



ARVON

Interim Centre Director (Maternity Cover)

Lumb Bank, The Ted Hughes Arvon Centre

Heptonstall, Hebden Bridge, West Yorkshire

Information Pack

April 2017



April 2017

Dear Applicant,

Thank you very much for your interest in the position of Interim Centre Director (Maternity Cover) at Lumb Bank. I am delighted to provide you with some information about Arvon, our work and the role itself.

Arvon is a thriving and ambitious arts charity, celebrated for its unique ability to discover and develop the writer in everyone. A flagship of excellence, it has been described by Poet Laureate Carol Ann Duffy as 'the single most important organisation for sharing and exploring creative writing in the UK'.

Arvon produces an annual programme of residential creative writing courses at three historic houses in Shropshire, Devon and Yorkshire. Tutored by leading writers, the week-long courses offer a powerful mix of workshops and individual tutorials, with time and space to write, free from the distractions of everyday life. A third of Arvon's residential weeks are with schools, young people and disadvantaged adult groups, many of which have taken advantage of our grant scheme.

Lumb Bank is Arvon's Yorkshire writing centre; the 18<sup>th</sup> century house was once owned by Ted Hughes. The Interim Centre Director (Maternity Cover) will manage all aspects of Lumb Bank and ensure that the centre is run to the highest possible standard. The role reports to the CEO and Artistic Director and also works closely with the Director of Finance and Resources. The Centre Director is also part of the Senior Management Team. We are looking for the role to begin in mid-May.

The documents accompanying this letter give you more information about the activities of the organisation. You are also strongly advised to visit our website: [www.arvon.org](http://www.arvon.org)

In this Information Pack you will find

1. Advertisement
2. Letter of introduction from CEO and Artistic Director
3. Job Description and Person Specification
4. Details of how to apply and the timetable
5. Arvon staff organisation chart
6. Arvon's vision and values

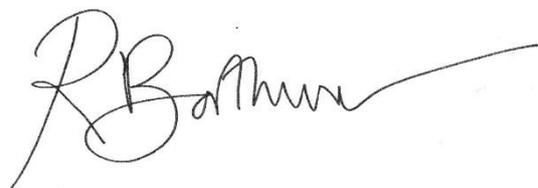
7. Application Form
8. Arvon Equal Opportunities Monitoring Form

We welcome your application for Interim Centre Director (Maternity Cover). If you have any questions about the role or the organisation, please get in contact with Yvette Blackwood, Arvon's National Administrator (by e-mail [yvette.blackwood@arvon.org](mailto:yvette.blackwood@arvon.org) or by phone on 020 7324 2554) or you can also speak with Rosie Scott, the Centre Director at Lumb Bank, on 01422 843714.

Your Application should consist of a completed application form, an up-to-date CV and a personal statement, and should be sent to Yvette at our London office by 10am on Wednesday 19<sup>th</sup> April. We will be holding interviews at Lumb Bank on the morning of Tuesday 25<sup>th</sup> April.

We look forward to hearing from you.

With all best wishes,

A handwritten signature in black ink, appearing to read 'R Borthwick', with a long horizontal flourish extending to the right.

Ruth Borthwick

Chief Executive and Artistic Director

Arvon



## **Interim Centre Director (Maternity Cover) Job description**

**Reports to:** CEO and Artistic Director

**Base:** Lumb Bank, The Ted Hughes Arvon Centre, Heptonstall, West Yorkshire

**Salary:** £25,560 per annum

**Hours:** 34 hours per week (0.8 FTE)

**Purpose of the Role:** To manage all aspects of Lumb Bank, The Ted Hughes Arvon Centre, and ensure that the centre is run to the highest possible standard

### **Context**

This role reports to the CEO and Artistic Director

It works closely with the Director of Finance and Resources

It is part of the Senior Management Team

It line-manages the Assistant Centre Director, Centre Administrator, Centre Assistant, Bookkeeper, Cleaner and Gardener at Lumb Bank

### **Responsibilities**

- Provide leadership of the centre, taking overall responsibility for its management and smooth running, including all activities, staff, buildings and grounds
- Work closely with the National Office to ensure a consistent approach across the organisation
- Implement Arvon's employment policies and procedures effectively at Lumb Bank
- Line-manage all staff effectively at Lumb Bank
- Ensure the safety and comfort of everyone who is resident at Lumb Bank
- Provide the highest level of customer service in the hosting of courses
- Manage the centre budget to deliver activity to budget and report in a timely manner to the Director of Finance and Resources
- Take responsibility for building maintenance, ensuring the property and grounds are in the best possible condition
- Take the lead in ensuring the centre operates in accordance with health and safety and fire safety legislation
- Promote and implement Arvon's sustainability policies
- Attend Arvon staff and Board meetings held across the country, as required

- Share responsibility with other staff being on call 24 hours a day to deal with emergencies at the centre
- To uphold Arvon's values

### **Person Specification**

- Excellent communication and interpersonal skills
- Demonstrable skills of superb people management, team building and leadership
- Experience and understanding of excellent financial management
- Excellent planning and organisational skills
- Experience of the learning sector or the arts or literature sector
- A sympathetic understanding of the needs of developing writers
- A pro-active response to problem-solving
- Ability to reach the centre in less than 45 minutes from home, if necessary
- Ability to work flexibly as the demands of the job require, within the contracted hours including evenings and weekends as required.

**Arvon is committed to openness and equality of opportunity in every activity, from the way we employ staff to the way we deliver services. Arvon expects board members, managers, employees and contractors to ensure that every individual with whom we come into contact is treated with dignity and respect.**

**April 2017**

### **Additional Terms and Conditions**

**Holiday 24 days per annum plus pro rata bank holiday allowance.**

**Probation Period 8 weeks**

### **How to apply and timetable**

**How to apply:** please send your completed application form and CV together with a personal statement explaining why you are interested, how you meet the Person Specification and what you will bring to the position of Interim Centre Director for Arvon to:

[yvette.blackwood@arvon.org](mailto:yvette.blackwood@arvon.org), or by post addressed to:

Yvette Blackwood  
Arvon  
Free Word Centre  
60 Farringdon Road  
London  
EC1R 3GA

Please also submit a completed equal opportunities monitoring form.

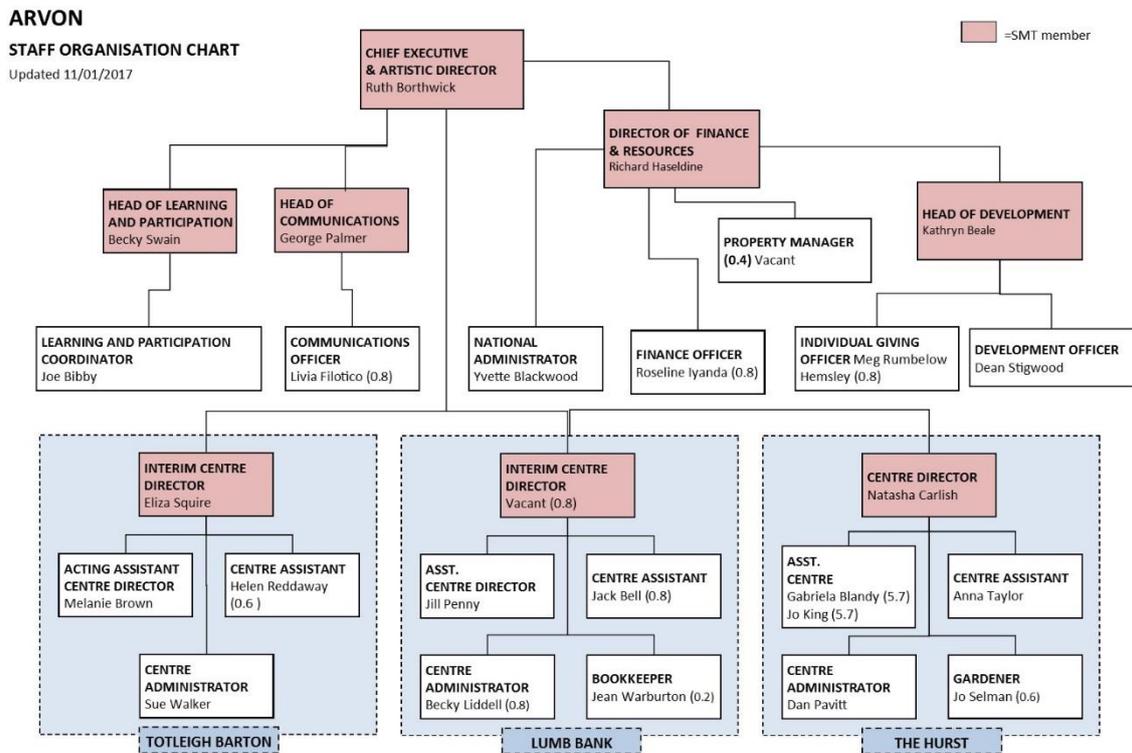
**Recruitment timetable:** Please ensure that you will be able to meet the application deadline and date for interview. If you have any concerns about this, please do let us know:

- **Wednesday 19<sup>th</sup> April 2017, 10am:** closing date for applications
- **Tuesday 25<sup>th</sup> April 2017:** interviews at Lumb Bank

We look forward to hearing from you and receiving your application.



## Arvon Staff Organisation Chart





## OUR VISION

We believe creative writing can change lives for the better.

Creative writing allows us to harness our imagination and find our voice. It creates new possibilities, new ideas, new futures. It unlocks our potential, our empathy and our hope. And we're keen to share this opportunity for transformation with as many people as possible.

## WHAT WE DO

We produce residential and city-based creative writing courses and retreats for schools, groups and individuals, led by highly respected authors.

Founded in 1968, we now have three writers' centres, in Devon, Shropshire and Yorkshire, and offer courses across a wide range of genres.

We offer a home for the imagination, where anyone, regardless of writing experience, can step away from their normal routine, immerse themselves in the creative process, be inspired by experienced writers and release their imaginative potential.

## OUR VALUES

**Inclusive:** We believe everyone is creative. We create a space that is open to all, where anyone, regardless of writing experience, feels welcome and included as part of a community of writers.

**Inspiring:** Step away from the routine, be inspired by writers and our beautiful places and release your imaginative potential. Arvon is a place for contemplation, challenge and going beyond what you thought you were capable of achieving.

**Supportive:** Creative writing is a craft that can be learnt, through guidance from experts, and through the peer support that comes from creative friendships with fellow writers. At Arvon, writers teach writers, and everyone encourages each other to become a better writer.

**Transformative:** Immersing yourself in creative writing nourishes the imagination, can deepen the connection to self and to the world, and can lead to dramatic change and progress.



## APPLICATION FORM

There are three parts to your application: basic and personal details, CV and a personal statement. Further explanation of each section is given below.

Post applied for: \_\_\_\_\_

### Part 1: Basic and personal details

First Name \_\_\_\_\_

Surname \_\_\_\_\_

Gender:      Male                  Female                  Non-binary                  (please circle)

Date of birth \_\_\_\_\_                  Nationality \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

Postcode \_\_\_\_\_

Contact telephone: \_\_\_\_\_

Mobile telephone: \_\_\_\_\_

Email address: \_\_\_\_\_

Can you make the given interview date for this post?    Yes     No

If appointed, how much notice would you need to give, and when could you start work?

\_\_\_\_\_

Do you have a disability, long-term illness (mental or physical), on-going medical condition or treatment that we should be aware of?

Yes  No

If yes, please give brief details of your disability and any reasonable adjustments you anticipate we would need to make to your workplace or equipment to undertake the duties outlined in the job description or that you consider necessary to attend interview and we will do our utmost to accommodate your needs.

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I confirm that I am legally entitled to work in the UK and do not require a work permit.

I confirm that I am not disqualified from working with children and/or included on the DfE's List 99.

Do you have any past unspent criminal convictions? Yes  No

If yes, the details of the criminal offence(s) must be listed on a separate sheet of paper, together with any cautions or bind-overs, pending criminal convictions, any pending criminal actions or court hearings against you, and enclosed with this form in a sealed envelope marked 'confidential'.

Have you ever been dismissed from any post (whether paid or voluntary) or disciplined by any employer for any conduct involving dishonesty, fraud or theft?

Yes  No

If yes, please give details on a separate sheet of paper and enclose with this form in a sealed envelope marked 'confidential'.

Do you have a full valid UK/EU driving licence? Yes  No

### Declaration

I confirm that all the information provided by me as part of my application is true to the best of my knowledge and acknowledge that if any information I have provided turns out to be false, or knowingly omitted or concealed, my application may be withdrawn from the recruitment process.

If you have provided inaccurate or incomplete information and have already been offered the post, the offer may be withdrawn and if you have begun work, you may be dismissed at any time, without notice.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## Part 2: CV and references

You should include a full and up-to-date curriculum vitae that includes details of:

- Your education history from secondary school onwards, including any exams taken, dates and results, plus postgraduate qualifications and professional training. You should be prepared to provide certificates and proofs of results if required;
- Your relevant work history post-16, including details of your employers, dates of employment, plus roles and responsibilities for each, and reasons for leaving;
- If you have any periods post-16 in which you were not working or in full-time education, please give details. This might include periods volunteering, raising a family, travelling etc.;
- Any additional substantial personal achievements or activities outside work and formal education which demonstrate your broader interests or personal qualities;
- Two referees. One of the two must be your current employer (if applicable). Please provide their names and positions, and as many contact details as you can. We will not request references until after interviews; no offers of employment will be made until satisfactory references have been obtained.

## Part 3: Personal statement

This is the most important part of the form and may determine whether or not you are shortlisted for interview.

You should provide us with a detailed personal statement, which includes the following:

- Why you want this post and what appeals to you about the job, and about working for Arvon;
- Why you feel you are the best person for this post, including details of your qualities, skills, experience and knowledge that are relevant to this post. You should make sure you clearly address each separate point within the job description and person specification, demonstrating how your past experience relates to each point and illustrating with specific examples;
- Your relationship to creative writing, whether as a reader, writer or both, its importance to you, and how you feel this would shape your contribution to Arvon;
- What your approach to this job would be and what you would hope to achieve during your time here.

No specific format is necessary and you are encouraged to make this statement your own, reflecting your own personality and putting your case for why you should be interviewed. You should also give the recruiting panel a strong idea of how you would approach the role.

You should do so in no more than 1000 words.

## Arvon Equal Opportunities Monitoring Form 2017



Arvon is an equal opportunities employer. By completing this form and returning with your application you can help us to ensure that we make all our job opportunities as open as possible. This form is anonymous and will be separated from your application before shortlisting. Thank you.

**YOUR AGE:** (please tick one box)

18 – 25     26 – 35     36 – 45     46 – 55     56 – 65     66+

**GENDER:** (please tick one box)

Female     Male     Non-binary     Prefer not to say

**YOUR ETHNIC BACKGROUND:** (please tick one box)

White     English     Gypsy or Irish Traveller

Scottish     Irish

Welsh     Any other White background

Northern Irish

Mixed or multiple Ethnicity     White and black Carribean     White and Asian

White and black African     Any other mixed Background

Asian/Asian British     Indian     Chinese

Pakistani     Any other Asian Background

Black/Black British     African     Any other black Background

Other ethnic group     Arab     Any other ethnic group

Prefer not to say

## DISABILITY

The Equality Act defines a disabled person as someone who has a physical or mental impairment that has a substantial and long term adverse effect on their ability to perform normal day to day activities. It also covers people who have been diagnosed with HIV, cancer or multiple sclerosis.

Does the definition above apply to you?: (please tick one box)

Yes       No       Prefer not to say

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Many thanks for your help.