



Candidate Brochure for the appointment of: Head of Arts and Music

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About us

Bursting with creativity, passion and purpose, Glasgow is Scotland's cultural powerhouse and one of Europe's most vibrant and exciting cultural cities.

At the heart of this energy is Glasgow Life – one of Scotland's largest charities – transforming lives and strengthening communities every day through culture, sport and learning.

Our 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 vision a reality – supporting inclusion, wellbeing and opportunity across Glasgow's diverse communities.

Glasgow is home to more than 100 cultural organisations, including national performing companies, world-class museums and libraries, a globally recognised music scene reflected in our status as a UNESCO City of Music, and a growing creative industries sector with a flourishing ecosystem of studios and production facilities.

Our cultural and sporting programmes, experiences and events promote inclusion, happiness and health, while also supporting the city's visitor economy – enhancing Glasgow's mental, physical and economic wellbeing.

From internationally acclaimed institutions like Kelvingrove Art Gallery and Museum, The Burrell Collection and Glasgow Royal Concert Hall, to grassroots engagement in local communities, Glasgow Life creates opportunities for everyone to access culture in meaningful ways. We manage and animate a diverse portfolio of venues, festivals and initiatives that connect people, spark creativity and celebrate Glasgow's identity.

Our dedicated teams and volunteers work across the city to break down barriers to participation, foster belonging, and build a cultural future that is inclusive, ambitious and internationally connected. We are proud to lead the delivery of Glasgow's Culture Strategy 2024–2030, helping ensure that culture is not a luxury, but a right – accessible to all, and part of everyday life.

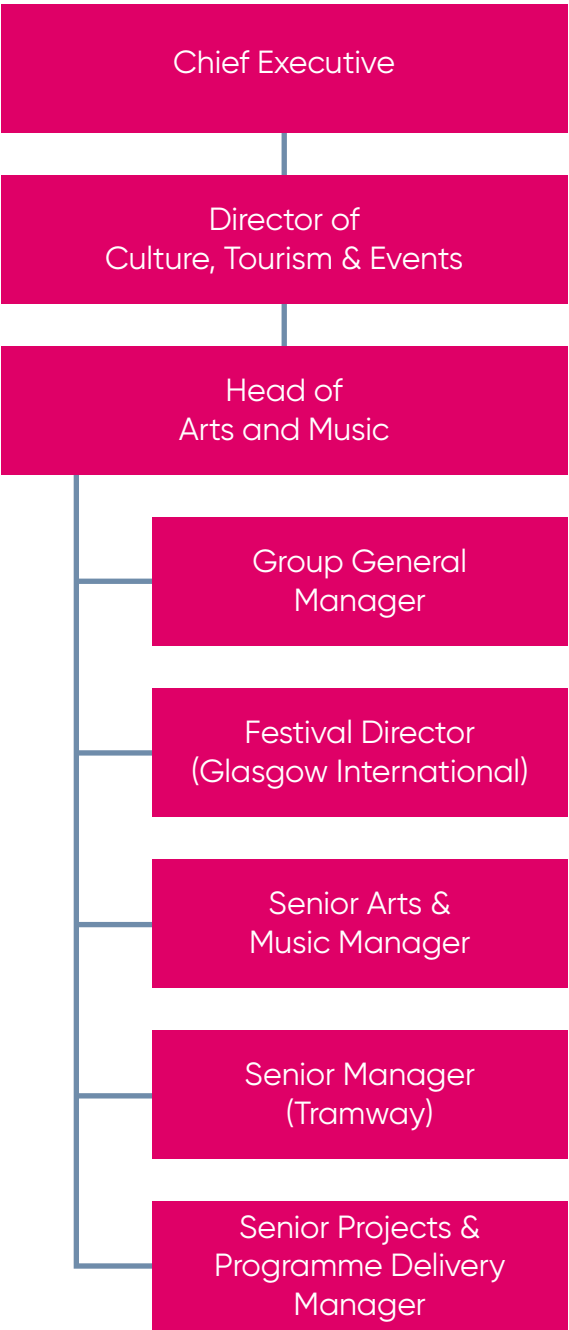


Summary of role

The Head of Arts and Music is a senior leadership role within Glasgow Life, responsible for driving the strategic and operational delivery of arts and music services across the city. Acting as the lead officer for the implementation of Glasgow’s Culture Strategy 2024–2030, the postholder will play a pivotal role in shaping and delivering programmes that are inclusive, innovative, and impactful.

With accountability for citywide cultural and music venues, advocacy, audience development, and sector growth, this role balances social value with financial sustainability. The postholder will lead a multi-disciplinary team, contribute to organisation-wide planning and change programmes, and ensure culture continues to enhance the wellbeing and vibrancy of Glasgow’s communities and economy.

Senior management structure



Key responsibilities

The key responsibilities for the role include:

Strategy and advocacy

- Leading the strategic delivery of Glasgow's Culture Strategy 2024–2030, supporting the delivery of the action plan to achieve the overarching vision of a city where culture is at its heart.
- Providing strategic leadership for the city's culture and music venues and arts programmes, ensuring they are inclusive, accessible, and impactful.
- Contributing to Glasgow Life's strategic goals, including financial planning, change programmes, income generation, asset optimisation and identifying new opportunities for growth and investment.
- On behalf of the City and the Culture sector, lead the implementation of the Culture Strategy and the associated action plan.

Leadership

- Championing Glasgow's cultural sector by developing and leading advocacy approaches that continue to build the profile which makes the case for Glasgow's cultural sector.
- Leading, delivering and overseeing planned strategic project and programmes of change, ensuring robust financial controls, with clear outcomes and measurable improvements to the mental and physical wellbeing of citizens and visitors through arts, culture and sport.
- Leading by example a commitment to collaborative cross-service working, reflecting Glasgow Life's values and behaviours.
- Providing leadership for a multi-disciplinary team and demonstrating 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.



Service development

- Maintaining and building Glasgow's vibrant music scene, recognised by its designation as a UNESCO City of Music.
- Reviewing, monitoring and managing performance across all services, ensuring that all key performance targets are met and continuously improved.
- Ensuring that Glasgow Life is fully represented and engaged in Glasgow's cultural and music structures alongside key stakeholders such as Glasgow City Council.
- Facilitating the ongoing and long-term growth of audience development and capacity building strategies that support participation in culture across all communities.

Person specification

CRITERIA	ESSENTIAL	EVIDENCE
Education, qualifications & training	Educated to degree level (or with equivalent senior-level experience) in a relevant field such as cultural policy, arts management, or creative industries leadership. Proven track record of strategic leadership in a senior role, with the ability to lead large, multidisciplinary teams, shape organisational direction, and deliver results within a complex arts, culture, or music environment.	Application Form Certificates
Skills, knowledge & competencies	Excellent communication and advocacy skills, with the ability to influence policy, build consensus, and represent Glasgow's cultural sector at a senior level across public, private, and third-sector partners. A sound understanding of the challenges and opportunities in delivering arts and music services in a public and third sector context. Strong financial and budget management skills with an in-depth knowledge of the arts and cultural funding landscape and a proven ability to secure, manage, and grow income from diverse sources. Experience of designing or delivering inclusive cultural programmes in partnership with diverse communities and communities of interest. Able to operate effectively in complex, high-pressure environments with resilience, decisiveness, and strong planning skills to manage competing priorities. Experience of leading and implementing change programmes with measurable outcomes. Demonstrates a visible commitment to Glasgow Life's values inclusive leadership, partnership working, and a focus on impact.	Application Form Interview
Other	Committed to Glasgow Life's vision in making sure everyone in Glasgow has a great life.	

CRITERIA	DESIRABLE	EVIDENCE
Skills, knowledge & competencies	Experience of leading audience development strategies to increase participation among under-represented communities. Knowledge of Glasgow's cultural and music sector, or a demonstrable ability to build credibility quickly in a similar city or region.	Application Form Interview

Competency framework

Glasgow Life follow a Competency Framework, an accompanying role profile for this level of role can be found on the advert. Interview questions will be designed to assess the competencies highlighted in the Role Profile. Further Information can be found by clicking this link: [Leadership - Grade 9 and above competencies](#).

Glasgow Life behaviours

Glasgow Life Behaviours can be found by clicking this link: [Glasgow Life Behaviours](#).

Terms of appointment

- £79,347.68 – £91,983.64
- Holiday allowance of 30 days plus 6.5 public holidays for full time roles. (This rises 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, for more information see [here](#).

Recruitment process

- Advert closes 1 June 2025.
- First stage interviews will take place in Glasgow on week commencing 9 June 2025.
- Final stage interviews will take place in Glasgow on week commencing 16 June 2025.

The successful candidate will be required to complete a Declaration of Interest Form in line with our pre-employment checks.



Further information

For further information, please **click here** to apply, or visit our **website**.

The Culture Strategy can be accessed **here**.

Interested candidates should apply via My Job Scotland for vacancy reference: GLA13580

Diversity matters at Glasgow Life. We are determined to reflect the 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**.