

Appointment of

# Chief Executive

February 2026 EBXZA



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**Dedicated to transforming  
the town into a vibrant place  
to live, work and visit  
through creativity**

# Welcome

I am Chair of Creative Folkestone which has, for a quarter of a century, been at the forefront of Folkestone's regeneration. At the turn of the century, I became the chairman of the Metropole Arts Centre and it was not long before we made the decision to move our operation into the Old Town of Folkestone, a slum area which divided the affluent West End of town from the more edgy East End.

25 years later, we operate a thriving Creative Quarter in the old town where we accommodate a large community of artists, sculptors, writers, musicians, and others in the creative industry who rent our 90+ buildings. At the heart of the Quarter is the Old High Street which must now be one of the most successful high streets in Britain and the Quarterhouse, the small theatre we built in 2009.

Last year we organised our 6<sup>th</sup> Folkestone Triennial, an event which is now established as a world class arts festival, and we soon have to begin

planning for the 2028 show. The Folkestone Artworks, a collection of the best works from each Triennial, is now substantial and is on permanent display in the public realm. The festivals we organise, together with a wide range of music, comedy, drama and dance events, are designed to appeal to a wide and diverse audience. Our long running book festival has led to a new initiative, "Folkestone is a Library", which is at an early stage of development. The new CEO of Creative Folkestone will be taking on an initiative that has given arts and creativity a critical role in the regeneration of the town and in making Folkestone an inspiring and exciting place for local people and visitors alike.

We are seeking a leader who believes in arts-led regeneration and will continue and extend the transformational work we have begun.

Roger De Haan  
Chair





**“From generation to generation:  
unleashing creativity to change  
people and places for the better”**

## About

Creative Folkestone is a visionary arts charity founded by Sir Roger De Haan, whose long-term commitment to the town has underpinned its mission to transform Folkestone through creativity and culture.

Over more than two decades, the organisation has become a leading example of creatively led regeneration, using ambitious arts programming and place-making to enrich everyday life and open up opportunities for local people and visitors alike.

From the world-renowned Folkestone Triennial, now one of the largest exhibitions of newly commissioned public art in the UK, to the growing Folkestone Artworks collection that animates streets, coastal paths and public spaces, Creative Folkestone has brought major contemporary artists and ideas into the fabric of the town.

Alongside this, it has developed the Creative Quarter as a distinctive urban village of artists, makers and creative enterprises, restoring historic buildings to provide studios, shops and homes and nurturing a thriving year-round creative community.

As custodians of Derek Jarman's Prospect Cottage, the organisation now stewards one of Britain's most resonant artistic homes, safeguarding its garden, archives and legacy while opening it up through visits, learning and residency programmes.

Its festivals, learning and engagement work, from the Folkestone Book Festival to programmes with schools and young people, are designed to unlock creativity across generations and foster a deep sense of pride, belonging and possibility in the town. This also includes Folkestone is a Library, a bold, town-wide project from Creative Folkestone that reimagines what a library can be. Streets, schools, shops and public spaces will become places for reading, writing and storytelling – celebrating creativity, connection and community in all their forms.

Looking ahead to the next generation, Creative Folkestone's ambition is clear: to continue unleashing people's creativity and driving the town's transformation, ensuring that art, culture and opportunity remain accessible to all who live in, study in, work in or visit Folkestone.



# Key Facts

## Prospect Cottage

15,000 visitors  
and 29  
residencies

**15,000**

Visitors to  
Quarterhouse

## Folkestone Artworks

91 Artworks by 52  
artists

**270,000**

Triennial visitors in  
2025

## Creative Quarter

800 creatives living  
and working in 90  
buildings

**8,000**

Participants in  
learning and  
engagement  
programme



# The Role

## Purpose

The purpose of the CEO is to lead and inspire Creative Folkestone and its team in the successful delivery of our charitable objectives through our programme, to maximise income from our property portfolio in the Creative Quarter, to achieve artistic quality and financial viability across our activities, to advise on strategic direction and be our advocate and ambassador in local, regional, national and international settings.

## Key Responsibilities

- To lead and advocate for Creative Folkestone, internally and externally.
- To deliver the Board's overall vision for Creative Folkestone, by:
  - Overseeing and contributing to the development and delivery of the artistic vision for Creative Folkestone.
  - Strategic management of the diverse range of properties in the Creative Quarter which are owned by the Roger De Haan Charitable Trust but leased to, run and maintained by Creative Folkestone with the rental streams providing the financial bedrock of the charity.
  - Leading the development of the charity's strategy and preparing and executing business plans and budgets.
  - Leading Creative Folkestone as a creative partner in the wider regeneration of Folkestone and Kent.
- To oversee and ensure productive performance of the employed and extended team.



# Key Responsibilities Continued

- Take overall responsibility for Creative Folkestone's finances, including the organisation-wide budget.
- Hold ultimate statutory responsibility for the charity and ensure appropriate delegation for building-site health and safety and licensing to senior colleagues.
- To play an active role as an ambassador for the organisation, especially through key funder relationships, private sector partnerships and philanthropy.
- To plan, approve and secure resources for festivals and artistic programmes with the Trustees' Artistic Sub-Committees, including appointing the Curator for the Folkestone Triennial.
- To oversee Creative Folkestone's key projects – Creative Quarter, Folkestone Triennial, Folkestone Artworks, Quarterhouse, Book Festival, Prospect Cottage and learning and community programmes – ensuring they are well run and aligned with the charity's aims.
- To lead project meetings for all major projects.
- To maintain and improve the organisation's financial stability by delivering the current financial plan and developing future plans that provide sustainable, mixed income streams.
- To agree clear organisational targets with Trustees and ensure delivery in areas such as profile, partnerships, community engagement, diversity, environmental sustainability, event attendance, and individual and team performance.
- To lead on staff recruitment, including ensuring a balanced, well-diversified team for the charity's needs.
- To keep Trustees fully informed about Creative Folkestone's activities and performance through regular, formal reports.
- To keep the Chair regularly updated on key issues, opportunities and risks.
- To take on any additional duties needed to achieve the purpose and objectives of the role.
- To line manage:
  - Head of Finance
  - Head of Development
  - Deputy CEO
  - Head of Programming & Visitor Experience
  - Book Festival Curator
  - Folkestone Triennial Curator



MEMORIES  
OF OUR  
WALKS

LIME  
GREEN  
SHARP  
IN  
REGEN-  
ERATION

KISSED  
GOODNIGHT

FEEL  
WARM

DANCING  
BRANCHES

AND  
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COMMUNITY

WEIRD  
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WONDERFUL

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# Person Specification

Candidates should ideally bring all or most the following skills and attributes:

## Knowledge & Experience

- Proven success in leading a cultural organisation
- Proven success in initiating and maintaining productive relationships with funders
- Significant experience of people management
- Recognised participation at high profile cultural sector events and conferences
- Experience working with Board and subcommittees
- Experience of senior management
- In-depth understanding of the charity sector
- Proven success in balancing programming excellence with business sustainability
- Networked into the UK cultural landscape both politically and with colleagues and peers, with an eye on Europe and the wider world

## Skills

- Inspirational team leadership
- Diplomatic and effective negotiating skills

- Astute financial management to executive level
- Articulate and confident
- Ability to identify and address organisational problems
- Ability to identify and capitalise on organisational opportunities
- Confidence in public speaking

## Personal Attributes

- Committed to regeneration through the arts
- Demonstrable commitment to Equality, Diversity and Inclusion, with the ability to champion inclusive artistic practice, broaden participation, and ensure diverse voices are represented and valued
- Discretion and confidentiality
- Hard-working and energetic
- Tactful and determined
- Ability to stay calm, focused and motivated under pressure



# Terms of Appointment



**Location:** Folkestone

**Salary:** The salary for the role will be c.£90k with the possibility of flexibility for the right candidate.

**Process**

Interviews will take place in April, with the following interview dates for panel interview:

- Tuesday 12<sup>th</sup> May
- Friday 29<sup>th</sup> May

**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 Creative Folkestone on this appointment.**

Candidates should apply for this role through our website at <https://roles.saxbam.com> using code **EBXZA**.

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 **Monday 16<sup>th</sup> March 2026**.

\* 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.

## **GDPR 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.



