



## Artistic Director Recruitment Pack

We are looking for an arts leader with a strong track record of artistic vision and leadership, passionate about the power of community participation to connect, engage and create high quality work. We welcome candidates from a broad range of backgrounds and artform experiences.

The Artistic Director will be responsible for shaping and delivering the artistic vision of Deep Roots Tall Trees, ensuring that it aligns with both the creative ambitions of the organisation and the needs of its participants and audiences. They will lead and manage the artistic team, oversee the commissioning and curation of projects and performances, and work collaboratively with the General Manager to ensure the financial and operational sustainability of the organisation.



## About Deep Roots Tall Trees

Deep Roots Tall Trees provides accessible arts and cultural activities for the people of Corby and surrounding areas. We empower participants to explore their creativity as a means through which to express themselves, develop new skills, and raise aspirations.

Based in the town of Corby, Northamptonshire, the organisation was set up in 2012 as a response to the significant post-industrial social and economic changes the town was undergoing. Working alongside professional artists, our singers, musicians and dancers create and perform their own songs and choreographies. Over the past 12 years, they have worked with professional orchestras (e.g. the Royal Philharmonic Orchestra and Sinfonia Viva), performed for Her Majesty Queen Elizabeth II, sung in Gaelic, Polish and Latvian, in a football stadium, a theatre, an art gallery, in Corby's urban woodlands and on film.

By enriching people's lives through arts and culture, our work impacts on personal and social health and well-being, creates stronger communities, and builds a brighter and more fulfilling future for our beneficiaries.

In response to the many difficulties local people face, in addition to special one-off projects, we offer a regular programme of aspirational arts activities:

- **Deep Roots Tall Trees Choir** and **Deep Roots Tall Trees Dancetheatre** - inclusive, open-access groups for adults that enable individuals to express themselves and their ideas through song, music, and dance.
- **Ring of Fire** - a song-writing collective which writes songs and music drawing on the stories and life experiences of people in Corby for the choir to sing and perform.
- **Corby Future Voices** - a singing and music production project for young people living on the Kingswood Estate, one of the most deprived and economically depressed wards of the town.

We receive funding from a wide range of sources including National Lottery Project Grants from Arts Council England (current grant runs until December 2026) and a variety of trusts/foundations.

Find out more about our work at <https://deeproottalltrees.org/>



## Artistic Director - Key Responsibilities

### Creative Leadership:

- Define and communicate the artistic vision for the organisation, setting the strategic direction for projects, productions, and overall creative output.
- Curate and oversee an ambitious and diverse programme of work, ensuring a balance of innovation, accessibility, and relevance to contemporary audiences.
- Ensure that the programme appeals to a wide range of demographics, expanding the reach of the organisation to underserved or new audiences.
- Ensure that the programme of work is diverse, inclusive, and reflective of the societal issues and artistic trends shaping the cultural landscape.
- Oversee the curation of special projects and events, including the possibility of national collaborations and touring.

### Management:

- Assume overall management responsibility for the organisation and its delivery including issues that might arise with participants, creative team and volunteers etc that escalate beyond reasonable daily practice, including complaints in the sense of reviewing/resolving or issues of performance or behaviour.
- Lead, inspire, and manage a team of creative professionals.
- Foster an inclusive and supportive environment for artists, creatives, and participants.
- Encourage cross-disciplinary work and partnerships, creating a culture of collaboration and experimentation.
- Liase with DRTT Trustees and chair of trustees, ensuring appropriate compliance and robust governance.

### **Collaboration and Partnerships:**

- Cultivate relationships with external stakeholders, including funding bodies, venues, industry professionals, and educational institutions.
- Engage with diverse communities, building outreach and engagement initiatives that connect with a broad range of audiences.
- Represent the organisation at community and industry events ensuring that its artistic identity is promoted across the sector.
- Champion the development of new and emerging talent, ensuring opportunities for career progression and professional development within the company.

### **Budget and Resource Management:**

- Work closely with the General Manager to ensure that the artistic programme aligns with available resources and budgets.
- Work closely with the General Manager to contribute to fundraising efforts through artistic strategy, including participation in grant applications, sponsorship development, and donor relations.
- Make financial decisions about the cost of other expertise.
- Oversee policy and ensure appropriate safeguarding, acting as the charity's Designated Safeguarding Lead.



## Person Specification

We are looking for an inclusive and collaborative leader, with the following attributes:

- A proven track record of successfully leading a small organisation or a project with similar outputs and impact
- Capable of creating and leading an artistic programme of activities, with experience of working closely with participants through co-creation and/or socially engaged practice
- Strong leadership and interpersonal skills, with the ability to inspire, lead collaboratively, and manage within a small team
- Up to date knowledge and understanding of the arts sector including awareness of current issues and ability to bring new contacts and networks to the organisation
- Experience of fostering a wide range of partnerships both within the arts and cultural sector and with diverse community groups
- Knowledge of governance and compliance relevant to a small arts charity and ability to work with others towards achieving robust and effective management of the organisation
- An encouraging and nurturing approach to managing people and performance, fostering a caring culture and achieving the best for communities
- Experience in and commitment to key policy areas including Equality, Diversity and Inclusion and Environmental
- Excellent written, verbal and digital communication skills



## Terms

**Contract type:** Freelance, until December 2026 with possibility of extension dependent on funding

**Time commitment:** 2 days a week, with at least 1 day physically at office base in Corby, Northamptonshire. To include some evenings/weekends as necessary.

**Fee:** Up to £24,000, dependent upon experience

**Responsible to:** Board of Trustees

**Responsible for:** General Manager, Music Director, Dance Theatre Director and other contributing artists

The successful candidate will be required to undertake an Enhanced DBS check.

## To Apply

Please send your CV and a covering letter to [helen.willmott@outlook.com](mailto:helen.willmott@outlook.com) by **5pm on Wednesday 26 November 2025**.

Your covering letter should outline:

- Your motivation for applying for the role
- How your experience is related to the job description and person specification
- Contact details for 2 referees

Your covering letter should be a maximum of 2 pages of A4. Alternatively, you may submit a 5 minute video.

Initial interviews will be held online on in the first week of December. Second stage interviews, which will include the opportunity to meet other members of the team and some of our participants, will take place in-person in Corby on within the second week of December.

For an informal conversation about the role, please contact our Chair Helen Willmott via [helen.willmott@outlook.com](mailto:helen.willmott@outlook.com)