

**Bricks**

**Head of Creative Infrastructure & Public Art**



**Job Pack**



# Job Details

**Position:**

Head of Creative Infrastructure and Public Art

**Responsible to:**

CEO

**Responsible for:**

The in-house Public Art Producer role will be vacant when this post begins. The Head of CI&PA will shape the future team structure (PAYE or freelance).

Freelance Public Art Producers, Creative Producers and Designers.

**Hours:**

30 hours per week (four days per week)

**Salary:**

£37,000 FTE pro rata

**Pension:**

Nest Pension after probation period

**Annual Leave:**

25 days plus statutory bank holidays, pro rata

**Probation Period:**

3 months

**Contract:**

12-month fixed-term PAYE contract, with potential to become permanent.

**Location:**

St Anne's House, Bristol, BS4 4AB. Some hybrid/ home working possible.

**Organisation:**

Bricks (Charity No: 1183118)

# Application

**Applications Open:**

Friday 5<sup>th</sup> September 2025

**Deadline for applications:**

Sunday 19<sup>th</sup> October, 5pm

**Candidates notified of shortlisting:**

Monday 27<sup>th</sup> October

**Unsuccessful applicants will be notified by:**

Tuesday 28<sup>th</sup> October

**Interviews:**

3<sup>rd</sup>, 4<sup>th</sup>, 5<sup>th</sup> November

**Proposed start date:**

5<sup>th</sup> January 2026

# Who are we?

## Bricks Vision

Thriving communities collaborating through creativity

## Bricks Mission

Bricks mission is to build the resilience of Bristol's creative, local and social enterprise communities in ways that are creative and mutually supportive.

## Bricks Values

**Creative:** We believe in the power of creativity inside everyone.

**Collaborative:** We believe in the magic and added value of collaboration.

**Hospitable:** We are welcoming and want to bring people together.

**Sustainable:** We are financially and environmentally sustainable and conscientious.

**Local:** We are locally rooted and accountable. We support local voices.

**Inclusive:** We listen to people and are people-led.

**Entrepreneurial:** We believe in new ways of doing things and connecting value.

**Civic:** We are for all people in our city.



# Bricks

Bricks is a Bristol based charity with a mission to build the resilience of Bristol's creative, local and social enterprise communities in ways that are creative and mutually supportive. This is done in the belief that creativity is a powerful tool for social change and that all should be able to access this in their neighbourhood and have a voice in shaping it.

We programme collaborative activities, codesign the future use of creative and social infrastructure spaces and take on the long term management of those spaces to build community wealth and wellbeing. We want to ensure that spaces for people and ideas to meet are created and protected for generations to come, and that Bristol is a place where new and existing communities thrive.

Our approach has at its core the idea of Companion Planting, the colocation of different social uses and communities to multiply mutual benefit - both through the cross pollination of ideas and cross subsidy of income models.

We currently deliver on our mission via our flagship projects St Anne's House, Bricks Public Art, and Bricks Creative Infrastructure Agency, with plans to expand this group with new projects, enterprises, and sites.



# Bricks & Creative Infrastructure

We formed in 2019 as a charity, launched Bricks Public Art in 2020 and took on the lease of St Anne's House in 2021.

We deliver on that mission via four strands of practice:

## **Public Art:**

Bricks Public Art partners with local communities, developers, and local authorities across the West of England to write and deliver creative programmes in new developments (often via S106 or planning conditions). These programmes champion local talent and respond to community ambition, resulting in permanent artworks, engagement projects, and temporary or performance-based work.

Projects have included Dorcas Casey's Crocodile at the Welcome Building, Kayle Brandon's collaborative food map for Roseneath Gardens, and Synnøve Frederick's steam bent sculpture for Trinity Academy.

## **Creative Infrastructure Consultancy:**

Creating the conditions for thriving communities. Through consultancy, we help developers, local authorities, VCSE partners, and communities to plan and sustain creative and social infrastructure in new developments. This includes community consultation, visioning, and developing business and management models to ensure long-term viability.

Past work includes future-use planning for The Tabernacle (Kingswood), St Anne's House, and Trinity Road Police Station. We are currently working with housing providers to secure spaces for creative and community uses within new developments.

## **Creative Infrastructure Management:**

Alongside consultancy, we steward and manage spaces long-term through leases or ownership, ensuring community voices shape decision-making. This includes setting up units from shell and core to usable spaces, contracting tenants, and managing spaces long-term. Our role de-risks projects for developers, and secures access for tenants through sustainable models.

We have a number of projects lined up for contracting over coming months, flowing from consultancy work.

## **St Anne's House**

Our flagship creative infrastructure project, St Anne's House (SAH), is a 25,000 sqft former office building, co-designed with local residents and creative communities as a thriving creative and community hub.

SAH hosts a wide mix of uses, from artist studios, coworking, and rehearsal spaces to a community café, youth projects, a cooperative gym, and wellbeing facilities such as a sauna and therapy rooms. Some activities are delivered directly by Bricks, others by long-term tenants or flexible users of the building.

Our aim is to build community resilience, foster connections, support local talent, and provide space for people to test and grow new ideas. We are working towards the long-term community asset transfer of the building, which will unlock the opportunity for a capital development programme to retrofit and secure its future use.



# Main purpose of the job:

## Head of Creative Infrastructure and Public Art

This is a new senior role to lead the strategy and delivery of Bricks Public Art and Creative Infrastructure Agency, growing both into sustainable and impactful enterprises.

You will oversee strategic planning, partnership development, and securing and contracting new work and spaces.

You will also shape new programmes and document the tools and methodologies that underpin our delivery.

You will line-manage our public art producers and consultants (freelance or in-house) and sit on the Senior Management Team alongside the CEO, Head of Finance, Head of Operations, and Head of Programme (St Anne's).

This role will drive the planning and delivery of high-quality, community-responsive programmes, supporting Bricks' mission through public art commissions across the West of England. Working with the CEO, team, and board, you will set the creative direction and lead its implementation.

With five years of public art programming and four years at St Anne's House, Bricks is now ready to expand its ambition: refining processes, raising quality, and delivering larger, more ambitious projects. Building on our strong community-responsive work, we aim to support artists with space and time to create, deepen long-term community collaborations, and strengthen our cross-artform and cross-sector partnerships.

Our intention is to acquire multiple new spaces over the next 24 months via planning conditions and S106.

# What kind of projects have we worked on so far?

Check out our two websites; Bricks & St Anne's House, to see projects we have previously delivered and are currently working on, but as an indicative list see below:

## Creative Infrastructure

- St Anne's House, St Anne's - codesigning the creative and community use of St Anne's House with local communities, then delivering on that plan running the building since 2021.
- The Tabernacle, Kingswood - two phases of consultancy and engagement on what the future of The Tabernacle should be.
- Trinity Road Police Station, Old Market - a speculative vision for a disused public building in collaboration with local partners.

## Public Art

- Dovercourt Road, Lockleaze - A new commission with Goram Homes for Lockleaze, artist appointed and soon to be launched.
- Welcome Building, Temple Quarter - Dorcas Casey's crocodile commission and engagement programme for Welcome Building in Temple Quarter.
- Roseneath, Stoke Gifford - Kayle Brandon's collaborative food map plaque and engagement programme.
- Bricks Kiln Court, Easton - Art & Energy commission for a housing development on former colliery, exploring sustainability and climate crisis.
- Trinity Academy, Lockleaze - Synnøve Frederick's steam bent sculpture made with school students as a physical interpretation of their chosen musical score.
- Moxy, St Pauls - Lawrence Hoo, Myles Jay-Linton and Bo Lanyon - a group of commissions inside and outside of the new hotel.

# Responsibilities

## Programme Leadership, Business Development & Strategy

- Lead on business development for creative infrastructure and public art, ensuring a pipeline of projects aligned with forecasts.
- Develop new partnerships and opportunities for Bricks in line with our mission and vision.
- Set up programming and partnership policies, and programming toolkit for Bricks creative infrastructure and public art.
- Support the strategic acquisition and activation of creative infrastructure via developer and local authority partnerships.
- Build and maintain relationships with key stakeholders, including developers, local authorities, artists, and funders for both public art and creative infrastructure.
- Hold the organisational communications for Bricks Public Art and Creative Infrastructure.

## Public Art Project Management

Support producers to meet their obligations in project contract agreements and partnerships, including:

- Contract negotiations, review and sign off
- Project ideation and collaboration
- Project plan review and collaboration
- Project budget and timeline planning
- Project communications planning review
- Project engagement planning review
- Support artist selection, whether via open call process or direct approach
- Artist appointment and project/ relationship management
- At times it may be necessary for the Head of Creative Infrastructure and Public Art to directly produce/ deliver projects.

# Responsibilities

## Creative Infrastructure Project Management

Directly deliver, and deliver via line management new creative infrastructure contracts including:

- Financial modelling, income and expenditure planning for new spaces - both in capital and revenue phasing
- Business/ future use vision planning, theory of change, business model canvas as appropriate.
- Occupier strategy and planning
- Community engagement in new space uses and visions
- Access and physical space strategy and planning
- Space fit out strategy and planning
- Management strategy and planning
- Communications strategy and planning
- Impact and evaluation strategy and planning

## Team Management

- Line manage producers (freelance and or inhouse) including regular 121's, annual reviews, setting and managing KPIs, and staff development plans as appropriate.
- The Communications Producer is line managed by the Head of Programme (St Anne's) however the Head of Creative Infrastructure and Public Art will support the Communications Producer in the planning and coordination of communications related to these areas of work.

# Responsibilities

## Senior Management Team

- Join the Senior Management Team (SMT) alongside CEO, Head of Operations, Heads of Finance and Head of Programme (St Anne's).
- SMT Lead for Bricks Trustee board subcommittee 'Public Art & Creative Infrastructure' which combines trustees and SMT.
- Participate in further subcommittees including:
- Finance & Risk
- Income & Impact
- Contribute to Bricks annual report to the Charity Commission.
- Produce quarterly programme updates/ reports for the CEO and Board of Trustees.

## Social Impact and Evaluation

- Lead on the social impact and evaluation work of Bricks Public Art and Creative Infrastructure.
- Contribute to organisation wide social impact reporting, and project specific reporting.
- Forecasting and Budgeting
- Work with the Heads of Finance and SMT to set and monitor financial forecasts for Bricks Public Art and Creative Infrastructure as a department and new spaces.
- Support budget holders to plan and deliver funded projects within budget.
- Liaise with the Heads of Finance and wider SMT to contribute to the organisation's forecasting and budgeting.

*This list of tasks is not exclusive and does not form part of any contract of employment.*

*Duties may be varied from time to time, with the job description being subject to review or periodic amendments.*

# Person Specification

## Essential

- Experience working in the built environment such as with developers or local authorities.
- Experience of business development and winning contracts.
- Experience commissioning creatives, ideally artist commissions in the public realm.
- Experience managing budgets.
- Experience of strategic business planning, in a creative and/or community setting.
- Experience of managing and supporting a team.
- Great interpersonal communication skills.

## Desirable

Note that not all of these things are expected, we want to hear about your relevant experience.

- Experience working with community-led creative projects, taking an asset-based approach.
- Experience working within, or in partnership with, a local or regional authority.
- Experience delivering creative projects, visual arts and public programming.
- Experience as part of a management team.
- Experience in safeguarding procedures.
- A connection to Bristol and the surrounding area, or good knowledge of local networks and creative organisations.
- Experience of grant fundraising, social investment or repayable finance.
- Experience of delivering capital development projects



# How to apply

**If you require this job description in another format please contact us.**

## Pre application

- Please read the applicant privacy notice [here](#)
- To ask questions pre application please email [hr@bricksbristol.org](mailto:hr@bricksbristol.org).
- FAQ will be listed on [this live document](#)

## Application

Apply for this role by completing our application form, available to download as a Word document – if you need this in another format please email [hr@bricksbristol.org](mailto:hr@bricksbristol.org).

- Application Form [here](#).

## Please can you also fill in our

- Monitoring form [here](#)

*[This is anonymous and kept separate from your application]*

# Equality and Diversity

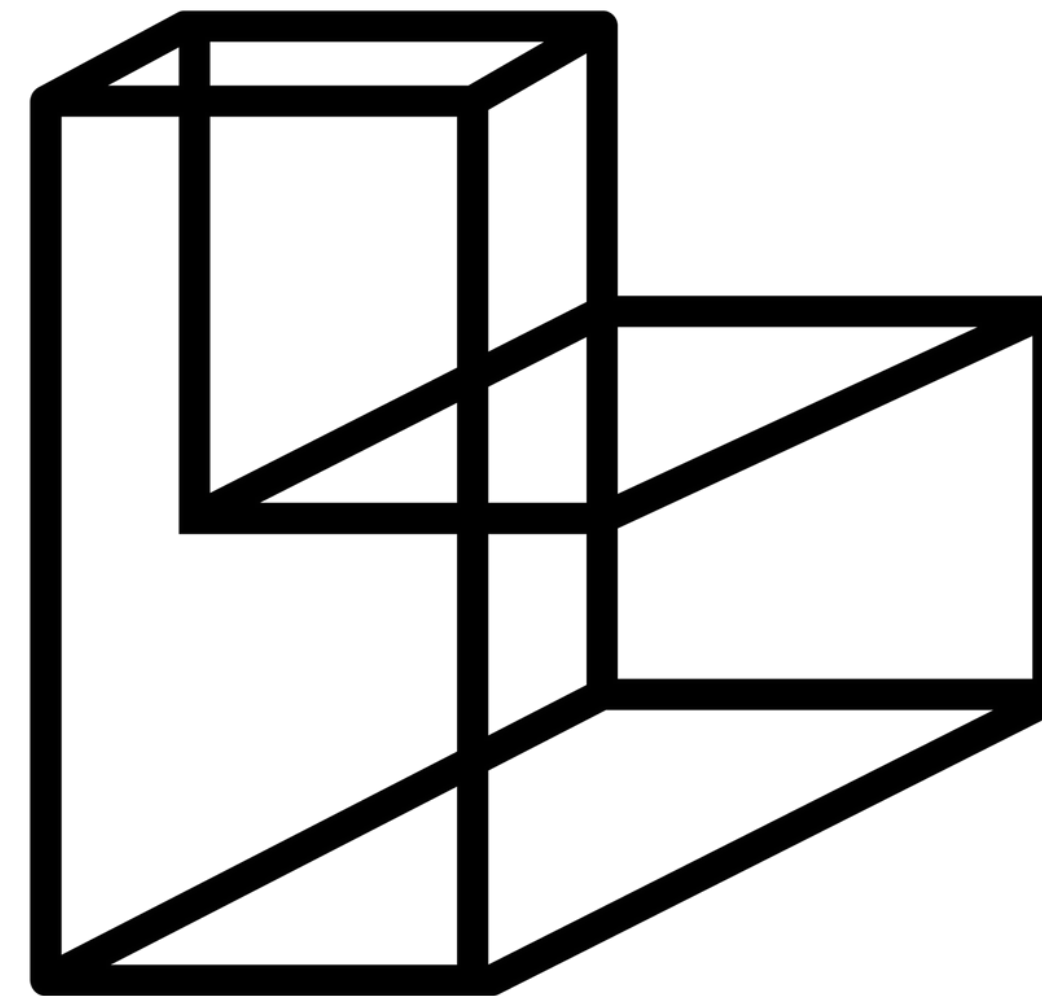
Bricks strives to promote equality and diversity at all levels of our team. We are committed to equality of opportunity, to being fair and inclusive in our ways of working, and to being a place where all belong.

We therefore particularly encourage applications from you if you are from a background that is underrepresented in the sector, for example if you are from a community that experiences racism or you are a disabled person (as defined by the Equalities Act 2010), you did not go to University or had free school meals as a child.

We believe our work will be stronger with greater diversity and want to welcome the whole person to work.

Our staff are not appointed to represent specific groups or organisations, but to represent themselves and their own experiences and perspectives.

We welcome feedback on how we can improve our recruitment processes.



***BRICKS***