

An aerial photograph of Glasgow, Scotland, showing a mix of historic and modern architecture. In the foreground, there are green lawns and trees. The middle ground is dominated by dense, multi-story buildings, including a large, ornate Gothic-style building. The background shows a cityscape extending to the horizon under a blue sky with scattered white clouds.

Glasgowlife

Appointment of

Head of Museums and Collections

July 2024 | Reference: EBPRA

Saxton Bampfylde



About Us

Bursting with energy, passion and personality, Glasgow is Scotland's cultural powerhouse and one of Europe's most vibrant and dynamic cultural centres. One of Scotland's largest charities, Glasgow Life is at the heart of transforming lives and communities across the whole city, as well as promoting Glasgow to a global audience.

Glasgow is a UNESCO City of Music and one of the world's top sporting cities. We're home to world class museums, arts spaces and a rich architectural heritage. Our outstanding events and festivals are recognised globally and we're a first choice tourism destination.

Glasgow Life's passionate staff and volunteers provide the support, inspiration and opportunity for Glaswegians to access the experiences that matter most to them. Working across museums, the arts, music, libraries, community facilities, learning and heritage programmes as well as sport and physical activity.

The significance of our role within Glasgow and our commitment to delivering the very best services and opportunities for all of our audiences cannot be

understated. We believe everyone deserves a great Glasgow life and we are committed to ensuring the people of Glasgow and visitors to our city can experience the positive and life-changing benefits of participating in culture and sport at all levels.

Our programmes, experiences and events range from grassroots community activities to large-scale cultural, artistic, and sporting events which present Glasgow on an international stage. Our work is designed to promote inclusion, happiness, and health, as well as support the city's visitor economy, in order to enhance Glasgow's mental, physical, and economic wellbeing

We manage the city's award winning museums - The Burrell Collection, Riverside Museum, Kelvingrove Museum and Art Gallery, St Mungo's Museum of Religious Life and Art, Gallery of Modern Art, People's Palace, Provand's Lordship and the Glasgow Museums Resource Centre, and we also care for the city's world class collection. Alongside our museums, we manage an extensive portfolio of iconic and diverse venues across the city including the Emirates Arena, the Mitchell Library, Tramway and the Glasgow Royal Concert Hall.





Glasgow Life Museums

Glasgow Life Museums are award-winning and world-class assets of national and international significance, and they play a crucial role in bringing tourism to Glasgow and Scotland. Home to more than five million items, Glasgow's outstanding civic art and heritage collection has been described as one of the finest in Europe.

Managed by a team whose passion and care for the city's collection has driven record visitor numbers and whose expertise as innovators in museums practice is recognised globally, Glasgow Life Museums welcomed nearly four million visitors in 2023/24 with more than half of all visits (55%) coming from outside the UK.

Glasgow Life Museums are the most visited civic museums in the UK and one in every three visits to a local authority museum in Scotland today is in Glasgow. Offering free access, a comprehensive learning programme and regularly hosting high-profile events and exhibitions, our museums bring audiences to Scotland because of their exceptional quality, breadth and diversity.

At the same time, Glasgow Life Museums are committed to inclusivity and accessibility, with 50% of local visitors living in parts of the city that face some of the highest levels of deprivation in Scotland (Scottish Index of Multiple Deprivation, SIMD 1 and 2).

Three Glasgow Life Museums – Kelvingrove Art Gallery and Museum, Riverside Museum and the Gallery of Modern Art (GoMA) – currently feature in the Association of Scottish Visitor Attractions' (ASVA) latest list of Scotland's top 10 most visited free attractions.

This reflects consistently high satisfaction rates across our museums with our most recent visitor survey showing 99% of visitors rated their visit positively; 95% said they would recommend Glasgow Life Museums; and 82% said following their visit they felt a greater connection to the city.

Glasgow Life Museums

Our Museums

The Burrell Collection: Having welcomed 1.3m visitors since reopening in March 2022 following a five-year £68.25m refurbishment, The Burrell Collection is one of the most accessible fine and decorative art museums in the world. In 2023, it was named recipient of the world's most prestigious museums' prize, The Art Fund Museum of the Year, and is currently hosting a major retrospective exhibition of the life and works of Degas.

Kelvingrove Art Gallery and Museum: With 22 galleries showcasing Ancient Egypt to the Glasgow Boys, and the works of Charles Rennie Mackintosh to Dali's iconic Christ of St John of the Cross, there's something for everyone and every age. Our latest exhibition, 'Glasgow – City of Empire' explores the impacts of transatlantic slavery and colonialism on the city.

Riverside Museum: Designed by renowned architect, Dame Zaha Hadid, Riverside is Glasgow's transport and technology museum, and a winner of the European Museum of the Year award. It offers a unique opportunity to learn about Glasgow's industrial heritage, the people who shaped the city, and the transport innovations that have shaped the world.

Gallery of Modern Art (GoMA): Home to Glasgow's contemporary art collection, GoMA features an incredible mix of paintings, sculptures, installations, videos and digital art, including works by Turner Prize winners and emerging artists. In 2023, the museum hosted Banksy's first exhibition anywhere in the world in more than a decade. The blockbuster show attracted over 180,000 visitors across its 10-week run and boosted the city's economy by more than £13m.

The People's Palace and Winter Gardens: The People's Palace and Winter Gardens is Glasgow's social history museum, exploring life in the city over the last two centuries. With funding from various partners and donors, including Glasgow City Council and the National Lottery Heritage Fund (NLHF), an exciting and ambitious £35.9m refurbishment of the building is currently underway which will reimaging this invaluable cultural and heritage asset and create a more accessible and sustainable museum and glasshouse for generations to come.

St Mungo Museum of Religious Life and Art: Named after Glasgow's patron saint who brought the Christian faith to the city in the 6th century, the museum sits at the heart of Glasgow's medieval Cathedral precinct and houses a stunning collection of objects and artworks exploring the importance of religion in peoples' lives across the world and through time.

Provand's Lordship: Located opposite the St Mungo Museum of Religious Life and Art, Provand's Lordship is the oldest house in Glasgow. Having been built in 1471, it is one of only four surviving medieval buildings in the city and tells the story of what life was like in the city more than 500 years ago. The museum reopened to the public in March 2024 following a significant £1.6m investment programme to restore the building's exterior to its authentic 15th century appearance.

Glasgow Museums Resource Centre (GMRC): GMRC is a purpose-built museum storage facility and visitor centre. It's a treasure trove of thousands of objects and paintings from the city's collection when they are not on display in our museums, which can be accessed by the public through free, bookable tours.

For more information about Glasgow Life Museums, visit:
<https://www.glasgowlife.org.uk/museums>





The Role

Overseeing one of the finest collections in Europe, Glasgow Life Museums care for the city's collection of over five million items. From objects made by ancient civilisations to medieval tapestries to art by the French Impressionists and steam locomotives, the collection is vast and offers fascinating insights into the lives of people around the world and through the centuries.

Glasgow Life's vision is to inspire every citizen and visitor to become engaged and active in a city globally renowned for culture and sport. As a charity, we find innovative ways to make this happen across Glasgow's diverse communities. Our cultural and sporting programmes, experiences and events promote inclusion, happiness and health while also supporting the city's visitor economy, enhancing the city's mental, physical and economic wellbeing.

The Head of Museums & Collections is an exciting senior management role in Glasgow Life. They are responsible for the development and oversight of the delivery of all museum's services, maximising their impact and leading the team to deliver inclusive services through challenge, innovation and effective business planning.

They oversee the care and display of the museum's collection and lead the curatorial, exhibition, conservation, education, and programming functions in support of Glasgow Life's strategic priorities and business plan. They have responsibility for visitor experiences, supporting the delivery of key plans and strategies for the city of Glasgow including the Glasgow Tourism Strategy, and the role of museums in Glasgow's Culture Strategy.

Key Responsibilities

- You will deliver Glasgow Life's social, economic and cultural outcomes through its museums and collection;
- You will provide inspirational and visible leadership across all teams with a clear understanding of the breadth of roles within the team and the depth and range of experience and expertise within it;
- You will lead the management and operations of Glasgow Life Museum's resources including budgets and staff to ensure services are provided effectively and efficiently and financial and key performance targets are met;
- You will lead, advise and support Glasgow Life on all matters relating to the collection managed on behalf of Glasgow City Council;
- You will maximise opportunities with city, national and international partners to develop exhibitions, programmes and initiatives, ensuring that Glasgow Life's Museums has a pipeline of world class programming including research, exhibitions, displays and other means of public engagement with the collection;
- You will lead, deliver and oversee planned strategic and capital projects and programmes of change, ensuring effective financial controls, which contribute to the delivery of agreed outcomes and improve the mental and physical wellbeing of citizens and visitors;
- You will represent both the collection and Glasgow Life externally, including in the media and engage with a wide range of stakeholders both in the UK and internationally;
- You will manage commercial strategies across Glasgow Life Museums, ensuring opportunity for income generation is maximised and in line with Glasgow Life's priorities;
- In line with Glasgow Life's Behavioural Framework, you will provide leadership at a time of change and transformation, overseeing a positive culture and change within the Museums team;
- You will lead by example, support collaborative cross service working; and
- You will lead a multi-disciplinary team and demonstrate Glasgow Life's core leadership competencies and behaviours across all Glasgow Life services, working with drive, passion, and energy to promote the vision and values of Glasgow Life.





Person Specification

Essential

- Experience of leadership at a senior level in an art gallery, museum or similar cultural or heritage organisation and have a passion and enthusiasm for the arts and heritage and the ability to communicate this to inspire colleagues and audiences;
- Evidence of exceptional collaborative leadership and motivation of teams;
- Proven ability to work and influence at a strategic level;
- Ability to promote Glasgow's collection and represent Glasgow Life externally, with experience of engagement with a wide range of stakeholders, including the media;
- Commercial and income generation experience;
- Possess excellent business judgement with ability to step back and look at long term vision for growth;
- Significant experience of managing professional, operational and technical staff in a complex organisation;

- Experience of budget setting, financial management, and performance reporting at a senior level;
- Ability to communicate and influence at a Board level;
- Experience of leading change;
- Strong collaborative leader;
- Team player who recognises the need to collaborate and compromise to meet the needs of the overall organisation; and
- A passion for museums.

Desirable

- Understanding of the role of academic research in museum content; and
- Evidence of audience engagement within the arts and heritage sector.



FEGS URNY MUGS, 2018
A collectively authored artwork by Mandy McIntosh working with Needlers, a Ferguslie-based gameworkers

Commissioned by Glasgow Museums, 2018



Terms of Appointment

- **Salary:** £76,590 - £88,787
- A holiday allowance of 30 days plus 6.5 public holidays (for full-time roles). This will rise to 35 days after 5 years.
- Membership of the Local Government Pension Scheme.
- Discounted Glasgow Club membership and money off in our museum shops and online store.
- Option to buy extra annual leave.
- Cycle-to-work scheme.
- Flexible retirement.
- Family-friendly policies.

Please note that Glasgow Life, as an ALEO of Glasgow City Council, is currently completing a Job Evaluation exercise and introducing a new pay and grading structure which may impact on current salaries quoted in job adverts, see <https://www.glasgow.gov.uk/jobevaluation> for more information.

Process

First stage interviews will take place in Glasgow on 19 September.

Executive Assessment Tests will also be conducted.

Final stage interviews will take place in Glasgow on 14 October.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Glasgow Life on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **EBPRA**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **28th August 2024**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

Diversity matters at Glasgow Life. We are determined to reflect the extraordinary diversity of Glasgow in our workforce. Glasgow Life is on a journey to develop a workplace that reflects the communities we serve. Where everyone feels empowered to bring their full, authentic selves to work.

We're a Disability Confident and Carer Positive employer and invite candidates from all backgrounds to apply. Read more about our commitment to equality and diversity on our website. <https://www.glasgowlife.org.uk/the-small-print/an-inclusive-employer>

DPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Competency Framework

Please see the Glasgow Life Competency Framework here:

<https://www.glasgowlife.org.uk/media/41vdaffa/leadership-grade-9-and-above-competencies.pdf>

Glasgow Life Behaviours

[Please find a link to Glasgow Life Behaviours here](#)

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