impressionsgallery

Recruitment Pack

Director

Closing date —
22 October 2026, 12pm midday

Supported using public funding by
ARTS COUNCIL ENGLAND

City of BRADFORD METROPOLITAN DISTRICT COUNCIL

Welcome

Thank you for your interest in becoming the next Director of Impressions Gallery.

This is an important and exciting moment for our organisation, for Bradford's cultural sector, and for the wider UK photography community.

For more than fifty years, Impressions has championed photography, commissioned and presented significant new work, supported emerging and underrepresented voices, and helped bring photography to wider audiences. As we look ahead, we are seeking a leader who values Impressions' history whilst helping to shape its next chapter. Someone who is collaborative, astute, and strategic, with a genuine belief in the role that photography can play in creating opportunities and positive social change.

If this role excites you, but you are unsure whether your background matches every aspect of the person specification, we encourage you to apply. We are interested in your vision, leadership, values and potential, as well as your experience to date. You may already be leading an organisation of similar scale, or you may be ready to take the next step into a Director role. What matters most is your ability to lead Impressions Gallery through its next chapter with ambition, integrity and imagination.

We hope you decide to apply and look forward to receiving your application.

Emma Cheshire and Julian Rodriguez
Co-Chairs, Impressions Gallery

Launch of Bradford 2025 UK City of Culture at Impressions Gallery, January 2025 © Faye Hatton

About Impressions Gallery

Impressions Gallery is a charity that helps people understand the world through photography and acts as an agent for change.

Founded in 1972, we were among the first specialist photography galleries in Europe and have spent more than fifty years championing photography, supporting photographers and connecting audiences with powerful visual storytelling. Our historic archive forms part of the Science Museum Group Collection, documenting Impressions unique contribution to the development of contemporary photographic practice in Britain.

Our work is known for its artistic and curatorial excellence. Today we commission, exhibit, tour and publish photography, collaborating with artists, organisations and communities, locally, nationally and internationally. Supporting emerging talent, highlighting underrepresented voices, presenting socially relevant photography, and making this accessible to diverse audiences, are all central to what we do.

In 2007, Impressions Gallery moved from York to Bradford, opening the UK's first purpose-built publicly funded photography gallery. In 2026, we began a new chapter, working from the historic former Bradford Club to deliver an agile programme of offsite exhibitions, projects and events while developing plans for our future home.

With a strong reputation, committed Board, experienced staff team and stable financial position, Impressions is well placed to shape an innovative and inclusive future for photography in Bradford and beyond.

The Peace Tree, Summer © Clare Hewitt from the exhibition *Everything in the forest is the forest*, which premiered at Impressions in May 2025 and is now on tour to venues across the UK.

Governance

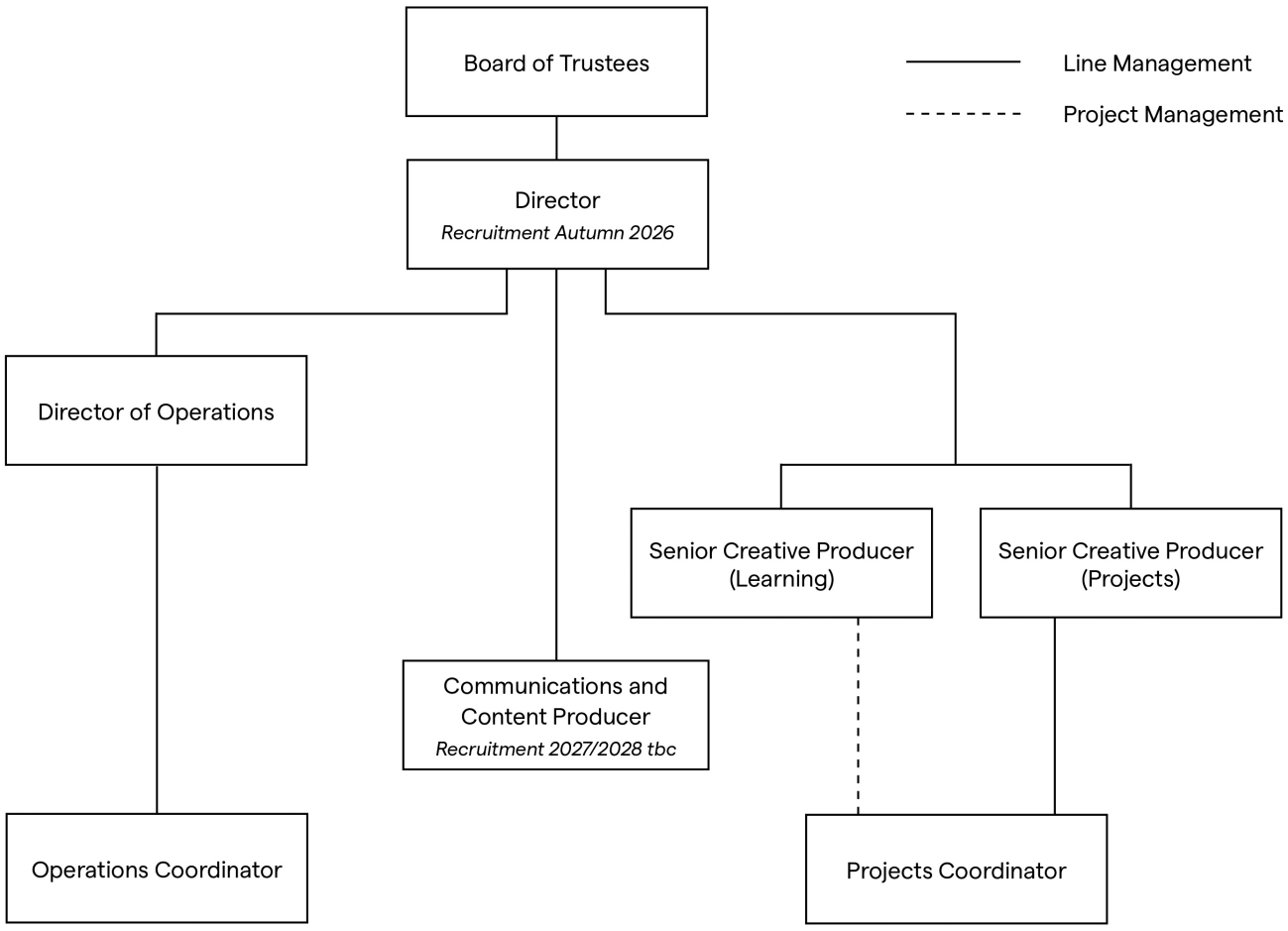
Impressions Gallery is a Company Limited by Guarantee and Registered Charity.

Impressions Gallery is currently supported by Arts Council England (ACE) as a National Portfolio Organisation (NPO) and by Bradford Metropolitan District Council (BMDC) as a Regularly Funded Organisation (RFO).

Other income is raised through trust and foundations, sponsorship, donations, book sales, and touring exhibition fees. We have an annual turnover of approximately £350,000.

Impressions Gallery currently employs a staff team of five people, governed by a voluntary Board of Trustees.

Structure



Job description

Purpose

We are seeking a collaborative, astute and strategic leader to guide Impressions Gallery into its next chapter. Reporting to the Board of Trustees, the Director will set the strategic vision, drive the organisation's long-term sustainability and ensure excellence across our work.

Key responsibilities

- Provide strategic and artistic leadership, guiding Impressions through its next phase of organisational development and the transition towards a future home.
- Shape an ambitious artistic programme that maintains Impressions' reputation for curatorial excellence, innovation and sector leadership.
- Oversee the successful delivery of Impressions' exhibitions, touring, talent development, and engagement programmes, and ensure Impressions' work is accessible, relevant and responsive to diverse audiences and communities.
- Build strong relationships with artists, funders, partners and stakeholders, and act as a visible advocate for Impressions and photography locally, nationally and internationally.
- Develop strategic partnerships and work closely with the Director of Operations to secure and diversify income to support the organisation's ambitions and long-term financial resilience.
- Work closely with the Board and Director of Operations to ensure effective governance, strategic planning, financial management, risk management and regulatory compliance.
- Lead and develop the staff team, fostering a collaborative, inclusive and effective organisational culture.
- Champion equality, diversity, inclusion and belonging, ensuring these principles are embedded across programming, partnerships, recruitment, leadership and audience engagement.
- Embed environmental sustainability across organisational planning, operations and programme delivery.

Role requirements

Skills, experience, knowledge

- Substantial leadership or senior management experience within the arts, cultural or creative sectors.
- The ability to develop and communicate a clear organisational vision, and work effectively with the team and Board to deliver strategy and results.
- Experience of managing people, and an ability to inspire and lead change.
- Experience of developing partnerships, networking, and managing relationships with a wide range of stakeholders.
- A proven track record of curating and producing high-quality exhibitions.
- Experience of managing audience development and delivering public engagement.
- Strong knowledge of contemporary photography and visual culture, current and emerging developments, challenges and opportunities in the sector.
- Proven success in financial planning, grant writing and diversifying income generation within an arts context.
- Experience of managing public funding and the associated governance and compliance responsibilities.
- Excellent listening, communication, negotiation and influencing skills.
- Excellent organisational and project management skills.
- A strong commitment to inclusion, public engagement and cultural leadership.

What we'd also be interested to see

- Experience of curating or presenting artwork outside conventional gallery environments.
- Experience of producing publications across print and digital platforms.
- Experience of delivering organisational change or growth, particularly capital projects.
- Experience of delivering international projects and partnerships.
- Strong knowledge of environmental sustainability within the arts sector.
- Postgraduate qualification relevant to this role.

Terms of appointment

Salary
£43,000 to £46,000 depending on experience.

Contract
Permanent, subject to a six month probation period and progress review.

Hours
Full time (35 hrs per week)

We are committed to attracting the right candidate and are open to flexible working arrangements, including a four-day week or other models, where this supports an outstanding appointment.

The person appointed will be expected to carry out occasional weekend and evening work as part of your usual schedule.

Place of work
1 Piece Hall Yard, Bradford, BD1 1PJ.

Candidates must live, or be willing to relocate, within a reasonable distance of Bradford. Relocation assistance may be agreed, depending on the circumstances.

The Director is expected to be onsite in Bradford for a minimum of three days per week to lead and support the staff team.

Responsible to
Chair of the Board of Trustees

Travel
The work is office-based but may involve offsite meetings. There is some travel involved both locally and nationally, which may include some overnight stays.

Pension
Employees are entitled to a workplace pension (NEST Pension Scheme).

Annual Leave
25 Days plus Bank Holidays.

How to apply

To apply, please submit the following to team@impressions-gallery.com

- A CV, detailing your work and education.
- A covering letter (no more than 3 pages) explaining your relevant experience and interest in the role.
- Candidates are also invited to complete our anonymous equal opportunities monitoring form (https://forms.gle/qH2dn5qjz2JLzpwG8).

Your CV and cover letter will be assessed and scored against the role requirements using the information provided above.

If you would like to request further information about the organisation or to arrange an informal phone call about the role, please contact team@impressions-gallery.com.

If you believe this is your ideal next chapter, we encourage you to apply even if your experience does not align with every single criterion. Your unique perspective is vital as we reimagine the photography organisation of the future.

Impressions Gallery recognises that barriers to participation often prevent talented individuals from applying for senior roles. We understand that these barriers can particularly affect women, LGBTQIA+ people, disabled and neurodivergent candidates, and those from Global Majority backgrounds and working-class backgrounds. We are committed to creating an inclusive and supportive working environment and will work with the successful candidate to ensure they have the support, flexibility and reasonable adjustments they need to thrive in the role.

Reasonable adjustments

We want to ensure our recruitment process is accessible for you. Please contact us if you have questions about Impressions Gallery, our accessibility provision or the recruitment process. If you require this recruitment pack in a different format please contact us at team@impressions-gallery.com.

Key dates

- The deadline for applications is **Thursday 22 October 2026 at 12pm, midday**.
- First stage interviews will take place online during w/c 2 November 2026.
- For candidates taken through to the second stage, in-person interviews will be held in Bradford on 17 November 2026.

impressionsgallery

Address Impressions Gallery
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BD1 1PJ

Email team@impressions-gallery.com

Web www.impressions-gallery.com

@ImpGalleryPhoto

Please contact us if you need this document in large print or an alternative format.

Cover image: *Make Yourself at Home: Stories from Bradford* © Faye Hatton courtesy Impressions Gallery.

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