SOUL CITY arts

Managing Director

Organisation, Sustainability & Growth

Recruitment Pack

www.soulcityarts.com

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Soul City Arts (SCA) is a Birmingham-based arts organisation using the power of creativity to bring people together, amplify underrepresented voices and create encounters across culture, faith and identity.

Rooted in Sparkbrook and working from Port Hope, our reclaimed warehouse arts space, SCA creates bold, socially engaged work that combines artistic ambition with lived experience, dialogue and community connection.

Our work spans immersive performance, visual arts, public art and creative place-making, festivals, artist development and collaboration. We create spaces in which difficult questions can be explored, different perspectives can meet and communities can see their stories represented through ambitious artistic practice.

Our work is deeply rooted in Birmingham but our reach and ambition extend nationally and internationally. We believe that art can do more than entertain: it can build confidence and pride, challenge assumptions, open dialogue, connect communities and change who gets to participate in – and lead – our cultural life. Founded by artist and curator Mohammed Ali MBE, Soul City Arts has developed a distinctive artistic identity at the intersection of art, faith, identity, place and social change.

As an Arts Council England National Portfolio Organisation, we are now entering an important next chapter – strengthening the leadership, partnerships, resources and organisational resilience required to match the scale of our artistic ambition.

Our Ambition for the Next Chapter

Soul City Arts is a diverse organisation committed to increasing the visibility, participation and leadership of underrepresented artists, audiences and communities.

Through artist-led, evidence-informed programmes spanning artistic production, creative placemaking, talent development and cross-sector collaboration, SCA will create opportunities for people from different cultures, faiths and backgrounds to encounter one another, share experiences and build greater understanding.

By challenging divisions and creating spaces for connection, dialogue and participation, SCA aims to contribute to stronger communities and generate lasting social, cultural and economic benefit in the Midlands, across the UK and internationally.

Achieving this requires more than an outstanding artistic programme. It requires an organisation that is financially resilient, strategically connected, entrepreneurial and operationally strong – able to turn creative ideas and relationships into sustainable programmes, partnerships, commissions and investment. It requires an organisation that is financially resilient, strategically connected, entrepreneurial and operationally strong – able to turn creative ideas and relationships into sustainable programmes, partnerships, commissions and investment.

That is the opportunity at the heart of this Managing Director role.

The Managing Director Opportunity

We are looking for a Managing Director who is excited by the opportunity to help build the next chapter of Soul City Arts, rather than simply manage what already exists.

Working in close partnership with Founder & Artistic Director Mohammed Ali MBE and the Board of Trustees, the Managing Director will bring the strategic, commercial and organisational leadership required to turn SCA's artistic ambition into a sustainable platform for growth and impact.

The Founder & Artistic Director will continue to lead SCA's artistic vision, creative direction and cultural identity. The Managing Director will lead the development of the business model, financial strategy, partnerships, income, people, systems and organisational infrastructure that enable that vision to flourish.

This is therefore a role for someone who can see both possibility and practical pathways: someone capable of developing a five-year strategy while also opening doors to new partners; strengthening financial resilience while exploring new commercial opportunities; building organisational systems while retaining the energy and entrepreneurial spirit of a founder-led arts organisation.

We are particularly interested in a leader who can help SCA:

- develop a bold and sustainable 3–5 year strategy and business model;
- significantly diversify income and build greater financial resilience;
- unlock new partnerships, commissions, investment and earned-income opportunities;
- develop the potential of Port Hope as a creative, cultural and income generating asset;
- strengthen SCA's position within Birmingham and the West Midlands while expanding its national and international reach;
- build partnerships across culture, business, universities, philanthropy, public institutions and communities;
- develop the organisational capacity needed to increase the scale and impact of SCA's work; and
- help establish SCA as an increasingly influential platform for underrepresented creative talent, ideas and cultural leadership.

Why join Soul City Arts now?

SCA is at an unusual and exciting point in its development.

There is already a distinctive artistic vision, an established organisation, Arts Council England NPO status, a physical creative home at Port Hope and strong relationships across communities and the cultural sector.

The opportunity now is to build from those foundations.

We are looking for someone who brings entrepreneurial energy alongside organisational discipline; who understands that financial sustainability and artistic ambition should reinforce rather than constrain one another; and who enjoys turning ideas, relationships and opportunities into something tangible.

You do not need to arrive with every answer.

You do need to be excited by the opportunity to work alongside a distinctive artist-led organisation, build partnerships across different worlds and help create the organisational platform from which Soul City Arts can realise its next level of ambition.

This is not about replacing the entrepreneurial and creative spirit that has built Soul City Arts.

It is about building the organisation around that spirit so that it can travel further, reach more people and endure.

Together, the Founder & Artistic Director and Managing Director will combine creative vision with strategic and organisational leadership – positioning Soul City Arts to grow its reach, deepen its impact and become an increasingly significant force within Birmingham, the Midlands and the wider cultural landscape.

The Role at a Glance

Job Title	Managing Director
Salary	£55,000 - £60,000 (FTE) 4 days a week (Pro-Rata)
Working Pattern	Some flexibility required to meet the needs of the organisation
Contract	Permanent
Location	Birmingham / Hybrid
Responsible to	Board of Directors
Key Relationships	Artistic Director, Senior Producer, Board Chair & Directors, Finance Director, Operations & Finance Manager, Board Secretary, funders, strategic partners & stakeholders
Line Management	Senior Producer; Operations & Finance Manager;
Start Date	January 2027
Application Deadline	9am - Monday 9th November 2026
Interview Dates (s)	Week commencing 23rd November 2026

The Leadership Opportunity

The Managing Director will provide the strategic, organisational and business leadership needed to take Soul City Arts into its next stage of development.

Working closely with the Board and alongside the Artistic Director and Senior Producer, they will lead organisational strategy, financial sustainability, income generation, governance, people and organisational development, and build the high-level partnerships needed to unlock new opportunities, investment and reach.

A key priority will be strengthening SCA's business model, diversifying income and ensuring its artistic ambition is matched by effective systems, capacity, financial planning and risk management. This is a role focused on creating the conditions in which ambitious artistic work can thrive.

How the Leadership Team Works

Soul City Arts has undertaken a significant period of organisational review and development and is now establishing a clearer shared-leadership model for its next phase with each lead role holding a clear area of responsibility.

Managing Director (Organisation, Sustainability & Growth)	Artistic Director (Art, Vision & Creative Direction)
Senior Producer (Programme, Production & Audiences)	

The Managing Director holds executive responsibility for SCA's sustainability, resources, governance and growth, while enabling the Artistic Director's artistic leadership and the Senior Producer's programme leadership.

The Managing Director also holds strategic oversight of SCA's organisational reputation and corporate communications, while programme marketing, communications and audience development are overseen by the Senior Producer, working within the creative direction and visual standards set by the Artistic Director.

Key Responsibilities

The Managing Director will lead Organisation, Sustainability & Growth for Soul City Arts, working collaboratively with the Board, Artistic Director and Senior Producer.

1. Strategy, Leadership & Organisational Development

- Lead SCA's organisational strategy and business planning.
- Ensure artistic ambition is supported by realistic organisational, financial and people planning.
- Build clear accountability, effective systems and strong ways of working across the organisation.
- Lead SCA confidently through its next stage of organisational development and change.

2. Financial Sustainability & Income Generation

- Hold executive oversight of SCA's overall financial position, budgets, forecasting, reserves and financial risk.
- Lead SCA's income-generation strategy and develop a strong, diversified funding and investment pipeline.
- Lead major funding bids and investment propositions, drawing together artistic, programme, financial and impact expertise from across the team.
- Ensure SCA's ambitions are financially viable and support long-term organisational resilience.

3. Strategic Partnerships & Growth

- Build and sustain high-level strategic relationships that strengthen SCA's investment, reach, influence and future opportunities.
- Develop partnerships across cultural, civic, public, education, philanthropic, commercial and community sectors.
- Strengthen SCA's position in Birmingham and the West Midlands while supporting its national and international ambitions.
- Represent SCA with funders, partners and senior stakeholders.

4. Governance, People & Organisational Capacity

- Act as the principal executive link with the Board and support strong governance, risk management and organisational accountability.
- Provide leadership and line management across the core team, building a positive, inclusive and accountable organisational culture.
- Ensure SCA has the skills, capacity, policies and systems required for its next phase.
- Maintain appropriate HR, organisational and compliance arrangements, drawing on specialist support where required.

Person Specification

We recognise that strong candidates may have developed their experience through different professional and personal routes. We are interested in your ability to fulfil the responsibilities of the role rather than expecting one particular career path.

Essential Experience and Knowledge

- Significant senior leadership or management experience within an arts, cultural, charitable, social enterprise, public or other purpose-led organisation.
- Experience of developing and delivering organisational strategy and business plans.
- Strong financial literacy, including organisational budgeting, forecasting, cash-flow oversight and financial decision-making.
- A successful track record in fundraising, income generation and/or business development.
- Experience of developing significant funding bids, investment propositions or income partnerships.
- A strong track record of developing high-level strategic partnerships and stakeholder relationships.
- Experience of working effectively with a Board or governance structure.
- Experience of leading and managing people and supporting organisational development or change.
- Strong understanding of organisational risk, accountability and good governance.
- Ability to work successfully alongside artistic, creative or specialist leadership while maintaining clear areas of executive responsibility.
- Excellent written, verbal and interpersonal communication skills.
- Strong judgement and the ability to move confidently between strategic thinking and practical organisational decision-making.
- Commitment to equality, inclusion and culturally relevant practice.

Desirable Experience and Knowledge

- Knowledge of the UK arts and cultural sector and its funding environment.
- Understanding of Arts Council England investment and reporting frameworks.
- Knowledge of Birmingham and/or the West Midlands cultural and civic landscape.
- Experience within a founder-led or artist-led organisation.
- Experience of organisational transformation, growth or transition.
- Experience of developing public, private, civic or cross-sector partnerships.
- Experience of developing diversified income across more than one funding source.
- Understanding of socially engaged, community-rooted or interdisciplinary cultural practice.
- Experience of working with organisations operating locally while developing national or international partnerships.

Personal Approach

- Collaborative, while able to make and hold clear decisions.
- Ambitious and pragmatic.
- Able to build trust and strong working relationships.
- Confident working with creative people, ideas and processes.
- Able to constructively challenge as well as support.
- Entrepreneurial, curious and alert to opportunity.
- Financially responsible and comfortable making difficult choices when necessary.
- Clear and transparent in communication.
- Comfortable operating within a small organisation where senior leaders sometimes need to be hands-on.
- Able to navigate complexity without creating unnecessary bureaucracy.
- Committed to creativity, inclusion, community and cultural difference.
- Motivated by building sustainable conditions in which ambitious artistic work can flourish.

Terms and Conditions

Salary	£55,000 - £60,000 (FTE) 4 days a week (Pro-Rata)
Hours	32 hours per week. Flexibility required to meet needs of the organisation
Working Days	(Days TBC)
Contract	Permanent
Probation	4 months
Notice Period	Statutory during probation period, increasing to 2 months following successful completion of probation period.
Pension	Statutory.
Annual Leave	33 days per annum (FTE inclusive of bank holidays) 26.5 per annum (Actual, inclusive of bank holidays)
Location	Birmingham / Hybrid

The role will require attendance at meetings and events in Birmingham and occasional travel elsewhere in the UK and potentially internationally. Some evening and weekend work may occasionally be required in connection with organisational or programme activity, with arrangements managed in accordance with SCA policies.

How to Apply

Application Deadline: 9am - Monday 9th November 2026
First Interviews: Week commencing 23rd November 2026
Preferred Start Date: January 2027
We want the application process to enable candidates to demonstrate their relevant experience and approach without creating unnecessary barriers.
Please submit:

- A current CV; and
- A supporting statement of no more than two sides of A4, or an equivalent audio or video application of up to 8 minutes, answering the three questions below.

Application Questions

1. What experience would you bring to leading Soul City Arts through its next stage of organisational development?

We are particularly interested in examples involving strategy, organisational leadership, financial sustainability and/or organisational change.

2. Tell us about an example where you developed new income and/or a significant strategic partnership.

What was your role, what did you do, and what difference did it make?

3. How would you approach working within SCA's shared-leadership model alongside an Artistic Director and Senior Producer?

We are interested in how you would combine collaborative leadership with clear organisational accountability.
Applications should be sent to: recruitment@soulcityarts.com
Subject: Managing Director Application - [NAME]

Recruitment Process

Applications will be assessed against the essential criteria and the evidence provided through the application questions. Shortlisted applicants will be invited to interview with a panel including representatives of SCA's Board.

The selection process may include:

- A first-stage interview.
- A second stage interview to include a short presentation or scenario exercise relevant to the role, to be held on-site at Port Hope, Birmingham.
- An opportunity to meet the Artistic Director and/or members of the wider team.

Reasonable adjustments will be made throughout the recruitment process.

Equality, Diversity and Access

Soul City Arts is committed to creating an organisation and cultural sector that reflects and values the diversity of the communities with whom we work.
We welcome applications from people of all backgrounds and particularly encourage applications from people and communities currently underrepresented within arts and cultural leadership.

We recognise that people develop valuable skills and experience through many different professional and personal routes and encourage candidates to apply even where their experience does not follow a conventional career path.
Applicants are welcome to submit their application in an alternative accessible format.

If you require adjustments or additional support during the application or interview process, please contact: recruitment@soulcityarts.com

Informal Conversation

If you would like an informal and confidential conversation about the role before applying, please contact: recruitment@soulcityarts.com

Find Out More

- Website: www.soulcityarts.com
- Instagram: @soulcityarts
- Other Social Channels: www.youtube.com/soulcityarts

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