Head of Education and Communities
Recruitment Information Pack
September 2026

If you require the forms in a different format please get in touch with recruitment@ysp.org.uk

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Welcome to Yorkshire Sculpture Park

Joe Hill, Director and CEO

Yorkshire Sculpture Park is an extraordinary organisation, with a remarkable history and a unique place in the cultural landscape of the UK. Having grown up in the county and trained as an artist, I have known and admired YSP for many years, and it is a real privilege to now have the opportunity to lead it into its next chapter.

Before joining in 2026, I spent eight years as Director and CEO of Towner Eastbourne, where we worked to make the gallery more ambitious, more open and more connected to the people and place around it. During that time, Towner was named Art Fund Museum of the Year, hosted the Turner Prize and developed major new partnerships and projects that significantly expanded its audiences and reach.

I believe the best cultural organisations combine artistic ambition with a real sense of generosity and welcome. They should be places where exceptional artists and ideas can thrive, but also places where people feel curious, comfortable and able to participate. YSP has always had that potential in a very particular way, bringing together art, landscape, learning and people across an extraordinary 500-acre site.

As we approach YSP's 50th anniversary, we have an exciting opportunity to think boldly about its next chapter. We want to champion artists and new ideas, reach wider audiences, deepen our relationships with communities and partners, and find new ways for art and landscape to inspire, challenge and bring people together.

None of that can happen without great people. I want YSP to be an organisation where people are ambitious for what we can achieve together, where different perspectives are valued, and where colleagues have the confidence and support to develop ideas and make things happen.

If you are considering joining us, I hope you will see this as an opportunity not simply to take on a new role, but to help shape the future of a remarkable organisation at a genuinely exciting moment in its history.

Introduction from the Deputy Director

Kevin Rodd, Deputy Director

As Deputy Director my role forms part of the Executive team. I work closely with the Heads of Departments to oversee the business functions of the organisation and business planning, which include Trading, Visitor Experience, Estates, IT and Finance.

I first visited YSP in the 1980s when a close family friend was installing the Access Sculpture Trail. This sparked my interest in art and especially landscape art and I would frequently return to YSP to see its development and expansion. My career took a finance and administration route, most recently being the Chief Operating Officer for Oxford University's Gardens, Libraries and Museums but I was fortunate to join YSP in 2023. I'm passionate about YSP's mission to create meaningful and enjoyable cultural experiences in a unique environment, inspiring everyone to enjoy and engage with art, nature and creativity.

I hope that after reading this pack you feel inspired to apply to join the YSP team!

About the team

Dr Alex Hodby, Head of Programmes

Dr Alexandra Hodby is Head of Programmes at YSP. Alex leads the curatorial, learning, production, and archive teams to shape the programme across YSP. She has worked in that role since April 2024, and was previously Deputy Curator between 2000-06. In the time when she was not working at YSP, Alex has worked running an artist's studio in Newcastle, as a Research Curator at Museums Sheffield, and as Senior Curator of Programme at Chatsworth. Alex's PhD was a collaborative AHRC doctoral award with Goldsmiths and Tate Modern, and focussed on the art museum as a space for learning and creativity in a democracy.

Kathryn Brame, Formal Learning Manager

Kathryn is the Formal Learning Manager at Yorkshire Sculpture Park. Her role involves programming workshops for early years, primary and secondary schools, through to further and higher education settings. Kathryn is passionate about providing access for all children and young people to experience, question and enjoy art in the landscape. The YSP schools programme provides opportunities for students to gain a unique experience that can't be replicated in the classroom and aims to inspire students to consider and evaluate arts' role in society today. Kathryn also programmes and delivers teacher CPD, INSET days, work experience, represents YSP at the Wakefield Cultural Education Partnership and is a governor at West Bretton Primary School.

Emma Spencer, Informal Learning Manager

Emma is the Informal Learning Manager at Yorkshire Sculpture Park. Emma has worked for over 20 years in arts and engagement and has been very involved in shaping the informal offer at YSP which includes family, community and adult audiences. Emma cares very deeply about enabling meaningful, creative connections to contemporary art, encouraging everyone to think, make and imagine together. Emma has a specialism in working with early years and feels very privileged to be building long-lasting and meaningful relationships with local communities.

About the team

Connor Shields, Formal Learning Programme Assistant

Connor is the Formal Learning Programme Assistant at Yorkshire Sculpture Park, where his role involves assisting the Formal Learning Manager in the running and administration of the schools programme. He works with our team of freelance artist educators in preparation for workshops inspired by the exhibitions and collections here at the park. The maintenance of materials and resources used on the programme is also a key part of his role. Other aspects include assisting with Teachers CPD sessions, special programming and his own workshop delivery.
Having worked with YSP in different roles for nearly seven years, Connor first began as a visiting artist, where he discovered a love for arts education, engaging with art in an outdoor setting, and learning through making.

Ruth Liddell, Informal Learning Programme Assistant

Ruth is the Informal Learning Programme Assistant at Yorkshire Sculpture Park. Ruth's role is to support the Informal Learning Manager to facilitate and deliver the YSP Learning Programme, including activities for early years and young people, families, communities, offsite outreach work, adults and wellbeing events. Ruth has worked in YSP's Learning department for over 5 years, initially as a Volunteer then as a Workshop Assistant, moving to her current role in 2022. Ruth has gained a BA in Textile Design, worked in fashion retail buying and more recently at The Hepworth Wakefield. As a mum of three, Ruth is passionate about arts education beyond the school setting and has a love for nature.

Sophie Yaniw, ARchive Co-ordinator

Sophie Yaniw is the Archive Co-ordinator at Yorkshire Sculpture Park. Sophie is responsible for maintaining and providing access to YSP's two archives: the National Arts Education Archive (NAEA), which charts the development of arts education over the last 150 years, and the YSP Archive, which documents YSP's programme since the park's opening in 1977. Prior to joining YSP in May 2023, Sophie worked as Curator of Petersfield Museum in Hampshire. She enjoys bringing objects and documents together to tell stories which have the power to inspire and change opinion. Part of her role at YSP is to bring material held in the NAEA into the conversation around creative education in the UK today.

About the role

Job Title: Head of Education and Communities

Reports to: Head of Programmes

Direct Reports: Formal Learning Manager
Informal Learning Manager
Archive Coordinator

Our Purpose

Founded in 1977, Yorkshire Sculpture Park (YSP) is a registered charity (1067908) and accredited museum, based in Wakefield, West Yorkshire. The Park is an established leading international destination for sculpture, inspiring everyone to enjoy and engage with art, nature, creativity, and our shared humanity. YSP presents work by world-renowned artists, including Barbara Hepworth, Henry Moore, Damien Hirst and Elisabeth Frink. Since opening, YSP has worked with over 1,000 artists from more than 40 countries.

YSP is set within a Grade II listed 500-acre historic landscape, registered by Historic England for its special interest and national significance and featuring woods, lakes, gardens and parkland. Ninety sculptures are sited in the landscape, with additional changing exhibitions, displays and events across three galleries and in the open air.

Our mission is to showcase exceptional art, creating meaningful and enjoyable cultural and learning experiences for everyone in a singular environment. To deliver this each year we welcome over 230,000 visitors and work with over 40,000 learners, including teachers and students from 800 primary and secondary schools, colleges and universities. Some participants will have their first art experience at YSP, and we provide the opportunity for young people to gain the nationally recognised Arts Award.

Overall Purpose of the Role

To be responsible for leading YSP's established programme of learning, engagement and community practice, supporting and developing the team who deliver this work, while shaping a new strategic vision for participation, engagement and interdisciplinary research at Yorkshire Sculpture Park. Building on YSP's long history of connecting artists, audiences, communities and landscape, the role will strengthen existing programmes and partnerships while developing new approaches that place creativity, collaboration and enquiry at the heart of the organisation's future.

Key Responsibilities

Strategic Leadership

- To develop and lead a new Creative Communities and Research Strategy informed by interdisciplinary research, contemporary artistic practice and the National Arts Education Archive.
- To position YSP as a leading centre for interdisciplinary public practice connecting art, landscape, ecology, heritage, creativity and participation.
- To champion research-led approaches to public engagement and organisational development.

About the role, continued

- To contribute to organisational strategy and planning as a member of the Senior Leadership Team.
- To develop frameworks for evaluation, reflection and knowledge-sharing across the department and organisation.
- To balance the need to deliver a sustainable programme of delivery for formal, community and family engagement with experimental work.

Team Leadership and Management

- To lead, support and manage the Learning Team, fostering a collaborative, ambitious and supportive working culture.
- To provide clear leadership, direction and day-to-day management for direct reports and wider freelance and artist educator teams.
- To support staff through regular supervision, mentoring, objective setting, professional development and performance management.
- To oversee workload management, staffing, recruitment and resourcing to ensure effective and sustainable delivery.
- To oversee health and safety and safeguarding requirements for the team and its activities.
- To ensure effective communication and coordination across all departmental activity.
- To encourage experimentation, reflection and shared learning within the team and across the organisation.
- To work closely with HR and senior colleagues on staff wellbeing, development and organisational culture.

Creative Communities and Public Engagement

- To lead the development and delivery of innovative programmes for schools, colleges, universities, families, young people and communities that connect art, landscape, ecology and heritage.
- To develop participatory projects that respond to YSP's exhibitions, collections, landscape, archives and histories.
- To participate in YSP's commitment to access, inclusion, equity and diversity in programme and engagement.
- To oversee artist-led projects, outdoor learning initiatives, socially engaged commissions and public programmes across the site.
- To build meaningful long-term partnerships across education, cultural, environmental, health and community sectors.
- To ensure that programmes are accessible, inclusive and responsive to local communities and underrepresented audiences.
- To support the integration of participation and engagement across the wider YSP artistic programme.
- To contribute to the development of digital and hybrid engagement initiatives that extend YSP's reach and impact.

National Arts Education Archive and Research

- To contribute to strategic leadership for the National Arts Education Archive as a core part of YSP's public, artistic and research identity.
- Alongside the Archive Coordinator develop the archive as a living resource that actively informs YSP's participation strategy, artistic programme and public engagement work.
- Collaborate on programme to connect historic and experimental approaches to arts education with contemporary debates around creativity, ecology, participation and public culture.
- With the Archive Coordinator, the NAEA volunteers and advisory group initiate and support

About the role, continued

interdisciplinary research projects, artistic commissions, residencies, publications and partnerships connected to the archive.
- With the Archive Coordinator and advisory group further develop relationships with universities, researchers, artists, archives and cultural organisations nationally and internationally.
- To support the team in exploring new public and digital approaches to activating the archive and increasing access to its collections.
- With the Archive Coordinator and Curatorial team. support the integration of archive material and research into exhibitions, interpretation, engagement programmes and organisational thinking across YSP.
- To work with the Head of Programmes to position YSP as a national leader in research-led public practice and creative participation.

Partnerships, Advocacy and Fundraising
- To represent and advocate for YSP regionally, nationally and internationally through conferences, lectures, talks and sector networks.
- To maintain and develop strategic partnerships with schools, universities, local authorities, cultural organisations and community partners.
- To work closely with the Development team, contributing directly to securing funding for programmes and facilities, sponsorship for participation and research initiatives.
- To contribute to income generation through paid-for activity and partnership development in line with YSP's strategic aims.
- To maintain awareness of developments in the cultural, education, environmental and heritage sectors and contribute to relevant professional networks.

Operational Management
- To oversee the planning, scheduling and delivery of departmental programmes and events.
- To manage departmental budgets, reporting and evaluation mechanisms and financial monitoring in order to contribute to reflective practices and impact measurement of education and engagement at YSP.
- To coordinate reporting for Trustees, funders and Arts Council England.
- To contribute to YSP's business planning, KPIs and organisational objectives.
- To ensure that all activities fulfil YSP's commitment to inclusivity and diversity and comply with safeguarding, equality, health and safety and environmental policies.
- To undertake any other tasks reasonably requested by the Head of Programmes and Executive Team.
- To ensure efficient operations of systems and processes, including IT systems that support day to day operations.

What we're looking for

Knowledge, Skills and Experience required

Essential

A first degree and/or post-graduate qualification in a relevant subject area OR relevant transferable experience

Significant experience of working at a senior or management level within the cultural, arts, education, heritage or environmental sectors

Proven experience of leading and developing teams with clarity, empathy and ambition

Experience of developing organisational or departmental strategy

Significant experience of developing innovative participation, engagement or public programmes for diverse audiences

Excellent interpersonal and communication skills, including the ability to communicate strategic and operational direction to stakeholders and staff at all levels

Strong understanding of interdisciplinary practice across art, landscape, ecology, heritage and public culture

Experience of working collaboratively with artists, educators, researchers and communities

Experience of building partnerships across education, cultural, environmental and community sectors

A strong understanding of inclusion, equity and access within contemporary cultural practice

Experience of budget management, fundraising and financial reporting

A collaborative and people-focused approach to leadership and management

An enthusiasm for contemporary art, sculpture, landscape and working outdoors

An energetic, imaginative and solutions-focused approach

Desirable

Knowledge of digital engagement platforms and hybrid participation models

Experience of working with archives, collections or research-based initiatives

Experience of risk management, especially around Health and safety and knowledge of appropriate safeguarding practices.

What we're offering

Terms of Employment

Contract:	Full time - Permanent
Hours of work:	37.5 hrs a week, Monday to Friday. 3 days onsite as a minimum plus attendance at meeting and events as necessary.
Salary:	£43,500 - 49,999
Holidays:	33 days pa, including bank/public holidays rising to a maximum of 38 days. The leave year runs from 1st April to 31st March.
Probationary Period:	3 months
Notice Period:	1 week during the probationary period, 3 months thereafter
Place of Work:	Yorkshire Sculpture Park, West Bretton, Wakefield, WF4 4LG
Benefits:	EAP Scheme with Health Assured: (further details will be provided at Induction)
	Pension scheme (details can be obtained from the Finance department)
	Free entry to YSP out of working hours (includes close friends and family when accompanied by employee)
	Access to all exhibitions and exclusive briefings prior to public opening
	20% discount in the retail outlets and 30% discount in the Kitchen Cafe and The Weston
	Lunch meal deals in the Kitchen Restaurant
	Free entry to The Hepworth
	Access to Yorkshire's Great Houses, Castles & Gardens

How to apply

Please complete the following forms: -

YSP Application Form - including a personal statement to show your suitability for the role, including any transferrable skills that match the requirements of the role and why this opportunity would make a difference to you.

Equal Opportunities Monitoring Form

Please send your completed forms to Recruitment@ysp.org.uk

The deadline for all applications is **midday, 19th October 2026**

YSP's privacy policy is available at: https://ysp.org.uk/privacy-policy