



Position Specification

City of London Corporation
Chief Executive Officer, Barbican Centre



Foreword

Dear Candidate

Thank you for considering the pivotal role of Chief Executive Officer at the renowned Barbican Centre – a beacon of arts, learning, and cultural exchange nestled in the vibrant heart of the City of London.

As an integral part of our community, the Barbican is a dynamic, purpose-driven organisation committed to celebrating local stories and spaces while placing the City of London firmly on the global cultural map. We champion emerging talent, nurturing the creative leaders of tomorrow, and crafting opportunities that propel the next generation of innovators.

Our core values are woven into the fabric of our daily operations and decision-making processes. By fostering an environment that is inclusive, connected, sustainable, and daring and joyful, we strive to make every interaction within the Barbican community a positive, life-enhancing experience.

We acknowledge the challenges faced by arts and culture institutions globally, particularly in the post-pandemic landscape. Yet, with these challenges come exciting opportunities for transformation and growth. Supported by the City of London Corporation, our principal funder and founder, we are uniquely positioned to harness our collective success and navigate the complexities that come with leading such a distinguished institution.

As CEO, you will play a vital role in steering the Barbican through its next era of growth and innovation. Your strategic business acumen, coupled with commercial insight and operational expertise, will help balance our artistic aspirations with financial prudence. You will be a visionary leader and approachable ambassador, committed to empowering and diversifying our workforce while extending our influence across the arts and culture sectors both locally and globally.

Join us on this inspiring journey as we redefine our vision for the Barbican Centre. If you are ready to make a lasting impact, we eagerly await your application.

Yours sincerely,

Sir William Russell
Chair, Barbican Centre Board



Introduction to the Barbican Centre

The Barbican is an internationally renowned multi-arts, learning, and conference centre in the City of London. We are a catalyst for creativity, sparking possibilities for artists, audiences, and communities.

We are passionate about showcasing the most exciting, diverse and talented performers and artists in music, theatre, dance, the visual arts, and cinema from around the world, pushing traditional artistic boundaries and helping us understand our lives in new and unexpected ways. Our programme of over 4,000 events per year, some own productions but the majority collaborations, seek to entertain and inspire millions of people, create connections, provoke debate, and reflect the world we live in. Central to our purpose is supporting emerging talent, shaping opportunities that will accelerate the next generation of creatives.

Opened in 1982, the Barbican is a unique and distinctive building, recognised globally as an architectural icon. As well as our two theatres, galleries, a major concert hall and three cinemas, we are home to a large conservatory, a library, conference facilities, public and community spaces, restaurants, bars, and a lakeside terrace.

Focused firmly on the future, we are working on ambitious plans to transform our building, initially refurbishing the ageing infrastructure but ultimately reimagining what an arts centre can be and doing our part to address the climate crisis. In December 2024, the City of London Corporation committed £191m to progress the next five years of work on Renewal. This represents around 80% of the amount needed now and we will be launching a major fundraising campaign to deliver the complete programme.

Through our work on Equity, Diversity, and Inclusion, we will ensure the Barbican becomes a place where everyone belongs – where creativity, enterprise, and learning coexist, and everybody can achieve their fullest potential.

The City of London Corporation is our founder, owner, and principal funder. The Barbican delivers its world-class programme through a mixed funding model of core support from its principal funder alongside a wide array of revenue sources, including audience ticket sales, commercial income, grants, sponsorships, memberships, and donations from individuals and organisations.

The City Corporation is a unique organisation. Its mission as the governing body of the Square Mile dedicated to a vibrant and thriving City, supporting a diverse and sustainable London within a globally successful UK goes beyond that of other local authorities. City of London Corporation promotes the interests of the people and organisations of the City and it acts as a powerful convening agency across London, the UK, and on the world stage.

We are one of the UK's most significant cultural guardians and largest funders of culture, (see Appendices for further information about the City of London Corporation). The Barbican Centre enjoys extensive autonomy within the City Corporation but there is close collaboration and shared service structures. Therefore, the Chief Executive is formally a member of the City's overall Executive Leadership Board as well as reporting to the Barbican Centre Board.

Barbican Artistic Vision

The recently developed Artistic Vision covers the period 2025-2030 and sets out how we will make the Barbican the world leading multidisciplinary arts centre for daring, thought-provoking work that pushes the boundaries of international artistic practice. It commits us to engaging our audiences in art and ideas that spark joy and shed light on the world in all its complexity. Working within a seasonal framework (spring, summer, autumn, winter), each season we present a series of high-profile major events alongside multi-disciplinary thematic threads exploring vital topics relating to our world, our society and

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ourselves. We also programme hundreds of other events across theatre, dance, music, cinema, talks, visual arts, immersive, creative learning and more.

A full copy of the artistic vision is available and can be sent to applicants on request



This role profile outlines the shared accountabilities and elements of all roles at this level within the City of London Corporation.

Role Purpose

As a member of the Executive Leadership Board, the role holder will have ownership of the Corporate Plan, providing leadership, direction, and insight to shape and develop a high performing, efficient, collaborative, empowered and inclusive world class City Corporation.

This role will identify and develop the strategic priorities of a department or institution, to enable the success of a vibrant and thriving City of London and its geographies, through a high performing, efficient, collaborative, empowered and inclusive team that has equality and diversity at its core.

Accountabilities

- As part of the Executive Leadership Board, actively shape corporate strategy and ensure that the vision and priorities set out in the Corporate Plan are delivered, ensuring alignment with departmental/institution strategic goals.

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- Ensure the development and implementation of multi-faceted department/institution strategies and plans, ensuring that they are coherent and integrated to deliver overarching priorities, and are compliant within relevant and diverse statutory, legislative, and regulatory frameworks.
 - Inspire, motivate, and develop department/institution leaders and staff, to create an equal, equitable, inclusive, and diverse culture that enables staff to perform at their best and therefore both deliver excellent services, as well as retain and attract the best talent for the City Corporation.
 - Ensure all available resources are utilised in the most efficient and effective way, delivering excellent value for money by managing budgets and ensuring results are continuously improved, to drive impactful delivery.
 - Collaborate with other areas of the organisation to remove barriers and enable staff to be entrepreneurial and innovative, to co-design inclusive and joined-up services that are efficient, effective, and meet the requirements of the City of London Corporation.
 - Lead and inspire continuous improvement throughout the City Corporation's departments and institutions through considerable change and transformation, while ensuring continuity in performance, financial constraints and statutory, legislative, and regulatory obligations are delivered.
 - Develop leading, long-term, constructive relationships and partnerships with a range of stakeholders at both a local, national, and international level so that the City Corporation is at the front for new initiatives and opportunities to deliver the best outcomes for the City of London and its geographies.
 - Engage with relevant Committees and Members to understand and translate political objectives and priorities into coherent initiatives to enable the delivery of services across the City of London and its geographies, working within historic and complex governance structures.
 - Identify trends and developments in the sector and beyond, anticipating future issues, promoting innovative new approaches that illustrate an understanding of the external landscape and positively challenging current thinking to deliver an outstanding customer experience.
 - Hold self and the department/institution accountable for adherence and compliance to all City Corporation's policies, procedures, and governance.

Knowledge/Skills/Experience required

- Comprehensive professional in area of expertise, with a considerable breadth and depth of understanding of all areas that the role covers.
- Substantial experience of leading a large department/sector specific organisation, driving constant change and transformation.
- Highly successful and widely respected track record of executive leadership and strategic management within a large, complex organisation within the public/private sectors to foster a high performing and innovative culture.
- Politically astute and resilient, using knowledge and understanding within a complex political environment with stakeholders with conflicting agendas to influence strategy and outcomes positively.
- Significant in-depth understanding of regulations/legislation and best practice within their area of specialism and the wider sector. Understanding of sector specific developments, policy, and emerging trends.
- Significant experience of leading and developing diverse and multifaceted teams at a senior level, bringing activities together to achieve an aligned objective.
- Skilled communicator who can inspire and motivate to build strong, productive relationships at an executive level with a myriad of partners and stakeholders, building confidence and trust.
- Extensive knowledge of the impact of underlying demographic, social or political drivers, and strong understanding of the formal and informal politics at the regional and national level and what this means for the City Corporation.
- Ability to improve outcomes by being output focused, with a sophisticated understanding of driving high performance (commercially or professionally) and financial management.

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Dimensions of Role

- This role will be leading a large, diverse institution/department with a wide range of end users to be considered and managed.
- Significant financial and/or risk (organisational and reputational) oversight as part of the role, typically managing/influencing large budgets.
- Planning will be over a multi-year horizon.

Working Conditions

- Working conditions do not have a material impact on the nature of the job once all reasonable actions have been taken to moderate or eliminate them.

Working Arrangements

- From 1st September 2024, all our employees have been expected to spend at least 60% of their time in their work setting or office. While this is a full-time role, we welcome applications for flexible working patterns and job shares.



Job Title and Service Area

Chief Executive Officer, Barbican Centre

Role Purpose

(in addition to indicative accountabilities on general profile)

To lead Europe's largest arts and culture centre with dynamic personal vision and meaningful contemporary values.

To lead the organisation strategically and organisationally, acknowledging the multiplicity of the Barbican Centre and the role it plays domestically and internationally.

- To balance the artistic and participatory vision within a framework of commercial, financial, and operational requirements.
- To navigate the Barbican Centre's continued commitment to artistic excellence and integrity within an evolving political and cultural environment nationally and internationally.
- To lead institutional culture change across the organisation promoting a dynamic and collaborative working culture and an active approach to increasing equity diversity and inclusion across the Barbican.
- To develop and grow the Barbican as a world-class institution ensuring we reach and delight the widest possible audience with increased impact on our communities in London and beyond.
- To oversee the physical transformation of the Centre through the Renewal programme, managing commercial and operational complexities and diverse stakeholder expectations, as well as securing additional funding sources
- To be a spokesperson and advocate for the Barbican Centre and City Corporation in national and international forums, in particular in support of the Destination City ambition.

Main Responsibilities

(in addition to indicative accountabilities on general profile)

Strategy

- Lead the Directors' Group in evolving and developing the Barbican's Strategic Framework launched in 2023 and the execution and successful delivery of the Barbican Centre's Ten-Year Plan for 2026 – 2036, including impact measures and overall vision.
- Lead the Directors Group in developing the business model to ensure we remain fit for purpose in beyond 2025, identifying and developing opportunities for growth and resilience.
- Balance artistic, educational, and participatory work on our physical and digital stages, with commercial operations, sustainability goals and long-term financial resilience.
- Support the Director of Arts and Participation and art form heads to translate the artistic vision into multi-year, cross-discipline programming plans that embed the Barbican brand as a world-class institution.
- Support the Director of Audiences to expand the reach and diversity of our audiences and elevate the audience experience.
- Work collaboratively with the City Corporation and the Executive Leadership Board to develop and promote the City Corporation's Corporate Plan and initiatives including but not limited to Destination City, seeking maximum synergies in driving footfall and economic benefit across the Square Mile.



Lead Europe's largest arts and culture centre with dynamic personal vision and meaningful contemporary values

Renewal Programme

- Confidently advocate for the Barbican's Renewal programme, maintaining the momentum for change and investment while setting realistic expectations across stakeholder groups.
- Lead the next phase of strategy work to shape the 2030s Renewal agenda acting as an ambassador inside and outside the Centre.
- Support the Director of Buildings & Renewal to execute the first phase within time, budget, and City policies, while maintaining ongoing operations across the majority of our venues at any given time.
- Cultivate relationships with key donors and sponsors and play an active role in generating capital fundraising and new funding partnerships in collaboration with the Director of Development, the Director of Buildings and Renewal, the Board Chair, and the Barbican Trust.
- Ensure a commitment to environmental sustainability through the organisation working closely with the Director of Buildings & Renewal.

People & Organisational Leadership

- Lead the Barbican Directors Group, promoting a dynamic and collaborative team culture and leveraging the strengths of the individual directors as experts in their own field.
- Lead the Directors Group and wider Management Team to ensure the efficient, effective, and professional management of the Centre's resources, providing appropriate challenge to departmental plans and sponsoring sensitive organisational change.
- Provide oversight and leadership of multi-year cultural transformation, building on the values adopted by the Barbican leadership and colleagues
- Provide executive leadership oversight to the Director of People, Culture, and Inclusion team in leading the People Culture, and Inclusion and EDI strategy, as well as culture change and implementing key HR initiatives from the City Corporation.
- Develop and maintain collaborative working relations with local stakeholders, artistic and commercial partners, and the City Corporation.

Finance & Risk

- Work with the Directors Group to ensure the Barbican's long term financial and business plans enable it to deliver its overall strategy/impact and artistic vision.
- Work with the Director of Buildings & Renewal, the Director of Development and other Directors, to oversee the strategy for capital fundraising and maintenance expenditure based on future needs of the Barbican.
- Take responsibility for the overall business, investment, and financial risks of the Barbican, embedding fundraising and commercial best practice across the organisation.

Communication

- Work with the Director of Arts and Participation, Directors of Audiences, and other Directors to lead external relationships with key stakeholders including local and national UK Government representatives and international government stakeholders.
- Establish meaningful connections and partnerships with local, national, and international arts organisations and support the Director for Arts and Participation to collaborate with international, local, and national artists.
- Be an advocate for the Barbican Centre, the City Corporation and London in national and international forums.
- Work with the Director of People, Culture and Inclusion and other Directors to develop proactive two-way dialogue and transparent internal communications with staff of all levels.

Board Governance

- Work closely with and manage relationships with the Barbican Centre Board, which comprises elected Councillors and appointed (“external”) Members most frequently with its Chair and two Deputy Chairs.
- Work closely with and manage relationships with the City of London Corporation Town Clerk/Chief Executive and his Executive Leadership Board.
- Work with other elected City Corporation Committees (e.g. Finance, Policy, Culture) as appropriate.
- Work with the Barbican Centre Trust, which supports fundraising activity.

Other Duties

- To carry out any other appropriate duties, as directed by the City of London’s Town Clerk/Chief Executive.
- Actively seek to implement the City of London’s Health, Safety and Wellbeing Policy in relation to the duties of the post, and provide oversight and sponsorship to ensure all give due regard to the health, safety, and wellbeing of both themselves and others when carrying out their duties.

Person Specification

Knowledge, Qualifications, Skills, and Experience

(in addition to those on general role profile)

- A commitment to artistic excellence and demonstrable experience and success as a CEO or Director in a creative organisation.
- Demonstrate an entrepreneurial approach to leadership with the ability to balance institutional creative impact with commercial acumen.
- Experience in public sector and/or public-funded organisations with the ability to navigate a complex stakeholder landscape.
- In-depth understanding of and commitment to equality and inclusion in programming, audiences, and workforce.
- Experience and openness to engage with cultural debate around the role of arts and culture, with a passion to contribute to informed discussion.
- Experience leading during times of sustained external or internal pressures (e.g. navigating external or internal communications events, public safety events, or security risks).
- Proven ability to lead a senior management team of high-performing Directors whilst cultivating a collaborative and open group culture.
- Exceptional communication skills with the ability to communicate the Barbican vision effectively and persuasively to all staff, the public and key stakeholders.
- Experience of strategic management and the ability to manage and lead multiple agendas with differing timeframes.
- Experience of change management and in confidently presenting to and engaging staff and other stakeholders at all levels about change.
- In-depth understanding of confidence in managing financial and creative risk.
- Experience of working closely with Development teams to support successful multi-year fundraising campaigns.
- Willingness to travel nationally and internationally from time to time as necessary.

Working Arrangements

- From 1st September 2024, all our employees have been expected to spend at least 60% of their time in their work setting or office.

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Reports to

- Town Clerk & Chief Executive, City of London Corporation with matrix reporting to the Barbican Centre Board.

Direct reports include

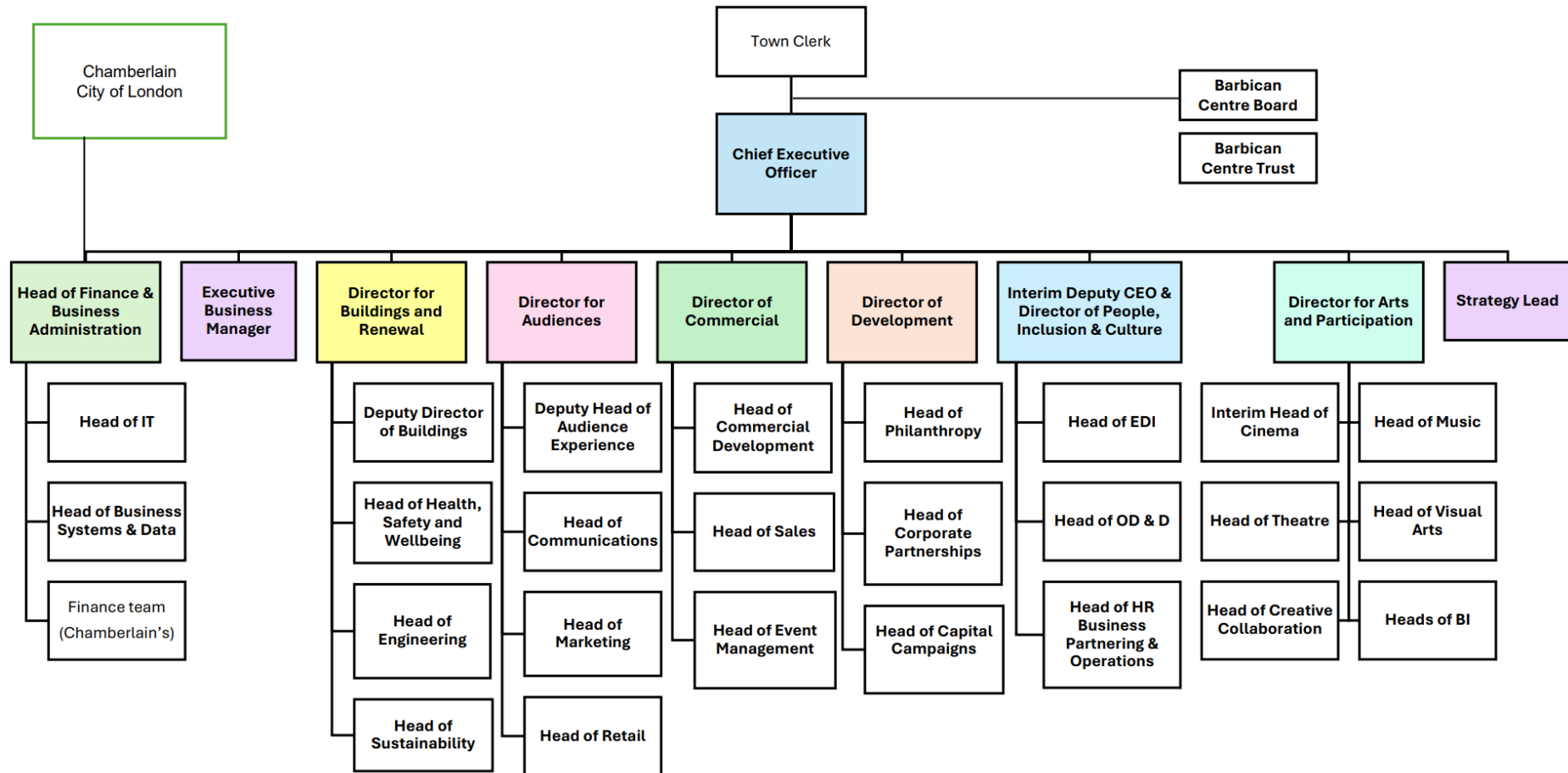
- Director for Buildings and Renewal
- Director for Audiences
- Director of Commercial
- Director of Development
- Interim Deputy CEO and Director of People, Inclusion & Culture
- Director for Arts and Participation
- Strategy Lead
- Head of Finance & Business Administration (also reports to Chamberlain, City of London Corporation).

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Barbican Centre Leadership Organisation Structure

Barbican Centre Leadership



As of: 19 March 2025

Note: This role will also be a City of London Corporation Executive Leadership Board member. Find out more about our organisational structure here [Organisational structure - City of London](#)

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How to Apply

The recruitment process is being undertaken by Russell Reynolds Associates on behalf of the City of London Corporation. Please submit your full application by email to responses@russellreynolds.com. Please quote the role title and assignment code **P2502-099L** in the subject heading of the email. All applications will be acknowledged. **The closing date for applications is 23:59 on Sunday 27th April, 2025.**

Your submission should include:

- **A CV setting** out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years.
- **A Statement of Suitability** (no longer than two pages) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the criteria in the person specification.
- **A completed Diversity Monitoring Form** [available here](#). We're working on becoming a more diverse and inclusive organisation, spurred on in part by the publication of Barbican Stories in 2021, but more fundamentally as part of our new chapter as an organisation. We're clear that we want to be a place where everyone belongs, a place of fairness and equity; and to be an organisation that reflects the diversity of our community. We also recognise that it is necessary for us to do this work well in order for us to achieve the ambitious plans we have for the Barbican as a whole.

Please submit all documents so that the panel will have all the required information on which to assess your application against the criteria in the person specification.

Indicative Timeline subject to change

Milestone	Date
Closing Date for Applications	27 th April
<i>RRA Presentation of prospective candidates to agree longlist</i>	w/c 12 th May
RRA conducts in-depth interviews with longlisted candidates	19 th May – 6 th June
<i>RRA Presentation of prospective candidates to agree shortlist</i>	w/c 9 th June
<i>Assessment Centre Activities</i>	
Potential Fireside conversations and panel discussions with relevant stakeholders	16 th June – 4 th July
Tour of Barbican Centre for finalist candidates	
Final Panel interviews	7 th July
Psychometrics Assessment on preferred candidate	w/c 14 th July

If you have any queries or wish to speak with someone before submitting an application, please contact responses@russellreynolds.com.

Please note that due diligence will be carried out on shortlisted candidates. Candidates should expect this to include searches of previous public statements and social media, blogs or any other publicly available information.



Appendix I: Summary of Terms and Conditions of Employment

Barbican Centre roles adhere to the City of London Corporation Terms and Conditions of Employment. This summary is given as a guide and is not intended to form part of an individual's contract of employment.

Contract

The position is offered on a full-time, permanent basis. We are committed to considering requests to work flexibly and job share. Requests will be considered by the recruiting manager in line with our policies and business needs.

Salary and Remuneration

The pay scale for this role, as per the 2025/26 Pay Policy Statement, is £189,960 - £220,050 plus £6,910 London weighting. This figure will be reviewed annually from 1st of July in line with the pay award for other salaried staff within the City of London Corporation.

Accommodation

The option of an accommodation allowance will be discussed with the successful candidate.

Pension

The pension scheme provided by the City of London is the Local Government Pension Scheme (LGPS). The LGPS is a public sector, statutory, funded, defined benefit pension scheme. Benefits are accrued based upon scheme member's salary and the length of time for which they are a member of the scheme.

You will automatically be admitted to the City of London Corporation's Pension Scheme. Member contributions are based upon the rate of pensionable pay received by the scheme member. Members contribute between 5.5% and 12.5% of their pensionable pay to the scheme, depending on salary. Please see here for the [contribution bands](#). There is also an option to join the 50/50 section of the scheme where members pay half the contribution rate and accrue benefits at half the accrual rate.

The current employer contribution rate for the City of London Corporation is 21%.

Further details can be found on the national [LGPS website](#) and/or the [City's pension website](#).

If you do not wish to join the Scheme you must make a formal declaration stating, you wish to opt out. You may contact the Pensions Office directly should you have any queries relating to the Local Government Pension scheme and your entitlements under this scheme.

Hours of Work

Normal hours of work are 35 hours per week excluding lunch breaks, Monday to Friday, inclusive, but the postholder shall be expected to work the hours necessary to carry out the duties of the position.

Frequency and Method of Payment

This is a monthly paid appointment, and salaries are credited to a Bank or Building Society Account on the 11th of each month.

Annual Leave

There is an entitlement of 28-33 days of annual holiday plus Bank Holidays. The minimum is 28 days (on a five-day basic working week) and subsequent increases to entitlement according to continuous length of service.

Continuous Service

If you join the City of London Corporation without a break in service (subject to certain exceptions) from another body covered by the Redundancy Payments (Local Government) (Modification) Order 1999, your service with that institution will count for the purpose of continuous service. The amount of continuous service which you have will affect your entitlement to certain contractual benefits; for example, annual leave, sick leave, and maternity leave. A full explanation of Continuous Service is contained within the Employee Handbook.

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Learning and Employee Development

As part of your induction, you will be guided to complete a suite of engaging online courses via City Learning. City Learning is our go-to portal for any mandatory eLearning courses, as well as offering an array of personal and professional development courses at your disposal 24/7.

The City of London also provides financial support and time off for staff to study for appropriate qualifications which relate to their duties or undertaking professional skills update training. There is also an in-house programme covering more general training needs.

City Benefits

As an employee of the City Corporation, you have access to exclusive discounts and privileges through a combination of internal offers from our departments and an external service we have subscribed to from Reward Gateway.

Employee Volunteering Programme

The City Corporation, in line with its aims to contribute to a flourishing society, shape outstanding environments and support a thriving economy, offers employees paid special leave time during normal hours to encourage employees to volunteer their time and skills to Volunteer Involving Organisation's (VIOs) operating within the Square Mile, London and beyond.

Full-time employees may take up to two days or 14 hours per year to volunteer, between 1st January and 31st December. For temporary and part-time employees these hours are adjusted pro rata. Volunteering time can be taken in smaller bite size e.g., two hours a week over seven weeks, where this can be accommodated by the City Corporation and meets the requirements of the volunteer organisation.

Sickness Absence and Pay

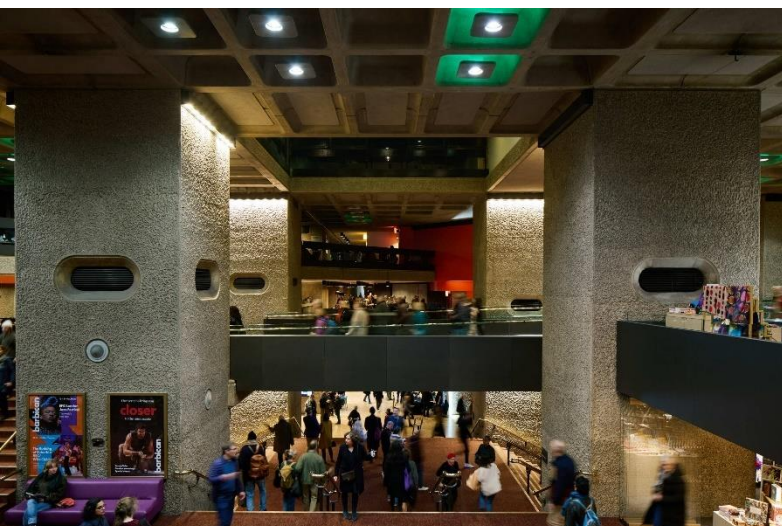
The City of London Corporation has a comprehensive Occupational Sick Pay scheme, details of which can be found in the Employee Handbook which will be made available to you upon commencement.

Probationary Period

You will be employed initially on a six-month probationary period. Should either party wish to terminate the employment during this period, then one week's notice will be required on either side, except for summary termination for gross misconduct.

Relocation

To be discussed and confirmed.



Appendix II: Introduction to the City of London Corporation

The City of London Corporation is the governing body of the Square Mile dedicated to a vibrant and thriving City, supporting a diverse and sustainable London within a globally successful UK.

The City of London Corporation looks after the City of London ('the City' or 'Square Mile') on behalf of all who live, study, work, and visit; providing modern, efficient, and high-quality local services and policing for all.

We have a long history, a unique constitution, our own Lord Mayor, and a dedicated police service keeping the City safe.

The City Corporation is one of the largest funders of heritage and cultural activities in the UK, investing over £130m every year. The organisation manages a range of world-class cultural and heritage institutions, including the Barbican Centre, Guildhall School of Music & Drama, Guildhall Art Gallery, Guildhall Library, The London Archives, and Keats House. It also supports the London Symphony Orchestra and the London Museum.

Our independent and non-partisan political voice and convening power enables us to promote the interests of people and organisations across London and the UK and play a valued role on the world stage.

We aim to support London's communities through responsible business, charitable giving, improving the capital's air quality, providing education and skills for young people, and delivering affordable housing across London.

We protect and conserve 19 major green spaces in London and Southeast England – including Hampstead Heath and Epping Forest – and approximately 180 smaller ones in the Square Mile. They include important wildlife habitats, sites of scientific interest and national nature reserves. They are protected by special legislation.

We are the port health authority for London, the largest port health authority in the UK. We protect public health by preventing infectious disease, ensuring water quality, making vessel inspections, and enforcing environmental controls.

The City Corporation provides local government services for our 8,600 residents (Census 2021) and 614,500 City workers (Office for National Statistics 2022) based in the Square Mile. To be truly representative of its population, businesses and other organisations registered in the Square Mile are entitled to nominate voters to City elections so that, alongside registered residents, they can have a say on the way the City Corporation is run.

Committees and Meetings

The City of London Corporation operates through a structure of [elected Members and committees](#), covering a diverse range of activities. Committees of elected Members set City Corporation policy and oversee the work of institutions and departments. All committee reports and agendas are available from the Town Clerk's Department before a meeting takes place. Public agendas and reports are also available to the public ahead of meetings. Our Chief and Senior Officers generate and submit papers for review in public and private committee meetings.

Appendix III: Connections to the Corporate Plan and People Strategy

The Barbican Centre is a key institution within the City of London Corporation. Over the next five years, we will provide leadership at local, London-wide, national, and international levels through the outcomes articulated in our new Corporate Plan 2024 – 2029. This corporate plan provides direction and leadership on the issues that matter, including tackling the climate crisis; growing the economy to support jobs and businesses and fund public services; and embracing modern technologies that can transform education and healthcare.

Our Corporate Plan is designed to ensure the City Corporation focuses on its ambition to be a world-class organisation that fully embraces the needs and diversity of the communities it serves. This is leadership not just for our generation, but for the generations of the future. Six outcomes guide our leadership at local, London-wide, national, and international levels:

1. Diverse Engaged Communities

Across the City's residents, workers, businesses, and visitors, everyone should feel that they belong. Connecting people of all ages and backgrounds will help build diverse, engaged communities that are involved in co-creating great services and outcomes.

2. Dynamic Economic Growth

The City of London is the engine in the country's economy. Driving dynamic economic growth in financial and professional services at local, national, and international levels will create jobs, attract investment, and support businesses across communities and the country.

3. Leading Sustainable Environment

The City Corporation has a responsibility to ensure that it acts as a leader on environmental sustainability and strives to enhance it in all aspects of how it works. Climate action, resilience, air quality, and sustainability are all facets of ambitious targets for the entire City to be net zero by 2040.

4. Vibrant Thriving Destination

Attracting businesses and people to a safe, secure, and dynamic location is vital to the City's future. A world-leading culture and leisure offer is integral to creating a vibrant, thriving destination where everyone prospers.

5. Providing Excellent Services

Supporting people to live healthy, independent lives and achieve their ambitions is dependent on excellent services. Vital to that continued pursuit is enabling access to effective adult and children's social care, outstanding education, lifelong learning, quality housing, and combatting homelessness.

6. Flourishing Public Spaces

From its markets and cultural icons, such as the Barbican, to its world-famous, bridges and amazing green spaces, the City Corporation is a steward of unique national assets. Major capital investment into our civic fabric will secure flourishing public spaces, enabling a more successful London overall.

Our City of London Corporation People Strategy 2024-29 has been launched in parallel with our Corporate Plan. This strategy will help us create an exceptional work environment where our people feel safe and deeply connected with our vision and values. It will help us create an environment where employees have the skills, recognition, and motivation to deliver our exciting and ambitious Corporate Plan.

Five themes make up our people strategy, and through them we will create a culture that encourages excellent performance and embeds equality, equity, diversity, inclusion, and health and safety in everything we do.

1. My Contribution, My Reward – Ambition 25

We will provide flexible, sustainable, fair, equitable and transparent reward and recognition opportunities for our people, beginning with the Ambition 25 project. These will help attract a diverse array of excellent people.

2. My Wellbeing and Belonging

We will be inclusive, diverse and people orientated. We will make sure all people are supported, challenged, and motivated. And we will create a flexible working environment that takes personal commitments into consideration.

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3. Trustworthy Leadership

We will develop a community of leaders and managers at all levels who create an inclusive and respectful environment. All leaders and managers will consistently role model our values. They will be able to confidently engage with, empower, develop, challenge, and celebrate our people. They will also understand how to take measured risks and deliver excellent outcomes.

4. My Talent and Development

We will attract and retain excellent, diverse, local, and national talent to support the success of the City Corporation. We will continue to create opportunities for people to develop and grow professionally. Existing and new employees will be able to easily access exciting new opportunities within City Corporation. We will support and encourage them to develop in their current roles and to progress into future roles anywhere across City Corporation. They will want to stay in, thrive in and be part of a world-class organisation, but they will have the confidence, skills, and capabilities to move on when the time is right.

5. Building Brilliant Basics

By putting simple and efficient processes and policies in place, we will set our people up for success and allow them to focus on doing their job effectively. Our policies, processes and practices will be fully legally compliant and simple to use and understand. They will support managers and employees to work together easily and efficiently, giving them the tools to deliver their work well.

Working together, there is no limit to what we can, and will, achieve.



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Appendix IV: Additional Useful Links

[Barbican Centre website](#)

[Barbican Centre – Purpose, Values, Governance, Curated Programme and Political Position](#)

[Barbican Centre - Our Story, Our Creative Vision, Barbican Renewal Programme, Equity, Diversity and Inclusion, and Sustainability](#)

[Our Programme – Barbican](#)

[Barbican Centre – How We're Changing](#)

[Barbican Centre: Our Shared Goals](#)

[Barbican Renewal](#)

[EDI Strategy & Action Plan](#) and [2021 Barbican Stories](#)

[EDI Updates](#)

[Sustainability](#)

[Barbican Centre – Meet the Team](#)

[Barbican Centre Trust and Annual Accounts](#)

[City of London Corporation website](#)

[City of London Corporate Plan](#)

[City of London People Strategy](#)

[City of London Corporation Equality Objectives](#)

[City Corporation Senior Leadership Team and Executive Leadership Board](#)

