, Newbliss, Co. Monaghan, H18 PP70 Ireland

#### Post of Director - The Tyrone Guthrie Centre

The Board of the Tyrone Guthrie Centre invites applications from exceptional candidates with a proven track record in cultural management and strategic vision for the position of Director. Our new Director will be a capable leader and motivator of staff. The Director will steward our team and deliver on our mission, build our strategic partnerships across the island and internationally, oversee the implementation of our Strategic Plan and Policies, elevate our reputation and position within the cultural ecosystem, and secure the resources needed to deliver our vision sustainably. The Director will know the arts policies and administrations of both jurisdictions on the island and will have expertise in working with, for, and on behalf of artists and cultural enterprises. The Director will be passionate and active in supporting the creative ambitions of our artists.

Since its foundation in 1981 the Tyrone Guthrie Centre has attained a valued place amongst artists at local, national and international level. The Tyrone Guthrie Centre is supported by both Arts Councils in Ireland, as well as the Office of Public Works (OPW). The mission of the Tyrone Guthrie Centre is to provide a quiet, residential and inclusive environment that esteems, supports, and develops artists across all art forms. The Director will maintain positive relations with partners and benefactors, building trust, and retaining the confidence of the two Arts Councils, the OPW, local and regional authorities and other funders.

Situated in the quiet countryside of County Monaghan, Ireland, our facilities comprise the historic Annaghmakerrig House, self-catering cottages, studios and a stand-alone performance and dance space set alongside a large lake and ancient forest. It is a unique setting, with a biodiversity that is cherished within our community. The Tyrone Guthrie Centre is committed to excellence of creative endeavour. Our values are informed by ethical principles; sustainability, integrity, collegiality, dignity and respect, accessibility and inclusion, accountability and transparency. We want our new Director to share those values. One of our core values is 'care of our environment' - of the Guthrie family legacy and bequest, our archive and collections, and of Annaghmakerrig house and our broader environments. The director will lead on participating in the Museum Standards Programme for Ireland and in the Shared Island initiatives.

The Director will be available to live and work at Annaghmakerrig on terms agreed with the Board.

#### **The duties and responsibilities will include:**

- Strategic direction and oversight of the Centre in accordance with the policies and values of the Board;
- Building on our positive reputation and maintaining and elevating the status of the Tyrone Guthrie Centre as a respected resource for artists. Overseeing the implementation of 'Rise Above!' our Strategic Plan 2022-2027 and bringing forward new ideas;
- Engaging with and ensuring the resident artists receive every support during their stay;

- Representing the Centre and conducting its key external relations in both the North and South of Ireland;
- Identifying and building new strategic relationships;
- Managing the finances of the Centre including; controlling budgets, identifying and securing grants from appropriate funders and partners, and activating income generation opportunities;
- Implementation of the developing workforce plan;
- Overseeing the publications of The Tyrone Guthrie Centre;
- Reporting on a regular basis to the Board, acting as Company Secretary in support of the Board Governance of the Centre and of its compliance with relevant legislation and regulations, including those of the Charities Regulator and the regulators of various aspects of the Centre's operations.
- The Director reports to the Chairperson and the Board.

**Essential qualifications and experience:**

- 3<sup>rd</sup> Level qualification with additional qualification in cultural management desirable;
- Minimum 4 years' experience in a senior position in a cultural institution;
- Current driving licence.

**Desirable skills and experience**

- Project management and experience in capital development;
- Supporting fundraising initiatives;
- HR experience and management of staff.

**Application should include:**

Education and employment history including examples of the competencies and skills required for the role of Director in the following areas;

**Leadership and Strategic Direction**

- Team leading, setting standards, facilitating learning and development
- Promoting a culture that fosters the highest standards of ethics and integrity
- Innovating and implementing change and reform
- Developing and implementing strategy
- Resilience in challenging situations

**Decision making**

- Making sound and well informed decisions
- Taking action in a timely manner

**Management and delivery of results**

- Balancing strategy and operational needs
- Financial management, optimising resources and budgeting
- Corporate governance and compliance

**Relationships and Communications**

- Communicating effectively
- Managing and building strategic relationships and strong professional networks
- Representation of organisations nationally and internationally

- Influencing, advocating and negotiating within the cultural sphere

**Knowledge and experience of the sector**

- Understanding of national and international arts policies
- Understanding of Museum Standards Programme of Ireland (MSPI)
- Understanding of Creative Ireland and the Shared Island funds
- An understanding of and deep commitment to sustainability, diversity, inclusion and equality.

**Salary:** €65k- €74k

**Contract:** 5 year contract pending probation period of 6 months, with a 3-month review.

Annual performance review.

**How to apply:**

The application form can be accessed [here](#) and should be downloaded as Word (.docx) file. The completed form should be emailed to: [recruitmenttgc23@gmail.com](mailto:recruitmenttgc23@gmail.com).

Applicants should set out their core competencies and skills and how the applicant's specific previous experiences maps to the role description. Applications should include names and contact details of 2 referees.

Closing date for applications: 12pm, 26th September 2023

Interviews to be held on week commencing Monday 16th October 2023

Preferred starting date: 2nd January 2024

The selection of the new Director will be made via a competency-based interview.

The Tyrone Guthrie Centre is a registered charity CHY6248.