

TMC Application Pack

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Introduction

This pack provides you with everything you need to apply for the post of Director/CEO. This role has arisen following the announcement by Dr Nick Owen, our current CEO, that after ten years with us it is time for him to move onto his next adventure. The role of Director is a pivotal role for the ongoing strategic development of the organisation. Included with this application pack is a copy of our current Business Plan 2024-2029.

How to apply:

1. Read the information about TMC and about the role we're recruiting to.
2. If you would like an informal chat with Nick, prior to submitting your application, please contact caroline@themightycreatives.com to arrange this.
3. Send your completed application form in **WORD** to recruitment@themightycreatives.com

The closing date for applying is 9am on 23rd July 2026. First stage interviews will be held online on 5th August 2026, with second stage interviews in person, in Leicester, 20th August 2026. Anticipated start date: 1st December 2026.

Best of luck!

The Mighty Creatives (TMC) Team

WELCOME TO THE MIGHTY CREATIVES!

Established in 2009, The Mighty Creatives is a charity which has transformed the lives of children and young people through arts, culture and creativity. Based at the heart of the cultural quarter in Leicester, we have served children and young people's communities across the UK and Internationally through our partnership work. We are a registered Company Limited by Guarantee.

Our Vision and Mission

It is crystal clear to many that the arts, creativity and cultural education have a fundamental role in supporting young people in countering the impact of social injustice. That need has become more demanding in recent years, and we now need to ensure that this is expressed at the heart of our vision:

Social Justice for young people through arts, culture and creativity

To achieve this vision, our mission has four strategic objectives (SO) and associated SMART outputs over the five years of this business plan as follows:

SO No.	Strategic Objectives
SO1	To transform the lives of our beneficiaries through one-to-one and group-based Creative Mentoring services .
SO2	To provide support, advice and opportunities to employers which assist our beneficiaries' employment prospects and enterprise opportunities through our Creative Futures .
SO3	To inspire our beneficiaries to express themselves through the power of creativity and to work with other stakeholders to support best practice, youth-led approaches which foster meaningful cultures that place youth voice at the heart through our Youth Voice services .
SO4	To sustain and grow investment in our work from across the UK and internationally.

Our guiding principles

1. **We will listen and act:** embedding children and young people's voices throughout our work from conception of programme to delivery and governance and we will encourage others to do the same.
2. **We will work collaboratively:** partnership working is central to the work we develop to improve creative outcomes and cultural opportunities for children and young people.
3. **We will respond to need:** we focus on nurturing and supporting the creativity of children in need and those working for them to promote high quality cultural practice.
4. **We will champion Equality, Diversity and Inclusion:** we stand in solidarity with all people of the global majority and all marginalised communities across the world and

will use our voice to speak out against injustice. We commit to listening, learning and taking action to improve access to creative opportunities for our region's children and young people.

5. **Engagement with artists and educators** is driven by a personalised, person centred pedagogy in which mentoring, and coaching play a fundamental role in generating personal change.
6. The **creative voices of young people** are at the heart of the creative or cultural experience.

Our Values

Our values are inspired by the work of Munira Thobani and her work on the Thobani 6C Self Audit Tool©

1. **We seek Coherence in our work:** Social justice, equality and equity matter to us. We constantly review and refresh the narratives of why equality matters to us in our professional (and political) practices. We strive to have a coherent vision and set of values on equality and share this vision with your stakeholders. We set out our equality objectives to support us in delivering our purpose fairly and equitably.
2. **We seek to raise Consciousness** in our work: by increasing knowledge, understanding, awareness and empathy. We strive to improve our awareness of our privilege and possible complicity in maintaining discrimination and disadvantage.
3. **We are committed** to tackling inequality and disproportionality in all its forms.
4. **We strive to find the courage** to challenge the status-quo in perpetuating discrimination and inequality. We strive to act and influence the ways which can shift the balance of power and privilege in our work and build our courage by connecting and networking with the individuals, groups and organisations who are tackling discrimination, inequality and disproportionality.
5. **We seek Connectedness** with self-organised equality seeking groups and draw strength from being an ally by working in tackling discrimination that is direct, indirect and or inter-sectional.
6. **We prioritise Co-production** by developing leadership models which lead and empower others so that their contributions to achieve greater equitable outcomes for all our communities. We ensure there is accountability of everyone in the organisation to act consistently with achieving our organisational purpose and equity ambitions.

We strive for these values to be evident in all aspects of our organisation: governance, leadership, programmes, income generation, operations and processes.

Our Theory of Change explains how we will work strategically and collaboratively to achieve and demonstrate our strategic outcomes for children and young people in need. It provides a summary of the changes that will occur and provides the context for our programme development and delivery plans.

Starting with the problem statement, *“Children and young people living in challenging circumstances experience significant social injustice, including heightened isolation,*

lack of stability, compromised mental health, lower attainment and lack of opportunities to experience the personal, social and economic benefits of the arts, culture and creativity”.

Our desired long-term goal is to gain social justice for young people through creativity. This will result in children and young people feeling more confident and resilient; empowering them to influence decision making that effects their lives, speak out against injustice and build aspirations that will shape successful futures.

If you want to find out about our current programmes, products and services, the best place to look for up to date information is on our website: www.themightycreatives.com

A copy of our current Business Plan can be found [here](#).

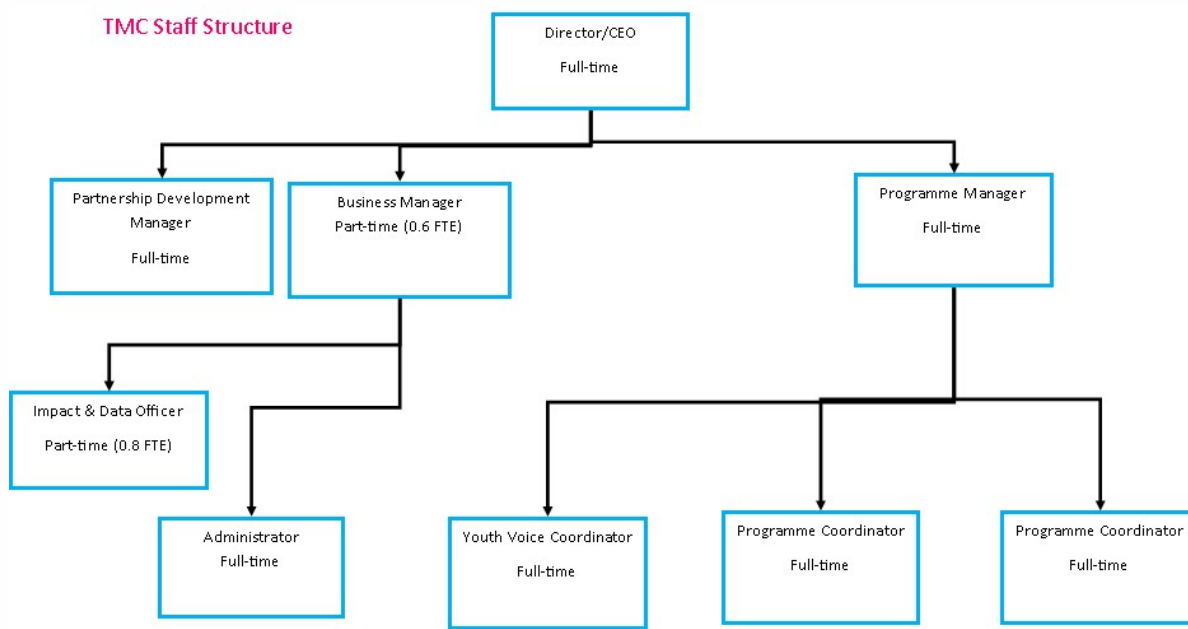
Key Performance Objectives

KPI Number	Organisational KPI	Revised Targets	2024-25	2025-26	Total to date
1	Engage with 10,000 children and young people in need engaging across all our services and campaigns.	4,000	2,164	308	2,472
2	Sustain and grow our pool of Creative Mentors through targeted recruitment supporting 500 creative practitioners.	500	95	18	113
3	National adoption and delivery of CM: the service will be delivered across all 9 regions across the country.	9	3	0	3
4	Recruit 200 Employers to the Mighty Employers employability services.	50	12	0	12
5	Deliver 300 CPD sessions including training and development opportunities, workshops and networking sessions for educators and creative practitioners to develop their child / youth-led creative practice.	300	86	71	157
6	Support and grow the TMC Youth Board with YP drawn from all 9 regions across the country.	5	4	1	5
7	Support the Youth Board to deliver 5 youth-voice focused projects.	3	1	1	2
8	Diversify and sustain our income sources so no one funder is more than 50% on our overall income.	50%	31%	64%	30%

9	Maintain our reserves policy at six months running costs.	Six months	Yes	Yes	Yes
10	Build a £10m Endowment Fund to see us through 2030 onwards.	£5m	TBC	TBC	TBC

Our staff

To deliver our business plan we have a small team of dedicated, passionate staff who work on a hybrid basis. Our staffing structure can be found below:



EQUALITY AND DIVERSITY

The Mighty Creatives values diversity and is fully committed to promoting equality of opportunity, recognising that people are an extremely valuable resource for the organisation. The Mighty Creatives is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

Our Diversity Statement

The Mighty Creatives believe that the way we act and the things we do influence the world around us. To make sure this effect is a positive one we believe in continuously reflecting on our day-to-day activities, beliefs and values to challenge stereotypes and assumptions that may guide our decision-making and action-planning. This is why we use critical thinking and imagination in our planning, evaluation, reporting and performance management processes. This practice helps us to take more risks and challenge our own and the sector's perceptions. As part of this, we are committed to co-production, and to championing and listening to the voices of children and young people.

Our commitments

The Mighty Creatives endorses the statutory obligations required by legislation, best practice codes and expectations of our funders, staff, participants and partners in the areas of sex, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, ethnic origin, nationality, socio-economic status, religion or belief, disability or age.

We are committed to providing a working environment in which all our people are able to realise their full potential and to contribute to the charity's success. We are working towards best practice recruitment based on equal opportunities to diversify our paid and volunteer workforce and boards and pursue workplace practices, policies and procedures that enable all The Mighty Creatives to thrive.

We will actively create a culture of inclusion across our programmes and services. We will collaborate with the communities we work with to celebrate the talents of all the people and make a positive impact. We will challenge discrimination and prejudice where we find it. We will actively identify, champion and share good practice.

We are committed to doing this as we see that it will improve benefits to participants, deliver better quality of services and improve the effectiveness of our organisation.

We will make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

Employment practices and procedures will be reviewed when necessary to ensure fairness and update them and the policy to take account of changes in the law.

RECRUITMENT OF EX-OFFENDERS

The Mighty Creatives undertakes not to discriminate unfairly against any subject of a criminal record check based on a conviction or other information revealed.

The Mighty Creatives can only ask an individual to provide details of convictions and cautions that The Mighty Creatives are legally entitled to know about. Where a DBS certificate at either standard or enhanced level can legally be requested (where the position

is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended, and where appropriate Police Act Regulations as amended).

The Mighty Creatives can only ask an individual about convictions and cautions that are not protected and are committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

DBS

Some activity delivered by The Mighty Creatives staff may fall under 'regulated' activity. In this case staff carrying out these roles will require an Enhanced DBS with a check of the barred list. For The Mighty Creatives this is most likely to apply to direct delivery with children and young people such as residential activity but may also apply to project and programme activity. There may be a lower level of check required in some areas of our work where all regulated activity criteria are met **apart** from the number of times the activity is carried out in a month. In this instance we will carry out a basic DBS check. Decisions about when we DBS check will be made on a case-by-case basis and regularly reviewed.

Benefits

We offer our staff several different benefits these include:

- Pension
- Up to 14 hours (pro-rata) to undertake volunteering or personal development each year.
- One day a year as a Spiritual, Moral, Social & Cultural Day.
- Access to Pluxee Employee benefits, which gives discounts off things like shopping, cinema tickets and restaurants.
- We are a member of a cycle to work scheme.
- We provide access to an Employee Assistance Programme.

The Mighty Creatives is an accredited Living Wage Employer. This means that we are committed to ensuring anyone who works with us will earn a real Living Wage.

The Role

The job description for the role can be found below, which provides more detailed information about the main duties and responsibilities.

JOB DESCRIPTION

Summary Details

Job Title: Director/CEO
Salary: £55,000 plus contributory stakeholder pension (Pro rata for part time)

Hours:	Full time (35 hours per week,)
Location:	Hybrid working which can entail a balance of working from the office, from home or other remote location as appropriate. With frequent regional/national travel and occasional international travel.
Responsible to:	Board of Trustees
Responsible for:	A range of Senior staff and up to 8 reports
Annual Leave:	30 days plus bank holidays and 3 discretionary days at Christmas.
Notice Period:	3 months
Probation Period:	6 months

Working with us

The Mighty Creatives is a children and young people's Charity. Our office is based at the heart of the Cultural Quarter in Leicester. Our staff team pulls together professionals from a range of backgrounds to design, lead and champion partnerships, programmes and initiatives with and for children, young people and those who support them.

In addition to the core team, we work with an increasingly wide range of experts to benefit from their specialist skills, including a pool of approx. 90 Creative Mentors. This includes finding ambitious ways of collaborating with children and young people themselves, benefiting from their creativity and capacity for innovation.

Your key roles and responsibilities are listed in the following section. It is not an exhaustive list, but it will give you a feel for the kind of work you will do.

Key roles and responsibilities

The Director/CEO will be responsible for leading the strategic growth, fundraising, and external engagement of The Mighty Creatives. This role will focus on developing and communicating the charity's mission, building strong partnerships, and securing funding to expand our impact across the UK.

The Director/CEO will act as the external face of The Mighty Creatives, engaging supporters, funders, and strategic stakeholders to raise awareness and increase income. programme design, without duplicating the operational role of our delivery partners.

- Lead the organisation's long-term, strategic development.
- Develop proactive working relationships with senior level contacts at major funding organisations.
- Develop, strategically important relationships that will lead to additional revenue generation for the organisation
- Responsible for the successful implementation of the organisation's strategic plan including delivery of revenue targets
- To drive communication of TMC's core marketing messages.
- Responsible for quality outcomes for children and young people.

- Maintain financial and legal oversight focusing on long-term performance planning and reporting on the organisation's corporate responsibilities and KPIs
- Initiate new business development informing policy, leading strategy, setting performance and income targets and overseeing pitching for new work to create sustainable revenues
- To be the named Company Secretary for the Company Limited by Guarantee.

Any other business: contribute to the life and work of the charity, and any other matters highlighted by the Chair of Trustees.

Person specifications

Essential

1. Experience of developing and implementing a business strategy.
2. Proven ability to set and achieve revenue targets, with experience of providing financial oversight in a leadership role
3. Proven track record of identifying & developing new revenue streams.
4. Confidence and a highly self-motivated approach, capable of managing your own workload effectively.
5. Knowledge and understanding of the sector, its complexities, and challenges.
6. Proven ability as a leader and highly experienced manager-able to delegate effectively and inspire a team.
7. Proven influencing skills, showing the ability to build lasting relationships with key partners/stakeholders over a long period of time.
8. Effective public speaker and clear communicator with resilience, determination and a passion for the job in hand
9. Bid writing experience-for public sector contracts and grant applications from Charitable trusts.
10. Proven capability of working with and reporting to a large-scale stakeholder/funding body.
11. Understanding and practical experience of Safeguarding principles and procedures, alongside familiarity with trauma-informed care principles and their application.
12. Strong organisational skills with attention to detail for accurate record-keeping and data collection, with proficiency in using IT for record-keeping, communication, and social media.

Desirable

1. Charitable/Third sector experience

2. Reporting to a Board of Trustees.
3. Experience in implementing change management and production processes.
4. Social enterprise or CiC development and management expertise in the not-for-profit sector

If you want to get a feel for what we're up to, you can also find us on

[Facebook](#) | [Youtube](#) | [Instagram](#)

29th June 2026