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**APPOINTMENT OF CREATIVE DIRECTOR DECEMBER 2021**

**Introduction**

St James’s Piccadilly is an Anglican church which has for decades engaged creatively with the issues of the day. Located at the heart of the capital, St. James’s is at an important moment in its 337 year history. We’re beginning a new chapter with a major building project soon underway. Together with developing our buildings, we have formed a new business model to fit a changing social and economic climate. This new role of Creative Director is responsible, jointly with the Director of Operations, for delivering the new model and making it a success.

We believe that the fundamental purpose of a church like St James’s Piccadilly is to be ‘public sacred space’. Not only on a Sunday for people who attend the services, but throughout the week our historic building, courtyard and garden are open every day for people from all faiths and none to find space for contemplation and community. And to find their own place in the struggle and sacredness of life that we would want to say is the story of God. Within that deepest of perspectives, expressed for us through the life of Christ, we believe there is no story that cannot be told here, no complexity that cannot be explored here, no shame that cannot be held here and no hope that cannot be expressed. Generations of Londoners have done that before us, and will continue after we are gone.

Taking our cue from the history of the Christopher Wren Church and its surrounding area, we seek a Creative Director able to anchor contemporary cultural programming in an honest and imaginative appreciation of our heritage; tending, for example, to our close association with influential figures such as William Blake, Ottobah Cugoano, James Gillray and Mary Beale: people who imagined the world to be different and worked to make it so. The Creative Director will relish the challenge of working in collaboration with St James’s creative religious sensibility to make the most of a central London location through the generation of an annual programme. One that embraces a rich history but which also, crucially, addresses society today; programming will take on contemporary challenges, complexities and injustices, exploring what it means to be human in the midst of it all.

The Creative Director will ensure an ongoing series of impactful experiential events, open to people of all backgrounds, all faiths and none. The rhythm of the church’s life is expressed in an annual framework of rituals and seasons that provide room and momentum for festivals and events. Some cultural programming might be related to that rhythm in its broadest sense; other parts of the programme more aligned to societal themes, contemporary challenges or historic anniversaries. The ideal annual programme will bring diverse people together, not be afraid to ask difficult questions, will tend to the messiness and glory of humanity and its stories; the meaning of living interdependently within the natural world, the underlying spiritualities and hopes that give life value. While not avoiding the exploration of the shadowlands of human existence, with its often mixed motives and wilful tendencies to destruction and hubris, will also explore the possibility of an alternative, more just future for all.

Exciting new opportunities are ahead with a redeveloped site, re-landscaped garden, a large public courtyard and at the centre the Grade I listed Wren church. High quality streaming and recording equipment has been installed during the pandemic. Existing opportunities for partnerships are significant, not least with our neighbours, which include world class artistic bodies (The Royal Academy where the Rector of St. James’s is Chaplain, White Cube, the ICA), scientific societies (The Linnean Society and the Geological Society and others), and other creative, political or cultural institutions (BAFTA, The London Library, Chatham House for example). The potential is rich for the development of new partnerships too stretching into Soho, the West End, across London, nationally and internationally. With this much opportunity ahead the new role at St James’s will suit someone with energy and an entrepreneurial spirit, who has a strong track record of leading successful partnership oriented and commercially successful cultural programming.

St James’s has long been committed to building community that includes people going through homelessness or through the asylum system. The church also tries to take our responsibility as urban land owners seriously, committed to action and campaigning on the environment long before COP 26.

It is important to us that the voices of those who are most marginalized among us are amplified in line with our vision and values. We are therefore looking for a Creative Director that has the vision to programme boldly and for the long-term, but who is also able to help shape the day to day for visitors to St. James’s.

We want to bring people together around an appreciation of life that is rooted in contemplation which in turn inspires creative conversation and just action.

More information about the church can be found at [www.sjp.org.uk](http://www.sjp.org.uk).

**Job Description**

**Purpose of the role**

To deliver St. James’s new business plan through the design and delivery of cultural programming that reflects St James’s vision and values, invites a growing number and diversity of people to the church, and amplifies St James’s contribution to the public square, ensuring a sustainable future for the church at the same time.

**Reporting**

The Creative Director reports to the Rector, the Revd Lucy Winkett.

The Rector, Wardens and Church Council are ultimately collectively responsible for the culture and ethos of St James’s. The Creative Director will work closely with the Rector as part of a newly formed executive team (includes the new role of Director of Operations and the existing role of Development Director).

**Key areas of responsibility**

**Strategy**

Strategic planning as part of an executive team

With the Director of Operations, responsibility for the delivery of the business plan

**Income generation**

In liaison with the Director of Development, cultivate relationships with donors, sponsors, and play an active role in generating new funding partnerships with Director of Development and Director of Operations.

**Creativity**

Design, coordination and delivery of an annual creative programme and communications plan on behalf of an executive team.

Generation and development of the new programme’s identity with volunteers, staff and stakeholders.

Craft and supervise the external communications of St James’s in the public square, building audiences by excellent marketing, ensuring the reflection of St James’s ethos and values.

Increasing St James’s cultural partnerships, co-producing and connecting the church to London’s cultural sector better.

Increase representation from under represented groups.

**People Management**

To build and lead teams and networks of freelance contractors, staff and volunteers to achieve this. Collaborative working style essential. Working with existing staff to develop them, as well as recruiting new teams as required.

* Line management of the following existing roles:
  + Events and Concerts Team
  + Digital communications officer (Marketing Manager to be recruited)
  + Music staff
* Sourcing, negotiating and managing freelance contracts to deliver creative content and production services as required

**Person Specification**

The Creative Director will become part of an energetic and entrepreneurial executive team, demonstrating leadership in scaling up St James’s Piccadilly’s work, particularly its engagement with a wider public. This role will suit someone who is up for a challenge, who is interested in the intersection that St James’s is trying to occupy; between the public sacred space of religious practice and the sponsorship of wide and deep reflection on who we are and who we want to be. Someone who is interested in helping an organization change its profile and scale of work. Someone who has unassailable production values, a good dose of patience and humour, a strong track record in negotiating commercial contracts and a passion to work with partners to curate a unique programme. Someone who enjoys contributing to the overall success and operations of an organization. And someone who is in sympathy with the ethos of St James’s Church, therefore willing to work creatively with the church’s rhythm as it is, while challenging the church to reinterpret the boundaries of what churches normally do.

Key to success in this role will be:

* You enjoy the challenge of communicating with different audiences, and can vary this communication accordingly.
* You are fascinated by big, complex ideas and have experience of helping other people explore them.
* Your instinct is to curate, to find the creative combinations of people, ideas and artistic experiences that can provoke, soothe, unsettle and inspire.
* You enjoy taking creative projects all the way from concept through to completion.
* You love to work in teams, to draw people together, employed and volunteer, to make a project happen.
* You know how to manage a new brand, protect it and develop it.
* You relish the challenge of making cultural programmes sustainable and income- generating.
* You have experience working both in physical and digital settings (and ideally know how to join them in innovative ways).
* You’ve had experience beginning a new creative venture and / or building a new programme from scratch.

The successful candidate will be one who can demonstrate sympathy with St James’s ethos and values, but the post holder does not need to be a person of Christian faith themselves.

**Terms of Appointment**

**Title:** Creative Director

**Contract:** Full time, 2 year contract, with consideration of becoming permanent

**Remuneration:** £60,000 - £65,000 depending on experience (plus 7.5% pension contribution by St James’s with .5% contribution by the employee)

**Leave entitlement:** 25 days annual leave plus public holidays

You will be based at the offices of St James’s Church on Piccadilly W1J9LL Monday – Friday 9.30am – 5.30pm with out of hours and weekend work expected when necessary.

**Application Process**

Please send full CV with a covering letter outlining your interest in the post and forward to Jane Gray, HR Advisor [hr@sjp.org.uk](mailto:hr@sjp.org.uk) by midday Friday 28th January 2022. (If you are interested in having a conversation about the role please inform Jane Gray when submitting your interest for the role – available dates for phone call with the Rector, Revd Lucy Winkett are 25th & 26th January: time/date will be organized by Jane Gray.)

Role description on the website [www.sjp.org.uk](http://www.sjp.org.uk) Shortlisted candidates will also be asked to fill in an application form in due course.

Initial interviews are planned for Friday 4th February 2022

Start date March 2022

For further information about St James’s refer to [www.sjp.org.uk](http://www.sjp.org.uk)