



**Art in Health Curator  
Children's Hospital Group  
Job Specification and Terms & Conditions**

<b>Job Title and Grade</b>	Arts in Health Curator Grade VII or Equivalent
<b>Campaign Reference</b>	CHG/AD
<b>Closing Date</b>	16 <sup>th</sup> May 2016
<b>Duration of Post</b>	The term of office will be 5 years. The duration will be reviewed in light of proposed legislative changes to legally establish the Children's Hospital Group (CHG). (Secondment arrangements will be available)
<b>Location of Post</b>	Within the geographical area of the Children's Hospital Group (CHG). Exact location will be indicated at job offer stage. The CHG office is currently based on the campus of St. James's Hospital (SJH)
<b>Context/ Background</b>	<p>The Government has approved the development of a new children's hospital, to be co-located with St James's Hospital, which will be governed and managed by its own governing body and will bring together the services of three existing children's hospitals (Our Lady's Children's Hospital, Crumlin; Temple Street Children's University Hospital, and the paediatric services at Tallaght Hospital). The new children's hospital on the campus of St. James's Hospital will be supported by two satellite centres, on the grounds of Tallaght Hospital and Connolly Hospital, providing ambulatory and urgent care services for children in the greater Dublin region.</p> <p>The Children's Hospital Group Board was established on an administrative basis by the Minister for Health in August 2013. The Children's Hospital Group consists of Our Lady's Children's Hospital, Crumlin, Temple Street Children's University Hospital and the National Children's Hospital at Tallaght Hospital and is one of seven hospital groups established as part of the acute health sector reform programme. The Group has multiple academic partners and is planning for an integrated paediatric academic health sciences network to provide a main centre for paediatric research and innovation as well as paediatric professional education and training in the Irish health service.</p> <p>The Children's Hospital Programme is the programme of work for which the Children's Hospital Group Board is responsible. It has three main pillars: to integrate the three existing hospitals, develop the ICT solution for the new facilities, and to act as client for the new children's hospital and satellite centres. This includes all the programme activities required to ensure the successful delivery of the Programme.</p>
<b>Reporting Arrangements</b>	Group CEO CHG with a strong dotted line to the Project Director, National Paediatric Hospital Development Board (NPHDB)
<b>Key Working Relationships</b>	<p><b>Internal:</b></p> <ul style="list-style-type: none"> <li>• Staff from across the three children's hospitals as service users.</li> <li>• CHG Management Team</li> </ul>

	<ul style="list-style-type: none"> <li>• The Design Team for the new children’s hospital including architects and other design consultants</li> <li>• Clinical Staff</li> <li>• Volunteers</li> <li>• CHG School</li> <li>• Philanthropy team</li> <li>• HR</li> <li>• Finance</li> <li>• Estates and Facilities</li> <li>• Communications</li> </ul> <p><b>External:</b></p> <ul style="list-style-type: none"> <li>• In and out patients from across the three children’s hospitals and their families</li> <li>• Artists</li> <li>• Workshop leaders and arts organisations from all art forms</li> <li>• Arts in Health peers</li> </ul>
<p><b>Scope of the Role</b></p>	<p>The Arts in Health Curator will be responsible for designing and implementing the CHG Arts in Health programme aimed at providing a high quality and stimulating environment which is welcoming, engaging and supportive to children, young people and their families, visitors and staff.</p>
<p><b>Purpose of the Role</b></p>	<p>Arts in Health is a specific field of work that draws equally on the arts and that taking part in the arts can have on health and well-being. The new children’s hospital aspires to running an Art in Health programme that will provide engaging, innovative and uplifting experiences that support an integrated approach to care for all the children, young people, families, and staff who attend the hospital and associated satellite centres. The ultimate aim of the programme will be to improve quality of life and the lived experience of those who attend any of the CHG locations. The arts will be used to transform these hospital environments and create opportunities for distraction, expression, imagination, connection and self-identity. The programme will take place across the whole of the childrens hospital and satellite centres and will be delivered in both public spaces and at the point of care.</p> <p>The Arts in Health programme will be based on an equal partnership between arts and health sectors and be characterised by clear artistic vision, goals and outcomes. The programme will have a strong commitment to research and innovation.</p> <p>The new children’s hospital seeks to now appoint an Art in Health Curator to provide the leadership and oversight required to develop and deliver the Art in Health programme. The Arts in Health Curator will be responsible for conceiving, developing, and implementing the artistic vision and focus of the organisation, and for major decisions about the ongoing development of the aesthetic values and activities, after consultation with the hospital design team, satellites design team, CHG management team and hospital and patient representatives.</p> <p>The Arts in Health Curator will support the National Paediatric Hospital Development Board with arts commissioning, in particular as part of the new children’s hospital design and build programme. Opportunities exist to leverage the arts programme off the digital infrastructure which will be embedded accross all areas of the hospital and satellites.</p> <p>The importance of art in the healthcare environment is a common value across the three children’s hospitals and can be fostered to support the integration process. So, in parallel with this new children’s hospital arts commissioning activity, the Arts in</p>

	<p>Health Curator will lead on the planning and delivery of an Arts in Health programme working with hospital staff and patients into the existing wards, outpatients and public areas, this includes arts sessions, music performances, interactive workshops and creative residencies.</p>
<p><b>Principal Duties and Responsibilities</b></p>	<p>The Arts in Health Curator will have responsibility for the following:</p> <ul style="list-style-type: none"> <li>• Devise and implement the CHG Arts in Health strategy translated into annual plans</li> <li>• Develop and manage the Arts in Health programme</li> <li>• Manage the commissioning of artworks under Per Cent for Art Scheme</li> <li>• Curate the art collection across the hospital group and develop relevant policies and databases of related information</li> <li>• Recruit and manage staff and external consultants [curators, artists, performers]</li> </ul> <p><b>Planning and Development</b></p> <p>Develop and implement a broad Art in Health strategy for the new children's hospital with annual review</p> <ul style="list-style-type: none"> <li>• Informed by all CHG stakeholders</li> <li>• Responsive to the needs of the CHG Board</li> <li>• Aiming to enhance the hospital environment</li> <li>• Integral to the new children's hospital development programme</li> <li>• Design for the long-term development of arts in health at the new children's hospital.</li> </ul> <p>Maintain and implement a communications strategy for the Art in Health Programme with annual review</p> <ul style="list-style-type: none"> <li>• Aimed at engaging children &amp; their families, staff and our supporters, both existing and those yet to be engaged</li> <li>• Aimed at internal and external audiences to raise the profile of CHG in a positive manner, at local, national and international levels</li> <li>• Maintain a high profile in local and national media</li> <li>• Identify the processes, resources and structure appropriate to further develop and manage Art in Health programme in the longer term.</li> </ul> <p>Work with CHG management to put in place an appropriate governance structure to ensure the sustainability and ongoing renewal of the arts in health programme.</p> <p><b>General</b></p> <ul style="list-style-type: none"> <li>• Play an integral part in the new children's hospital development programme, making a significant and continuous contribution to promoting and providing the healing environment in the new building.</li> <li>• Support the commissioning of art for the Phase 2B design and build programme.</li> <li>• Support the transition of the staff from the three children's hospitals to the new hospital and satellite centres via the Arts in Health programme.</li> <li>• Working with staff and children/families, take a lead role in planning and implementing a wide range of arts and creativity initiatives including exhibitions, and performance-based events.</li> <li>• Provide specialist art advice and consultancy to all members of staff who need advice in developing arts &amp; creativity projects and selecting artwork for wards, clinics and offices.</li> <li>• Create and maintain an arts &amp; creativity database (programme partners,</li> </ul>

supporters etc.).

- Catalogue, curate and manage the hospital's art collection and oversee the labelling, care and conservation of the current collections: build on the existing collection by procuring new work or negotiating new loans or gifts from artists, donors, and other organisations such as schools and colleges; develop temporary exhibition sites across the hospitals, and particularly for the new buildings.
- Develop acquisition, donations and deaccessioning policies to ensure the long-term quality of the art collection.

#### **Financial Management**

- Manage the capital budget allocated for the art commissioning in Phase 2B of the new children's hospital development.
- Manage the annual budget allocated for the art in health programme.

#### **Staff Management**

- Be responsible for and manage a range of freelance creative employees
- Provide training and support as required
- Ensure all HR requirements, Garda checks are carried out for all and advise freelance staff
- Develop a code of practice of all those involved in the Arts in Health programme.
- Develop and manage a creative volunteers scheme in conjunction with local organisations and education authorities
- Liaise with CHG staff supporting the Art in health programme
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#### **Fundraising**

- Work closely with the CHG Philanthropy Office for specific art projects as well as the art in health programme generally, through grant application and attracting sponsors from local and national businesses.
- Prepare applications for funding and budget control for specific projects and in so doing generate income and resources to enlarge and enhance the programme for the benefit of patients and staff.

#### **Profile**

- Work with the CHG and Project Team communications managers to develop a recognisable identity for the Arts in Health programme and establish and maintain an Art in Health web presence for the CHG group.
- Engender enthusiasm across the CHG for the arts project through planned meetings/presentations and impromptu communications about the various projects.
- Devise ways of engaging and giving voice to the various stakeholders via the arts in health programme.
- Raise awareness amongst clinical staff of the benefits of visual and performing arts for the wellbeing of patients and their families.
- Develop and maintain contacts and partnerships with local and national arts organisations such as the NCAD, IMMA, Create and The Arts Council..

#### **Research, Development & Networking**

- Research best practice in Arts in Health in paediatric settings in Ireland and Internationally and use this knowledge to inform the ongoing development of the CHG arts in health programme.
- Contribute to relevant Arts and Health networks and resources such as AHCI

	<p>(Arts and Health Coordinators Ireland) and <a href="http://www.artsandhealth.ie">www.artsandhealth.ie</a></p> <ul style="list-style-type: none"> <li>• Support and encourage research into assessing the impact and evaluation of Art in Health programmes.</li> </ul> <p>The Children's Hospital Group is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.</p> <p><b><i>The above is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.</i></b></p>
<p><b>Eligibility Criteria</b></p> <p><b>Qualifications and experience</b></p>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Educated to degree level in fine arts or arts management</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Educated to masters level, or equivalent experience, in fine arts or arts management</li> </ul> <p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• Background in arts/health with at least 5 years' experience</li> <li>• At least 3 years of arts management and/or programming experience in a variety of arts settings</li> <li>• Previous experience as an arts co-ordinator/curator in a health-related environment</li> <li>• Setting and managing large budgets</li> <li>• Managing a range of freelance employees and /or volunteers</li> <li>• Staff management experience</li> <li>• Experience of arts programming in the healthcare environment, participatory programmes and commissioning,</li> <li>• Exceptional organisational and interpersonal skills</li> </ul> <p><b>Character</b></p> <p>Each candidate for and any person holding the office must be of be of good character.</p>
<p><b>Skills, competencies and/or knowledge</b></p>	<p><b>Skills and abilities</b></p> <ul style="list-style-type: none"> <li>• Excellent communicator able to provide and receive highly complex, sensitive or contentious information.</li> <li>• Excellent negotiation skills with ability to gain agreement or co-operation with a wide range of stakeholders</li> <li>• Ability to work across complex environments and on multiple, complex and lengthy projects/activities/events at any one time</li> <li>• Ability to deal with highly complex facts, requiring analysis, interpretation and comparison of a range of options</li> <li>• Ability to formulate long-term strategic plans, to implement organisational objectives, which impact across the Group</li> <li>• Ability to formulate, develop, implement and deliver a wide range of projects in range of settings</li> <li>• Well-developed computer skills with a wide range of programmes –including advanced graphic presentation</li> <li>• Able to demonstrate creative thinking and approach to tasks with related problem-solving and organisational abilities</li> </ul>

	<p><b>Knowledge</b></p> <ul style="list-style-type: none"> <li>• Procedures and practices in arts &amp; humanities developed through specialist training and experience</li> <li>• Understanding of the context of the hospital/health environment and how arts &amp; humanities contribute</li> <li>• Have a broad appreciation of the arts &amp; humanities</li> <li>• A visual arts background or be a practicing artist</li> </ul>
<p><b>Terms and Conditions including specific matters</b></p>	<p>The appointee's term of office will be five years and secondment arrangements are available.</p>
<p><b>Short listing &amp; next steps</b></p>	<p>Applicants may be shortlisted for interview based on information supplied in Curriculum Vitae and letter of application. Criteria for short listing are based on the requirements of the post as outlined in the post specific requirements, duties, skills, competencies and/ or knowledge section of this job specification.</p> <p>Those successful at the short listing stage of this process (where applied) will be called forward to interview.</p> <p>The closing date for submissions of CVs and letter of application is 16<sup>th</sup> May 2016. These should be sent to Lynn Devitt, HR Executive Support, Children's Hospital Group, Rialto Gate Lodge, St James's Hospital Campus, Dublin 8 or <a href="mailto:ldevitt@childrenshospitalgroup.ie">ldevitt@childrenshospitalgroup.ie</a></p> <p>Informal enquiries or further information can be obtained from Mr Fran Hegarty, Health Technology Officer, Children's Hospital Group, phone 01-4284293 or email <a href="mailto:fran.hegarty@nph.ie">fran.hegarty@nph.ie</a></p>
<p>The reform programme outlined for the Health Services may impact on this role and as structures change the job description may be reviewed. This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.</p>	