

Appointment of
PRINCIPAL





A WELCOME FROM THE CHAIR OF THE BOARD OF DIRECTORS

Thank you for your interest in Leith School of Art and in our search for a new Principal. As you delve into the following pages I hope you will gain a sense of what makes Leith School of Art unique and this opportunity so special.

Leith School of Art is held in high regard by artists far and wide and in genuine affection by all who are associated with it. Leith means a great deal in different ways to different people, but if two things stand out it is the excellence of the teaching and the genuine sense of community that characterises the School.

There are many who describe the experience of studying at Leith as life-changing, whether as a springboard to an artistic career or as a way to find, or rediscover, fulfilment, self-connection and expression. There is a tangible sense of creative energy and movement within the School: every space busy and vibrant with artistic activity through our various daytime, evening and weekend courses. Our Assisted Places and Community Classes open the door to many for whom the opportunity to learn about and practise art would otherwise be beyond reach on cost grounds.

Following the recent retirement of Philip Archer as Principal, Leith School of Art is in a highly significant season of change. The Board of Directors are profoundly grateful for Philip's 27 years of exceptional service and dedicated leadership, through which the School has flourished and grown in extraordinary ways.

We are now seeking a leader to build on this and bring inspiration and wisdom to stewarding the ongoing development of this remarkable artistic community. This is a very exciting opportunity for an individual with a vision and passion for the making and teaching of art to play a pivotal role in shaping the next chapter of our story.

If this resonates with you, please do read on. We look forward to hearing from you in due course.

With best wishes.

Alistair Hector

Chair of the Board of Directors
Leith School of Art

INTRODUCTION

Now in its 31st year, Leith School of Art in Edinburgh is an independent college of the visual arts which has built an outstanding reputation for the quality of its courses.

The School was founded by Mark and Lottie Cheverton “to create a School with a vital artistic life where both tradition and innovation work together allowing students to produce work of distinctive quality and character”. Their Christian faith was at the root of the inclusive, holistic ethos and strong sense of community that characterise Leith School of Art today.

Another distinguishing characteristic of the School is the unusually high tutor-student ratio, which enables each student to be nurtured and challenged to reach their full artistic potential in the broader context of their learning and flourishing as a whole person. Our students learn to look with thought and feeling, engaging both intellectually and intuitively, whilst developing the technical skills that enable them to create work of a very high standard.

Leith School of Art offers a full-time year-long Foundation Course designed particularly for aspiring art college entrants. The course covers a range of art practices and is recognised for its excellence by top art colleges in the UK and abroad. We also offer a range of year-long part-time courses including Painting, Drawing, Contemporary Art Practice, Figure, Landscape and Printmaking. In addition, we deliver a rich programme of short courses through day and evening classes, weekend workshops, community classes, dedicated courses for schools within the Schools Outreach Programme, and a popular Summer School. In total, some 300 students enrol each year.

We recently introduced an innovative Structured Graduate Residency scheme, offering graduates an opportunity to develop a body of new work as a springboard to a postgraduate degree or a career as a practising artist.

Leith School of Art has a dynamic, talented and extremely committed staff team who are fundamental to the School’s success. There are approximately forty staff including part-time members.

As a company limited by guarantee with charitable status, Leith School of Art operates on a not-for-profit basis, with a turnover of around £780,000 p.a. Alongside course fees fundraising is a vital source of income.

The School occupies the former Norwegian Seamen’s Mission church in Leith. The original building has been adapted and extended to provide a range of attractive studio spaces, a sculpture court, library and gallery areas. In 2014 the School expanded again by leasing a beautiful 1930s church hall at St James Church, near to the main site on North Junction Street.

For a comprehensive description of the School and its courses please visit our website at [Leith School of Art](#), where the current prospectus and further information can be found.





CONTEXT OF THIS APPOINTMENT

Leith School of Art currently stands at a very significant moment of change as Philip Archer retires having invested so many years in leading, shaping and developing the life of the School.

In appointing Philip's successor, the Board seeks to identify a leader who carries real conviction about the supportive, community learning environment of the School, its dedication to excellent, rigorous, flexible and accessible art education, and who will be a trustworthy custodian of the vibrant artistic life of the community. The incoming Principal will have the vision to hold the rich history and ethos of the school together with a desire to embrace change and foster an agile and forward-looking atmosphere in which students can develop and thrive in the years ahead.

The new Principal will join Leith School of Art at the beginning of its fourth decade with buoyant demand for places and many exciting opportunities ahead.

The Board's current strategic priorities are to consolidate the success of recent years and strengthen the School's financial position, not only to ensure the School's sustainability and development long into the future, but also to pave the way towards enhancing and expanding our facilities which are currently at capacity.

Other opportunities that are ripe for exploration include:

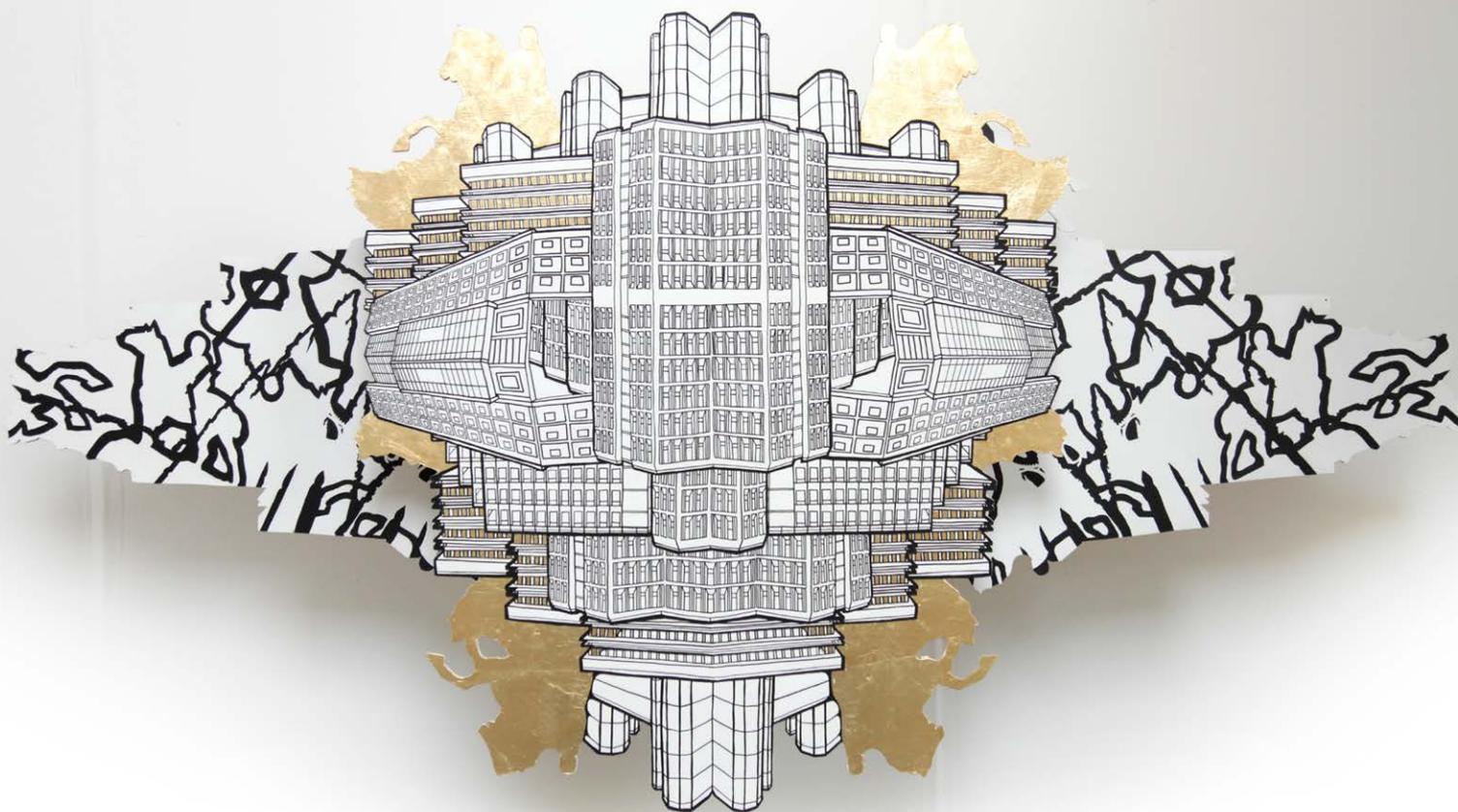
- further developing the Graduate Residency scheme
- testing out new avenues for fundraising
- potential course validation through articulation with a University
- the quest to gain Tier 4 sponsor status to enable students from non-EEA countries to study at Leith
- and the development of a management team equipped to work together in meeting the opportunities and challenges of the future.

These and other possible developments will be discussed with candidates at interview.

The Directors are the charity's Trustees, holding responsibility for the charity's governance and overall strategic direction, and for making sure that it is administered effectively. The Board is highly committed and supportive, bringing skills and experience from across the spheres of education, the arts, business, finance, HR, charities, the caring professions, and social enterprise.

The Principal attends Board meetings and works closely with the Directors, in particular the Chair, in setting strategic priorities and ensuring that the School operates on a sound financial footing. Another key working relationship is with the School's Business Manager, who also attends Board meetings and serves as Company Secretary.

The Principal is accountable to the Board of Directors for the overall artistic and educational leadership, development and effective management of the School. As the School's senior academic, the Principal oversees the teaching programme and the role includes opportunities to teach, albeit limited and on a flexible basis to be discussed at interview.



ROLE DESCRIPTION

The key areas of accountability for the new Principal will be:

Strategic and Artistic Leadership

Take a lead in developing and articulating the artistic vision for Leith School of Art and work with the Directors and key stakeholders in consulting on, developing and delivering the School's strategic plan

Give overall direction for the School's teaching programme, fostering an environment which promotes inspirational teaching and empowers staff to ensure excellent delivery of courses with high quality support for students

Identify and drive forward opportunities to develop Leith School of Art's provision, with a particular view to new courses and the enhancement of facilities

Ambassadorial Leadership

Be an active and engaging ambassador for Leith School of Art, promoting the School's profile and reputation as a centre for excellence in art education, seeking new opportunities to extend its reach and supporting the School's fundraising and marketing activities

Nurture strong relationships with Friends, Patrons, supporters, arts organisations, schools and other relevant external bodies

People and Organisational Leadership

Foster a strong and thriving team through the effective recruitment, management, support and continuous professional development of staff

Working closely with our Business Manager and other key staff, ensure the School is effectively managed across the domains of operations, finance, facilities and compliance with statutory regulations





PERSON SPECIFICATION

Qualifications and experience

As Principal of Leith School of Art it is essential that you:

- Have a deep understanding and/or experience of artistic practice and a solid grounding in history of art
- Are knowledgeable and passionate about teaching art to adults (upper secondary age and above), preferably with experience of school, college, university or private teaching contexts
- Demonstrate leadership capacity and the interpersonal and organisational skills that underpin good management practice, preferably from experience in an educational or arts context
- Have an understanding of budgeting, preferably with experience in an academic, small business or not-for-profit context

Values and Skills

The successful candidate will:

- Subscribe to and promote Leith School of Art's Artistic Aims and the School's distinctive approach to teaching art
- Be in sympathy with Leith School of Art's Spiritual Aims, respecting the Christian heritage of the foundation, and committed to maintaining the inclusivity of the School, its sense of community, ethos of care, and holistic philosophy of art teaching
- Subscribe to and promote Leith School of Art's Charitable and Business Aims
- Be committed to fostering a vibrant and happy community characterised by positive relationships and a strong work ethic
- Have excellent interpersonal and communication skills - relational, engaging and articulate
- Have strong organisational skills and the ability to prioritise effectively
- Be a good delegator who respects, trusts and enables others in their roles
- Be a sensitive and skilled manager of change, able to judge opportunities for fruitful development while maintaining the best of existing practice

Characteristics

The following qualities will be particularly sought:

- Vision, sound judgement, wisdom and integrity
- Warmth, authenticity, emotional intelligence and empathy
- Good listening ability, diplomacy and sensitivity
- A consultative approach with an ability to make well-considered and timely decisions
- Self-awareness and openness to learning and development
- Ability to remain calm under pressure and readiness to tackle difficult situations
- Stamina, resilience and good humour



TERMS OF EMPLOYMENT

This is a 4-5 day per week role, with total hours negotiable (for example, to allow time for individual art practice or other activities).

The salary on appointment will be circa £50,000 F.T.E.

HOW TO APPLY

Leith School of Art is working with Macaulay Search to conduct this appointment process. Please send your application to laura.bagley@macaulaysearch.com. Laura can also be contacted if you have specific questions about this opportunity.

Your application should comprise:

- a covering letter of no more than one and a half typewritten pages of A4 outlining your motivation and how your experience to date makes you a suitable candidate for the role
- CV, including educational and professional qualifications and a full employment history
- daytime, evening and/or mobile telephone numbers and email address (to be used with discretion)

The deadline for the receipt of applications is midday on Monday 7 October 2019.

A first round of interviews will be held in Edinburgh on 28 October 2019. Short-list interviews will be held in Edinburgh on 6 November 2019.