Business Manager

Russell-Cotes Art Gallery & Museum, Bournemouth
Salary: £45,000

Help shape the next chapter of one of Bournemouth's most distinctive cultural attractions

We're looking for an **experienced, creative and entrepreneurial commercial leader** to help build a financially sustainable future for the Russell-Cotes Art Gallery & Museum.

After 100 years, the Museum is entering a significant new chapter as its charity moves away from Local Authority trusteeship towards a new independent organisation. This creates a unique opportunity to influence how we operate, grow our income and develop our commercial potential.

Reporting to the Museum Director, you'll lead our commercial operations and manage a multidisciplinary team of up to 22 staff across **visitor experience, retail, catering, facilities and administration**.

Your challenge will be to build on an established and successful operation while bringing **fresh thinking, commercial creativity and a data-led approach**. You'll develop existing income streams, identify new opportunities and lead the delivery of a commercial strategy designed to strengthen the Museum's long-term sustainability.

A key objective will be to **increase turnover by 5% in your first year**.

What we're looking for

You'll bring:

- Strong commercial experience gained in an **independent museum, heritage organisation, visitor attraction or charity**, ideally of a similar scale.
- A track record of **developing new ideas and turning them into sustainable income**.
- Experience of successfully leading and developing an operational or commercial team.
- The ability to lead change with **determination, sensitivity and excellent people skills**.
- Strong commercial and analytical skills, with the ability to use **data and financial information to inform decisions**.
- Creativity, curiosity and the confidence to challenge established approaches constructively.

- Experience of developing and delivering commercial or organisational strategies.

Experience across any combination of **visitor experience, retail, catering, events, venue hire or historic buildings** would be valuable. You don't need to be a specialist in all of them. What matters is your ability to see the bigger commercial picture and turn opportunities into results.

An opportunity to make a real difference

Alongside developing the Museum's existing commercial activity, you'll play an important role in establishing the operational, customer and financial systems needed for its future as an independent organisation.

The Museum has also applied for **Arts Council England funding for digital transformation**. If successful, the Business Manager will have a significant role in helping lead this programme and making the most of that investment.

The ideal candidate will be able to work effectively and remain calm under pressure in a fast-paced operational environment. They will be a confident and motivating leader with excellent interpersonal and communication skills, capable of inspiring and supporting a team to achieve operational and commercial objectives. A flexible and adaptable approach is essential, with a willingness to work evenings and weekends as required to support the needs of the business.

How to apply

Please submit, e-mailing: recruitment@risehr.co.uk including,

- Your **CV**
- A **covering letter of no more than two sides of A4**, demonstrating your relevant commercial experience and explaining what you could bring to the Russell-Cotes.

This role may require a DBS check.

We welcome applications from all sections of the community and are committed to an inclusive working environment and a diverse workforce. We value individuality, equality and representation and appoint on merit.