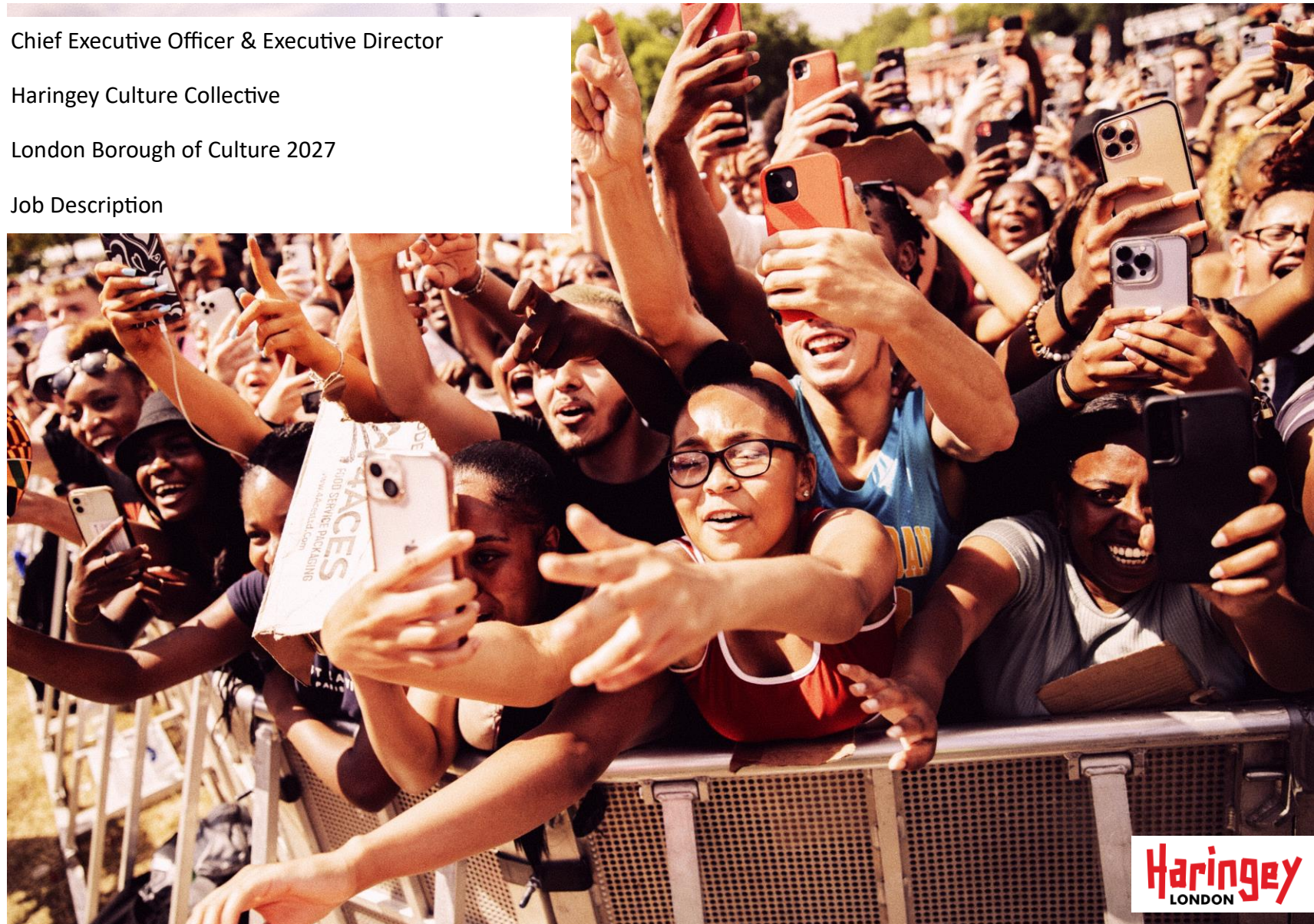


Chief Executive Officer & Executive Director

Haringey Culture Collective

London Borough of Culture 2027

Job Description



## Summary

Launched in 2017, the Mayor's London Borough of Culture award, brings Londoners together. It puts culture at the heart of local communities, where it belongs, illuminating the character and diversity of London's boroughs and showing culture is for everyone. Boroughs receive £1.35m to deliver a spectacular year of creative and cultural activities that celebrate local communities and showcase London's diversity.

Wandsworth (2025) and Haringey (2027) are the next two London Boroughs of Culture, taking the game-changing programme through towards the end of the decade, and leading directly into the European Football Championship in 2028, with Tottenham Hotspur in Haringey being one of only two London destinations for the tournament.

## Background

The London Borough of Haringey is a borough in north London, covering an area of more than 11 square miles. Over 260,000 residents make up the current population of Haringey. It is the 4th most deprived borough in London, and the 49th most deprived local authority in England (out of 326). Within the borough there are extreme contrasts: neighbourhoods in some of the western wards, such as Highgate, Muswell Hill and Crouch End are among the most prosperous in the country; in the east of the borough, many neighbourhoods are classified as being among the most deprived in the country.

For centuries people have come from all over the world and made their home in Haringey. Having been welcomed by the local community, they in turn have enriched daily life in the borough and deepened a working-class history that has championed change-makers and everyday rebels for generations. From fighting the far right in the Battle of Wood Green; belligerent protest against Section 28; campaigning for disability rights, and women's education and equity; and electing Bernie Grant, the first Black council leader in Europe, a collective and fearless attitude continues to inspire and unshackle this incredibly diverse and culturally rich community.

This is why Haringey is proudly The Rebel Borough.

Changemakers, pioneers, innovators and creatives - always.

## Haringey Culture Collective

Haringey Council has established a charity to deliver London Borough of Culture 2027. This charity will be an independent charitable organisation dedicated to public benefit and governed by a board of trustees. It will function with the agility and flexibility of a community organisation for the development and management of the London Borough of Culture programme, and it will have the opportunity to utilise community and public sector resources and funding. The charity is expected to be incorporated by autumn 2025, with its future purpose and legacy reviewed by Haringey Council in 2028. Based on the programme's successful delivery, the charity may become a legacy outcome, potentially making the role and term permanent.

The London Borough of Culture provides an opportunity for the council to co-create a vision using arts and culture to explore new ways of working and to deliver change and lasting impact. Through long-term regeneration, skills development, employment, and cultural infrastructure, the charity will enable the borough to experiment with ideas, celebrate successes, learn from failures, and promote sustainable engagement and change in Haringey.

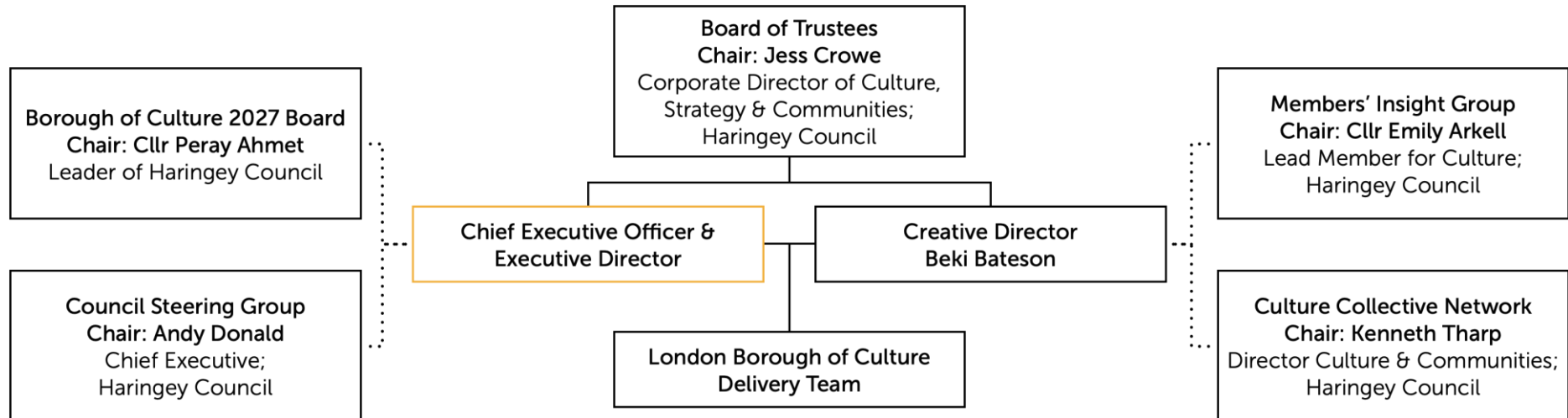
## The role

We are seeking a leader to establish and manage the charity, to successfully deliver a diverse year of cultural events that will lead to a sustainable legacy for the borough. Working closely with the Creative Director and Board of Trustees, this individual will support and lead a local team, initiate key partnerships, manage financial and operational delivery and governance, and uphold the charity's vision. They will work closely with the Council in setting and delivering the strategic aims and objectives of the services the charity will provide.

Successful candidates will be expected to manage, maintain and develop relationships with a wide range of stakeholders, including politicians, funders (existing and potential), residents, businesses and the program leadership team in the GLA.

Expected outcomes during this period include increased accessibility for culture across the borough, a greater sense of belonging, happiness, health and wellbeing, better pathways to creative careers and opportunities, thriving artistic, LGBTQI+ and volunteer communities and sustainable cultural infrastructure. We will centre young, Deaf / Disabled and intergenerational audiences, participants and artists.

## Organisational structure







## Main tasks

### Leadership, Management & Advocacy

- Regular liaison with the Chair of the Board and Finance Committee.
- Engage with wider governance and advisory groups as needed.
- Build strong collaborative relationships with key stakeholders and funders in particular at the GLA to ensure compliance with expectations around delivery, outcomes and evaluation.
- Ensure staff have the tools, support, and information they need, and that HR policies are in place.
- Represent and promote the Culture Collective across sectors, growing our network and profile to support future goals.

### Fundraising & Development

- Lead the income generation strategy (budget of approximately £6 million including in-kind support, of which 50% is secured), setting and reaching yearly targets from public, private, and tax relief sources.
- Work with consultants, the team, and the council to find and grow new funding opportunities.
- Oversee all funding bids and applications.
- Ensure all reporting and evaluations are accurate, on time, and tell our story well.
- Plan and develop long-term income generation ambitions for beyond London Borough of Culture 2027.

### Strategy & Planning

- Work with the Creative Director and Board to shape and deliver the Haringey Culture Collective's community and creative vision through a clear, evolving strategy.
- Lead the business plan, making sure the charity is bold, sustainable, and always learning from its work.
- Build strong relationships with council teams to improve communication, delivery, and collaboration.
- Develop impactful local and national projects with the Creative Director.
- Support and lead a confident, efficient team with clear planning and priorities.
- Make sure our work is focused on key communities, especially young people, and that we learn from what works.
- Plan for the long-term legacy of the charity's work and work to identify opportunities for financial sustainability of the borough's cultural infrastructure beyond the end of the Borough of Culture programme.

## Main tasks cont.

### Finance & Governance

- Lead the charity's budgeting and financial planning, including forecasts, risk assessments, reserves, and audits.
- Keep the Board and Finance Committee updated with clear, regular reports on strategy, development, staffing, and finances.
- Oversee governance and help build a positive, engaged governance culture.
- Communicate effectively with trustees to support good decision-making and make the most of their expertise.
- Help recruit and develop a strong, diverse Board with the right mix of skills, experience, and networks.
- Ensure we meet all legal and regulatory requirements.
- Ensure the Council is provided with all necessary information to enable it to fulfil its obligations to the GLA under the London Borough of Culture grant agreement.

### Producing & Project Delivery

- Lead on negotiations with project partners and commissioners, making sure agreements are fair, clear, financially robust.
- Support the team, including freelancers, in delivering high-quality projects.
- Help shape project budgets and keep an eye on delivery and spend.
- Take the lead on safeguarding and act as the charity's Safeguarding Lead.
- Explore national and international opportunities that align with our mission.
- Carry out other tasks as reasonably requested by the Board.







## Person specification

### Essential Criteria

#### Leadership, Management & Advocacy

- 5-7+ years of senior leadership experience in the arts, cultural, or non-profit sectors.
- A strong track record of developing and delivering strategic plans and business models.

#### Skills & Competencies

- Strong leadership and people management skills — able to inspire, guide, and support a high-performing team.
- Excellent communicator, both written and verbal, with the ability to engage a range of audiences.
- Confident with financial planning, budgeting, and monitoring.
- Skilled in representing and promoting an organisation within the cultural and creative sectors.

#### Finance & Governance

- Proven financial skills, with experience managing budgets, cash flow, financial reporting, and working with accountants to prepare annual charity accounts.
- Experience working closely with a Board of Trustees, including responsibilities around governance and compliance.

#### Fundraising & Development

- Proven experience leading income strategies and securing funding from public, private and commercial sources.
- Confident in writing and managing successful funding bids and applications.

#### Producing & Project Management

- Experience negotiating and managing major partnerships and project contracts.
- Practical experience producing or supporting national or international projects.

#### Personal Attributes

- Passionate about the arts, culture, and meaningful community engagement.
- Creative and strategic thinker, with a drive to move organisations forward.
- Comfortable working in a fast-paced, ever-changing environment.
- Committed to ethical leadership — especially around partnerships and fundraising.
- Appreciation of the role of local politicians and of working in a political environment.

## Person specification cont.

### Desirable Criteria

#### Personal Attributes

- Good understanding of the communities, culture, and context of the London Borough of Haringey.
- Passion for ethical, community-driven work that reflects the charity's values.

#### Fundraising & Development

- Skilled at spotting and developing new funding opportunities that align with the charity's mission and values.

#### Finance & Governance

- Experience supporting or leading Board recruitment and development, ensuring strong governance.
- Experience as a Safeguarding Lead within the arts, charity, or non-profit sectors.
- Understanding or experience of the particular governance requirements of Local Authority-owned companies.

#### Skills & Competencies

- Excellent at managing multiple projects and making sure they are delivered on time and within budget.
- Committed to personal growth — always learning and staying up to date with best practices and sector trends.

## Terms

|              |  |
|--------------|--|
| Reporting to | Chair of Trustees  |
| Location     | Haringey   |
| Salary       | Up to £80,000 (pro rata)   |
| Role         | 0.6 – 1.0 FTE<br>Fixed term: Autumn 2025 – December 2028<br>(with potential to become a permanent role in the longer term) |

## Information and how to apply

Haringey is a diverse borough that prides itself on the strength of its communities. We want to reflect this in the people who work here. Which is why we're committed to promoting diversity and creating an environment where everyone is treated equally, with respect and dignity. Everyone is welcome to apply for the role however owing to their underrepresentation within the arts and culture sector, we are particularly interested in hearing from people who identify as D/deaf and/or disabled and/or people who identify as Global Majority.

Please inform us of any access support you might require if your application is taken forward to an in-person interview.

To apply please send us your CV (PDF) and a covering letter no longer than 2 sides of A4 (PDF) to [CultureCollective@haringey.gov.uk](mailto:CultureCollective@haringey.gov.uk)

If you wish to discuss the role or need further information, please contact Beki Bateson on [Beki.Bateson@haringey.gov.uk](mailto:Beki.Bateson@haringey.gov.uk)

|                              |                                  |                             |
|------------------------------|----------------------------------|-----------------------------|
| Deadline for discussion with | Beki Bateson (Creative Director) | Friday 19 September 2025    |
|                              | Jess Crowe (Chair of Trustees)   | Friday 26 September 2025    |
| Deadline for applications    |                                  | Monday 6 October 2025, 10am |
| Interviews (in-person)       |                                  | Thursday 9 October 2025     |
| Second interviews            |                                  | Monday 13 October 2025      |