



<b>Job Title:</b> Principal and Artistic Director	<b>Department:</b> Senior Management
<b>Hours:</b> 40 hours per week (1.0 FTE)	<b>Salary:</b> £70,000.00 per annum
<b>Location:</b> Wandsworth and Wigan	<b>Accountable to:</b> Board of Trustees <b>Direct Reports:</b> Dean, Academic Registrar, Chief Operating Officer, Director of Culture and Creativity
<b>Key Responsibilities:</b>	
<ul style="list-style-type: none"><li>• The strategic artistic and academic development of ALRA</li><li>• The Principal and Artistic Director is ALRA's Accountable Officer in the context of regulation by the Office of Students and other bodies</li></ul>	
<b>Leadership and Strategy:</b>	
<ul style="list-style-type: none"><li>• Provide Inspiring leadership for ALRA, unifying staff and students around a mission and vision which builds upon existing strengths and past successes, and which reflects ALRA's artistic values</li><li>• Lead the strategic development of ALRA and the Implementation of the objectives agreed with the Board of Trustees</li><li>• Ensure a strong and effective academic governance and management structures and leadership team</li><li>• Be an effective Chair of all senior committees, including the Academic Board</li></ul>	
<b>Management:</b>	
<ul style="list-style-type: none"><li>• Take primary responsibility for the overall management of the affairs of ALRA</li><li>• Ensure compliance with all relevant legislation and procedures; this encompasses the requirements of the Office for Students, and all conditions of registration</li><li>• Establish an appropriately qualified and experienced senior leadership team, and ensure that members provide effective and accountable academic and administrative leadership</li><li>• Ensure that ALRA benefits from a diverse student and staff body by attracting, developing and retaining people with the greatest level of talent from a wide variety of backgrounds and cultures</li><li>• Establish and maintain outstanding communications across ALRA, both formally and informally, observing the highest standards of integrity, objectivity and honesty in the execution of all responsibilities</li><li>• Develop and promote a collegial, collaborative organisational culture, building resilience and adaptability, so that it is well placed to successfully respond to future demands on the arts and education sectors</li></ul>	



**External Relationships:**

- Further ALRA's best interests by building constructive and positive relationships with key external stakeholders including UK and local professional and industrial partners
- Provide outstanding representation and promotion of ALRA, locally, nationally and internationally

**The above responsibilities describe the present requirements of the role and are subject to change in the light of ALRA's ongoing development. They may be varied or added to following consultation between the Board of Trustees and the Principal.**

**Person Specification**

**Requirement**

**How assessed**

**Qualifications:**

- a. Postgraduate degree in a relevant discipline (Essential)
- b. Teaching qualification and/or professional recognition by the HE Academy/Advance HE (Essential)
- c. Evidence of continuing profession development (Essential)

Application form and certificates

**Experience:**

- a. Track record of success in education leadership and management (Essential)
- b. Professional experience in the theatre and screen industries (Desirable)
- c. Experience of working with and being accountable to trustees/governing bodies in the arts and/or education (Essential)
- d. Experience of working with professional bodies in the arts and/or education (Desirable)
- e. The ability and experience of developing and leading significant organisational change and improvement (Essential)

Personal statement, interview, assessment process, references.

**Skills and Attributes:**

- a. Strong leadership and management qualities – a demonstrated ability to inspire and motivate others, yet can maintain a fair and inclusive personal style (Essential)

Application form, personal statement, interview, presentation

<p>(Skills and Attributes continued:)</p> <ul style="list-style-type: none"> <li>b. An enthusiastic and inspirational leader with presence and gravitas (Essential)</li> <li>c. Excellent analytical, problem solving, negotiating and decision-making skills (Essential)</li> <li>d. A deep commitment to improvement and excellence (Essential)</li> </ul>	
<p><b>Knowledge and Understanding:</b></p>	
<ul style="list-style-type: none"> <li>a. Knowledge and understanding of HE validation/accreditation arrangements and the process for securing Taught Degree Awarding Powers (Essential)</li> <li>b. Knowledge and understanding of the HE regulatory framework and the requirements of the Office for Students (Essential)</li> <li>c. Ability to lead successful college-wide initiatives, developing innovative approaches to learning, teaching, inclusivity, equality, diversity, mentoring and guidance (Essential)</li> </ul>	<p>Application form, interview, references, assessment process, presentation</p>