

The Freud Museum is looking for a new Director.

If you are clear thinking and creative and a strategic leader with a track record of organisational development and business growth, we want to hear from you.

The Freud Museum is a unique small London Museum, where Sigmund Freud lived and worked after his flight from Vienna in 1938. Its world-class collections are supported by an active programme of education, events and exhibitions.

The Director will lead the development and implementation of the Museum's strategy and will oversee its operations to deliver the key objectives of its vision and mission.

This will include leading the organisation through a period of transformational change; ensuring continued commercial viability with imaginative activities that attract and inspire visitors; establishing new and maintaining current strategic fundraising relationships; being the public face and lead advocate and ensuring a sustainable and fit-for-purpose physical and knowledge infrastructure that protects the Museum's collections into the future. The Director will lead the Museum's staff and volunteers, directing, motivating and supporting them to build a team that can deliver on the Museum's objectives. The Director will be supported by a skilled, active and engaged Board of Trustees, led by our Chair Sue Prevezer.

The post holder will oversee strong internal financial and operational management and ensures the charitable purposes of the Museum are achieved. He or she will champion diversity and inclusion in all aspects of the Museum's work.

Background Information

Vision: "Our Vision is that Sigmund and Anna Freud's home and unique collections will inspire discovery and debate across the world on the history and continuing value of psychoanalysis"

Mission "Our Mission Statement is that in Sigmund and Anna Freud's last home we explore their psychoanalytic legacy and the difference this can make to people's lives. This is a welcoming place for learning, engagement and open mindedness, which encourages all to stimulate thought and challenge prejudices"

The Freud Museum London is an extraordinary, atmospheric place, quietly located in a residential side street in North London.

The Freud Museum London was the last home of Sigmund Freud (1856-1939), the founder of psychoanalysis. The Museum houses the books, furniture and objects which Freud brought with him when he was forced to leave Austria following its annexation by Nazi Germany in 1938. It also houses the personal possessions of Freud's daughter Anna, herself a prominent child psychoanalyst, who lived in the house until her death in 1982.

Thanks to arrangements made by Anna Freud before her death, the house became a Museum in 1986. The Museum offers visitors the chance to experience Freud's home and in particular his study, containing the original psychoanalytic couch, his desk, library and collection of over 2000 antiquities.

As an charity the museum receives no government funds, but generates the majority of its income through fundraising together with its own successful and wide ranging activities - admissions, events, retail sales and private hire.

The Museum has developed an international reputation for its exhibitions, innovative education and public programmes, and also for research and publications, thanks to its significant archives and photo library. It has long been a site for exploring the intersection of psychoanalysis and art, with a legacy that includes significant exhibitions by both historical figures such as Salvador Dalí, Lucian Freud, Paula Rego and Louise Bourgeois, as well as influential contemporary artists such as Gavin Turk, Mark Wallinger, Susan Hiller and Bharti Kher. The collections and archives support scholarship in the history of psychoanalysis and also archaeology, art history and cultural studies.

Over time, the Museum's reach and activities have grown hugely with visitor numbers more than doubling. Approximately half of all visitors are from outside the UK reflecting the Museum's international reputation.

The museum is committed to the promotion of mental health awareness and engagement with the inner life. In a hectic world of quick fixes and polarised narratives, we wish to create spaces of warm tranquillity, spark curiosity and foster deeper reflection. We are passionate about making psychoanalytic ideas accessible and relevant to increasingly diverse, non-specialist audiences.

This is an exciting time to join the Freud Museum, and to set the direction for the next stage of its development.

Job Description & Person Specification

Organisation	Freud Museum London
Location	Based at Freud Museum London, 20 Maresfield Gardens, London NW3 5SX
Job Title	Director
Reports To	Chair and Board of Trustees
Works with	Board of Trustees, staff team, stakeholders, donors, external contacts and partners, media
Hours of work	3 – 4 days per week. Occasional weekend and evening work will be required. A maximum of one day working from home after probation has been completed.
Pay	In range £60,000-70,000 pa (pro-rata), depending on experience
Pension	3% employer contribution and 5% employee contribution
Holiday	20 days (pro rata) plus bank holidays

Key Objectives

1. Establish the museum as a successful and sustainable organisation by growing commercial and philanthropic income streams.
2. Build a dynamic, vibrant, and well-managed organisation with strong governance, supportive partnerships, and an effective and engaged team.
3. Deepen The Freud Museum's social impact to underpin successful fundraising and partnership working.
4. Develop a building and collections plan that can ensure sustainable growth for the future.
5. Develop and promote The Freud Museum's offer as an engaging and educational attraction for visitors.

Key Responsibilities

1.Strategy, vision and policies

Develop and implement a strategic vision and business plan in conjunction with the Board of Trustees that responds to opportunities and challenges.

2.Financial and business management

Lead the organisation to ensure continued financial viability. In conjunction with the Operations Director, develop a robust business model including income generation, fundraising strategies, strong relationships with existing and potential supporters, and responsibly managing resources to ensure the Museum can deliver an ambitious plan for growth. Ensure compliance with regulatory frameworks.

3.Philanthropy, fundraising and partnerships

Lead the Museum's relationship with funders, overseeing all fundraising activity as the lead advocate for the Freud Museum. Develop relationships with donors that can support the delivery of our strategic ambitions. Identify new relationships with trust, foundations and individuals to ensure the long-term sustainability of the museum.

4.Operational oversight

Work closely with the Operations Director, to ensure our visitor and commercial offer, facilities management, HR, IT and finance functions are effective and in line with legal and professional frameworks.

5. Exhibitions, outreach and events programs and participation

Work with the Curator and the Education and Exhibition staff to lead the development, delivery, and effective evaluation of an imaginative program of exhibitions, educational activities, outreach and events.

6. Collections and the House

With the Curator and the Facilities team, oversee the Museum's collections strategy, ensuring the highest standards of care and encouraging the use of digital and heritage assets. Maintain our museum accreditation status.

7.Public Relations

Work to achieve a high profile for the Museum, and be the outward face of the Museum, developing relationships with key members of the media and other key influencers.

7. Research

Oversee the research and publications of the Museum, working closely with the Research Manager to develop this area via partnerships and collaborations.

8. Governance

Work closely with the Board through regular meetings with the Chair, attendance at Board meetings, and any necessary sub-committee meetings. Assist the Chair and the Board with the recruitment and induction of new Board members. Ensure that the Board and its sub-committees are serviced effectively and efficiently To ensure that the Trust operates legally and consistently within the requirements of the Charity Commission, Companies House, and all appropriate legislation.

Person Specification

Essential

- Extensive museum/arts/cultural leadership experience
- Proven track record of creating a strong strategic vision and setting clear goals and successfully achieving them.
- A track record of successful fundraising experience with individual donors and trusts and foundations
- Commercial acumen
- Strong people skills to foster collaboration and innovation to lead and develop a senior team.
- Strong communication skills
- Recognised skills in staff and organizational development
- Some knowledge and engagement with the works of Sigmund Freud, Anna Freud and psychoanalysis
- Experience of being the public face and ambassador of an organisation, and representing it to the media
- Commitment to equality, inclusion and diversity

Preferable

- Experience leading marketing delivery
- An understanding of audience development, and how to bring in new audiences
- Knowledge and understanding of charity governance

Recruitment process

Application deadline – Friday 20 June, 5pm

First Stage Interview – Wednesday 2 July, in person at Freud Museum London

Second Stage Interview – Monday 7 July

To apply, please send an up-to-date CV and Covering Letter (no more than two pages) to jobs@freud.org.uk

If you would like to learn more about the role, please contact Dan Feeney (Acting Director) by email to arrange an informal conversation – dan@freud.org.uk