

Chief Executive – Nottingham Castle Trust

The Role

Nottingham Castle Trust is seeking a visionary and experienced CEO to lead the development and operation of Nottingham Castle when it re-opens to the public following a £30,000,000 transformational redevelopment described below under project.

Job Description

Reporting into the Chairman and Board of the Trust, the Chief Executive will:

- Lead Nottingham Castle Trust and shape and build a high quality, high profile, customer-service driven heritage site known for its engagement and entertainment so that it becomes one of the top ten most visited attractions outside of London.
- Create a positive cultural identity for staff and volunteers, build a strong and efficient team and adopt a visitor centred approach that exceeds the expectations and needs of target audiences.
- Deliver a sustainable business plan for the Castle and lead fundraising efforts to provide long-term sustainability, maximising income generation and fund-raising
- Represent and promote the Castle to a wide variety of local, regional and national stakeholders and partners.
- Play an active and leading role in the local cultural and heritage landscape and promote the iconic nature of Robin Hood on the world stage, realising the full potential reach of the Castle and ensuring it becomes a must-visit location.

Line management responsibility

- Director of Finance and Corporate Services
- Director of Content
- Director of Commercial and Customer Services
- Executive Assistant

Additional responsibilities

- To ensure appropriate governance arrangements are in place to comply with all relevant legislation and best practice to deliver an efficient, effective, safe and accountable organisation.
- To lead from the front; motivating staff and volunteers to do their best for visitors, the Castle and their own personal and professional development.
- To develop the various strategic and management plans needed to run the Castle in a way that secures its future; builds on new and current assets; widens its target audiences and appeal whilst using its resources effectively.
- To deepen the close and fruitful relations with Nottingham City Council overseeing the implementation and management of Service Level Agreements including the Museums and Galleries Service agreement for collections care, documentation and curatorial support.
- To ensure that that learning and activity programmes successfully engage with the Castle's diverse targeted audiences.
- To maximize the potential contribution that the Castle can make to the development of skills and aspirations within the community of the City, including the aspiration that Nottingham becomes a well-known heritage destination.
- To act as the chief spokesperson and representative of the Castle.
- To undertake any other duties as may be required by the Chairman and the Board of Trustees.

Person Specification

- Visionary

- Creative
- Accomplished leader
- Extensive relevant experience
- Organisational culture setter
- Change agent
- Stakeholder influencer
- Self-starter
- Visitor focussed
- Risk aware
- Programme manager
- Financially astute
- Quality and outcome focussed
- Gets involved in the day-to-day
- Proactively seeks out new opportunities

Terms of Appointment

- Location: Ideally the post holder become part of our wider support team and will live locally – a relocation package may be available.
- Remuneration: This is a senior role and appropriate remuneration will be negotiated.

Application Process

Initial interviews will be held on 4th June, with final interviews on 10th June.

Covering letter and CV to be submitted to CEOrecruitment@nottinghamcastletrust.org by noon on 20th May 2019.

The Organisation

Nottingham Castle Trust has existed since 2013 to work with Nottingham City Council on the development of the Castle scheme and to raise funds towards the capital project. In addition, the Trust has worked locally and nationally to raise awareness of the project and its significance for the City as a tourist destination.

The Trust is a registered charity with an experienced and active Board led by Professor Ted Cante. Following a competitive tender, the Trust was appointed operator designate in 2017.

Mission

To inspire people with the real and imagined events that shaped democracy and human rights, especially the ever resonant story of Robin Hood and Rebellion; to become a top attraction for people from far and wide to discover Nottingham's rich history and heritage and the creativity within our collections.

Values

- We will place our visitors at the heart of everything we do and ensure an inspirational visit
- Our visitors, staff and partners will be treated with respect and we will always try to overcome barriers to visiting and enjoying our site
- We will support our local community and keep them close
- We will be a learning environment, using our stories to challenge and excite further enquiry

The Project

A major £30,000,000 project, supported by the City Council, NHMLF and a number of national foundations and local businesses, is transforming Nottingham Castle into a major heritage destination and tourist attraction for up to 350,000 visitors a year. The aim is to create an entertaining day out for families and independent adults that is a 'must see' destination for local visitors and tourists alike.

All parts of the site are being repaired and renewed from the caves that run through the Castle rock to the Castle that sits at the top of the rock. As well as securing the site's important medieval heritage there are two built interventions on the site: a new visitor centre containing a café, shop and ticket desk is being built in the grounds and a major development of a stable block will provide a highly interactive, participative gallery on Robin Hood asking the question of 'if he didn't exist why have we needed to invent him over and over again?'

A Rebellion gallery will tell the stories of rebellions that occurred on the site of Nottingham Castle that have given us our rights and responsibilities as a citizen today.

Nottingham Castle's exceptional collections will be displayed in permanent galleries on the first floor of the Castle investigating the rich history of items designed and made in Nottingham: medieval alabasters, Nottingham stoneware, the Arts Council designated lace collections and the fine art and decorative art collections. In a recent peer review of the fine art collections reviewer David Phillips wrote *"I am not aware of a general art collection in a city of this size anywhere that is obviously of greater range and quality."*

A fully conditioned temporary exhibition space will house touring exhibitions from major galleries in the UK and beyond. The grounds are being redeveloped to show as much as possible of the medieval remains of the Castle whilst opening up vistas to the city and providing spaces for visitors to take part in programmes and events in the grounds. In the inner moat a children's adventure playground based on the forest lair

of Robin Hood will provide a fun opportunity to be at the tree top level in the moat. Within the grounds is an animated trail of significant remains telling the stories of the Castle from medieval fortress to besieged Parliamentary stronghold. A land train is available for visitors who need help getting from the base of Castle rock up to the castle and a strong community and learning programme is already underway.

Short history of Nottingham Castle

For a thousand years Nottingham Castle has dominated the city of Nottingham. Over the centuries the Castle has been a potent symbol of oppression and a target for dissent and rebellion; a strategically important centre for trade and political power it has witnessed conflicts that have shaped the modern world. The Castle is also the home of Robin Hood one of the world's most enduring legends, his stories and the legacy of his legend is an important part of the redevelopment.

The Castle was a major medieval fortress and occasional royal residence. Charles I raised the Royal Standard here to start the English Civil War in 1642 after which the Castle was demolished to avoid it being reused for military purposes. The Duke of Newcastle purchased the site in 1663 and built the Ducal Palace, which, despite being attacked by rioters in 1831, looks as it did in the late 17th century.

In the 1870s, inspired by the V&A, the Ducal Palace was adapted to become the first public gallery outside London. The intention was to bring the best art to Nottingham as inspiration for the city's thriving lace industry. The museum continues to house the city's collections - many of which reach the National Standards for Designation. The historic site also includes the remains of the medieval castle and a unique system of man-made caves and passages under the Castle that were excavated over 800 years - both are Scheduled Ancient Monuments.