



Good Vibrations
Developing life and work skills through music

Application Information Contents:

Letter from the Chair.....2
Job Description3
Person Specification.....4
Organisational Chart5
How to Apply and Checklist.....6
What HM Chief Inspector of Prisons has to say about Good Vibrations.....7
Good Vibrations Flyer8

Good Vibrations
Registered Charity No.1126493
www.good-vibrations.org.uk



Dear Applicant,

Thank you for your interest in becoming Executive Director of Good Vibrations.

My association with the charity emerged from my passion to enable prisoners, ex-offenders and the most troubled and marginalised individuals in our society to learn and grow. We are proud that, through our work, many people have developed crucial life and work skills through making music together.

But you don't have to take my word for it! We've worked with thousands of vulnerable people. Here's what two of them have to say about Good Vibrations.

"M" was homeless and 20 when he took part in a GV project at the Southbank Centre. He was so inspired by the possibility of a future for himself in music, we offered him a bursary to buy his own guitar:

"I wasn't on my best form, but sitting there playing feels right - I feel safe and secure - and that's crucial. When I step in there - from that moment I'm in a musical trance, there are no worries and no fear. I've learnt that there is no need to hesitate and hold back. I've learnt so much."

"K" did a GV course while at a prison for women.

"My own experience of prison was difficult, I felt lost, but the Good Vibrations team helped me see that I could turn it into a positive thing and change my life for the better. The 5 day Good Vibrations course wasn't just about the music for me, it was about a number of things: getting out of the cell, meeting new people, learning about something different. Good Vibrations inspired me to want to learn more about music and when I returned home, I applied to do music at the University of Sheffield. I was accepted on the course and have now graduated with a 2.1 degree. I now hope to find a career as part of a team which uses music to help people in prisons and in the community."

If you share the desire and commitment to make a real difference, we'd like to hear from you.

With best wishes,

A handwritten signature in black ink, appearing to read "Stieve Butler". The signature is fluid and cursive, with a long, sweeping tail.

Ms Stieve Butler
Chair of Good Vibrations

Job Description

Role: Executive Director of Good Vibrations

Reporting to: Board of Trustees
Salary: £38,000 - £44,000, depending on experience
Location: Within easy reach of London or the South East
Contract: Permanent position, full-time

Purpose of Role: To provide leadership, management and direction in delivering Good Vibrations projects in prisons, young offender institutions, secure hospitals and the wider community.

RESPONSIBILITIES

Programme delivery and development

1. To set organisation priorities and oversee the delivery of effective, sustainable projects and programmes.
2. As the only senior, full-time person, to lead, manage and support a team of geographically dispersed staff, freelancers and volunteers to deliver projects.

Financial sustainability

1. To secure the necessary funding required for GV's long-term sustainability.
2. To manage the financial and legal obligations of GV (with external support).

External engagement

1. To act as an ambassador for GV with external stakeholders including funders, senior managers of host institutions and key decision makers in the offending and rehabilitation sector.
2. To maintain and protect GV core values throughout the organisation and in every aspect of its work.
3. To manage the reputation of GV including the commissioning of evidence based research to support engagement as set out above.

Leadership and Governance

1. To build on GV's current strengths and continue to deliver high-quality projects in highly unpredictable and difficult operating environments.
2. To work with the Board of Trustees in delivering GV strategy and act as a Board Secretariat, including preparing and commissioning Board Papers including financial reporting, attending and taking Minutes at the Board.

You will be required to comply with the relevant Health and Safety legislation in connection with the work, and to be aware of any special requirements associated with the role (e.g. security and confidentiality issues). Good Vibrations is committed to safeguarding and promoting the welfare of young people and vulnerable adults, and applicants must be willing to undergo child protection and other screening appropriate to the post, including checks with past employers and the Criminal Records Bureau.

Person Specification

Essential

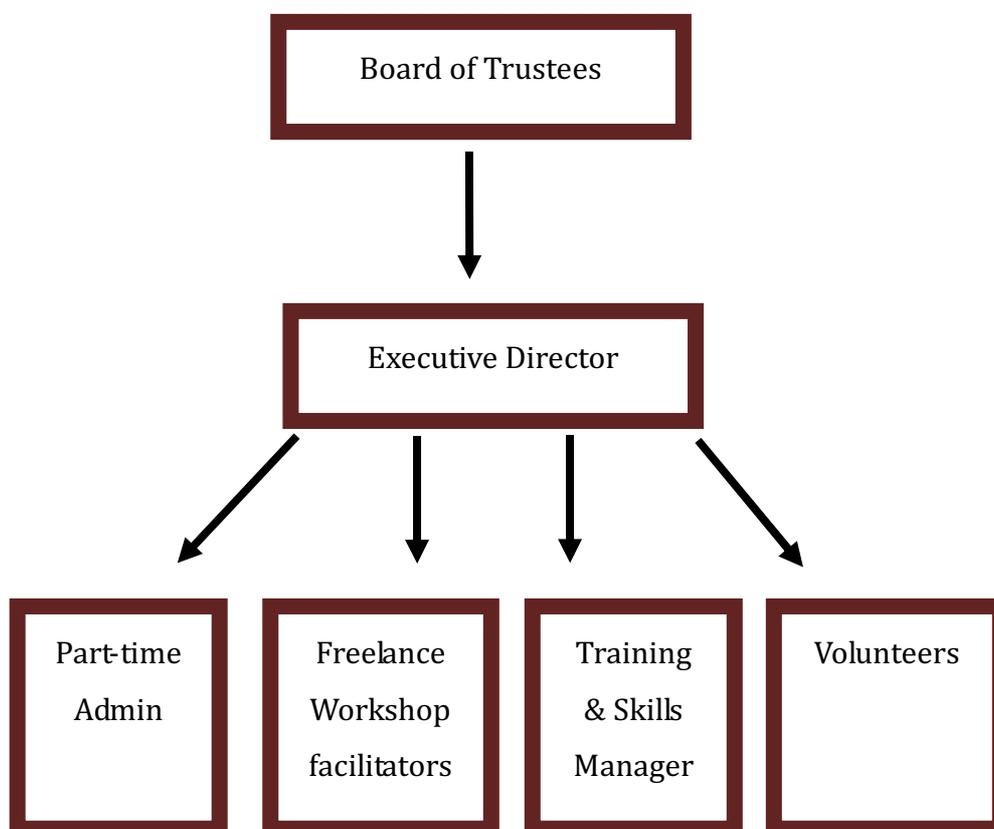
1. Commitment to the aims, ethos and Core Values* of Good Vibrations and a strong desire to enable prisoners, ex-prisoners, patients in secure hospitals, and the most troubled and marginalised individuals in our society, to participate in high-quality and transformative creative projects and thereby develop crucial life skills plus the confidence and motivation to create more positive lives for themselves.
2. Good leadership skills and the ability to enthuse, motivate and develop a small team including staff, freelancers and volunteers, to deliver results.
3. Proven track record of securing funding and completing bids in a tough financial climate and/or for a difficult or unpopular cause.
4. Proven track record in financial management and budget development skills.
5. Experience in leading change management.
6. Ability to think strategically and to communicate the strategic vision.
7. Excellent all round communication skills, especially writing skills. Ability to communicate effectively in a rapidly changing and politically-charged environment.
8. Excellent relationship management abilities including the ability to forge and maintain high-level relationships with funders, policy makers, and "difficult" partner organisations.
9. Personal drive, energy, integrity, adaptability and responsibility.
10. Ability to travel to prisons and other secure establishments in the UK and to attend regular meetings in London (Good Vibrations will arrange enhanced-level NOMS clearance; please note that a criminal record is not necessarily a bar to getting this clearance).
11. Awareness of key principles of safeguarding and Health and Safety.

Desirable

1. Experience of group music making and/or community arts.
2. Understanding of key prison (education/rehabilitation) policy and legislation as well as knowledge of charity governance.
3. Experience in bidding for, securing and managing contract funding.
4. Marketing and PR experience.

* - Good Vibrations' statement of core values is available to view on the GV website.

Organisational Chart



How to Apply

You can download the **application form** in MS Word from our website www.good-vibrations.org.uk. Please save it to your pc before completing it. Once complete, you can either email it to us or post it, at the address below.

Alternatively, you can phone or write to us to request a copy.

Section 5 is a covering letter which aims to show the extent to which you meet each point in the Person Specification, with examples.

The deadline for applications is **Friday 16 May 2014 at noon**.

Please do NOT send us a CV or any other materials. We will assess your application solely on the information given in your application form.

Please return your form by post or email, marked as "Application" to:

Application
Good Vibrations
c/o The Comedy School
15 Gloucester Gate
London NW1 4HG

Tel: 07922 607 815

Email: jobs@good-vibrations.org.uk

We will let you know by **Wed. 28th May** if you have been selected for an interview.

First Interviews will take place on **Tues. 3rd / Wed. 4th June** in central London. If you are selected, there will be a formal interview. There will also be at least one practical task and/or presentation to help showcase your competencies. Further details will be sent to you beforehand.

Second interviews will take place on **Mon 9th / Tues. 10th June** in central London when you will also get the chance to meet some of the team and do some practical tasks.

The start date for the successful candidate can be negotiated.

Checklist

- Available on interview dates**
- Completed application form and covering letter**

What HM Chief Inspector of Prisons has to say about Good Vibrations

Her Majesty's Chief Inspector of Prisons, Nick Hardwick, gave one of the keynote speeches at the Sharing Good Vibrations event in October 2013. The full text is available from <http://www.justice.gov.uk/downloads/about/hmipris/arts-in-prison-nick-hardwick.pdf>

"Having now seen Gamelan workshops in prisons, talked to the workshop leaders, read the academic evaluations and tried it myself, I think the case for the value of Good Vibrations' work in prisons and the importance of Cathy's inspiration is made. And more than that, through my inspections, I see the value of the arts in every prison I go to."

He explored the reasons why it's so difficult to get arts projects off the ground in prisons, concluding:

"In a nutshell, like the Victorians, we are in an age where the prevailing view seems to be that rehabilitation can be achieved by the exact application of pseudo-scientific processes and what matters is what can be measured. Of course the processes we want to apply are different but the mindset appears not so dissimilar. And that is a real problem for arts projects. By their nature they are difficult to measure, their impact is harder to describe. But in a world of benchmarking and measurable outcomes, will there still be the time for a tutor to use art to get through to a troubled boy nobody else could reach? How do you measure the value of the increase in self-esteem in a bunch of women enjoying a Gamelan course? How do you describe the benefits for the safety of a prison when a group of serious offenders enjoy themselves and communicate together?"

Nick went on to quote from a speech by Churchill, when he was Home Secretary, about treatment of prisoners, including the line:

"There is a treasure, if you can only find it, in the heart of every man."

Nick finished by asking:

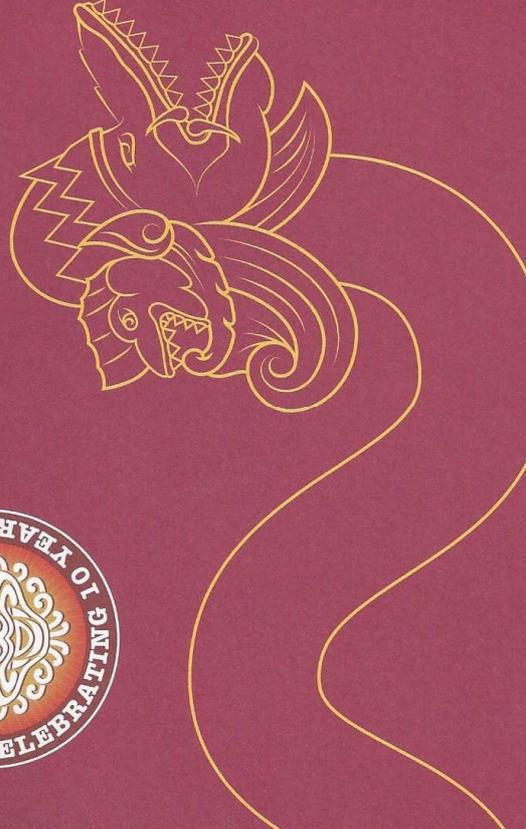
"How to find it? That is the question. I do not believe you can find it just through offender management programmes and risk assessments. I think for prisoners, like the rest of us, art can unlock the treasures within. You all know the impact a painting, some music, a play can have on you, as audience or participant. Prisoners need the same."

Good Vibrations Flyer

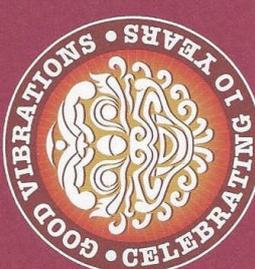
SHARING GOOD VIBRATIONS

THURSDAY 17 – SUNDAY 20 OCTOBER 2013
10AM – 9PM

FOUR DAYS OF WORKSHOPS,
PRESENTATIONS AND PERFORMANCES
HIGHLIGHTING THE CREATIVE AND
INSPIRING WORK DONE WITH GAMELAN
(AND OTHER ARTFORMS) IN CRIMINAL
JUSTICE AND THE COMMUNITY.



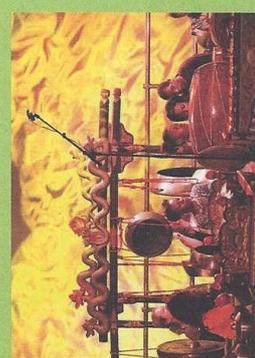
SOUTHBANK CENTRE



CELEBRATING 10 YEARS OF GAMELAN
IN CRIMINAL JUSTICE AND 25 YEARS
OF GAMELAN AT SOUTHBANK CENTRE



ARTS COUNCIL ENGLAND



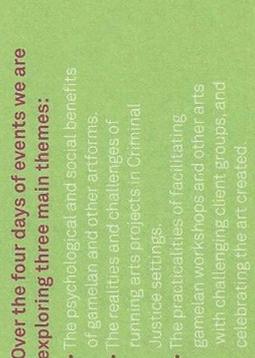
The event will be of benefit to anybody interested in the role of arts in reducing reoffending and in generating wider social benefits, for example:

- prison governors
- prison staff responsible for organising arts activities
- prison education providers
- those working in secure hospitals and other secure settings
- probation and YOI services



Confirmed speakers include

- Nick Hardwick (Chief Inspector of Prisons)
- Michael Spurr (Chief Executive of the National Offender Management Service)
- Professor Alison Liebling (Cambridge University's Department of Criminology and Criminal Justice)
- Alan Davey (Chief Executive of Arts Council England)
- plus prison governors, officers and leading arts-in-criminal-justice organisations



Over the four days of events we are exploring three main themes:

- The psychological and social benefits of gamelan and other artforms.
- The realities and challenges of running arts projects in Criminal Justice settings.
- The practicalities of facilitating gamelan workshops and other arts with challenging client groups, and celebrating the art created.



Tickets:

One Day pass (for either 17, 18, 19 or 20 October): £150 (£75 concessions)

Joint pass for Thursday 17 & Friday 18 October: £280

Joint pass for Saturday 19 & Sunday 20 October: £280

Four-Day pass (17 – 20 October): £390

Transaction fees apply: £1.75 online, £2.75 over the phone, no transaction fee for bookings made in person or for Southbank Centre Members and Supporters Circles

Bursaries and discounts are available from Good Vibrations to cover the ticket costs of people attending who cannot otherwise afford it. **Prison staff with very limited training budgets are particularly encouraged to apply for these.** For more info email: info@good-vibrations.org.uk with 'Sharing Good Vibrations Bursaries' in the subject header.