



Director at Birds' Eye View

London/ Southeast based

£55,000+ per annum

Full time with option to discuss flexible working with shortlisted candidates

Birds' Eye View (BEV) is seeking to recruit a new Director, who is:

- a special, inspirational person
- a bold, values-driven, film-savvy leader
- an advocate for gender equality and diversity in all film spaces with experience in curation and building audiences for film (probably from a distribution/ exhibition/ festival background)
- a leader who will embrace the new in all its forms, being as comfortable welcoming the radical as well as the regular
- someone who will work to push boundaries and challenge the status quo towards creating a more enlightened society.

THE ORGANISATION:

Birds' Eye View (BEV) is a not-for-profit that centres the female and non-binary perspective in film through events, conversation, and community. Our mission is to celebrate culturally diverse perspectives of the world by drawing ever-greater audiences to films by women. We are not just for women, but for everyone.

Now in its 18th year, BEV continues to spotlight and celebrate new, and classic, films created by women through our #ReclaimTheFrame project (RTF). With funding from the National Lottery via the British Film Institute's Audience Fund, we support women working in film through advocacy, investment, mentoring and events. Since we established RTF in 2018, we have supported over 50 films and filmmakers such as PIN CUSHION, starring Joanna Scanlan, THE SOUVENIR, written and directed by Joanna Hogg, MISBEHAVIOUR, directed by Philippa Lowthorpe, THE ASSISTANT, written and directed by Kitty Green, BIRDS OF PASSAGE, directed by Cristina Gallego & Ciro Guerra, as well as documentaries such as SEAHORSE, CRIP CAMP, and the Oscar-winning FOR SAMA. We also hosted exclusive preview tours of ATLANTICS, with director Mati Diop, and BEEN SO LONG, starring Michaela Coel.

Through our RTF network in 15 UK cities: Belfast, Birmingham, Brighton, Bristol, Cardiff, Chester, Exeter, Glasgow, Leeds, London, Manchester, Newcastle, Nottingham, Plymouth and Sheffield, we host preview, and week-of-release, screenings and events with filmmakers, actors, and guest experts

such as cultural influencers, social justice campaigners, thinkers, influencers, artists and critics. We invite sociologists, criminologists, historians, psychologists, and, whenever possible, and appropriate, descendants into the cinema space to share their insights. Our in-person A&Q format subverts the traditional Q&A panel by asking speakers to pose questions to the audience and encourage discussion. Our events nearly always sell-out, generate word-of-mouth buzz, and raise the profile of the films whose releases we invest in.

BEV aims to:

- Increase the profile and market impact of films by women / gender non-binary people.
- Encourage greater industry investment into the marketing and promotion of films by women / gender non-binary people.
- Encourage more women / gender non-binary people in key distribution, programming and marketing positions.

We represent the true breadth and diversity of international cinema that is written and/or directed by women or based on a book/story by a woman and is aligned to BEV's wider mission and strategy. BEV has an outstanding record of agitating for equality in film and championing strong work in an intersectional dimension.

We are committed to creating opportunities for everyone; striving for the widest inclusion and representation across all that we do. We constantly seek and engage in new activities to reach our goals. We have recently piloted a Community Response Programme to support underrepresented communities to participate more actively in the film experience. Building on our experience in designing and managing training programmes, we also delivered a Pandemic Response Programme (2020-present), which has created a special communication and knowledge sharing platform for our national stakeholders and allies.

We adhere to the BFI Diversity Standards which drive change and best practice in on screen representation and creative leadership, and we have representation targets for our work. A fundamental element of our commitment for our investments (via our National Lottery funding via the BFI Audience Fund) are in the UK releases (theatrically and at home) of feature films by established, new, and emerging talent and representing a full range of genres, cultures and identities.

THE ROLE:

Together with the core BEV team of one full time coordinator and four part time colleagues (a blend of staff and freelancers), you will work closely with distributors, exhibitors, festivals, filmmakers, emerging and high-profile talent, the BFI, and other funders, to champion the female perspective and to build audiences for diverse, culturally rich, films which support our values of representation and inclusion.

Leading the organisation on a day-to-day basis your responsibilities will include:

- Curation of our feature film programme and associated events.
- Campaigning and advocating to challenge the status quo for meaningful change.
- Representing and promoting BEV publicly as well as acting as the Reclaim The Frame spokesperson.
- Contributing at Board level to overseeing the strategy for building BEV's future plans, raising the profile of the organisation and leveraging all the existing assets while seeking new opportunities for funding and activity strands that accomplish our goals.

- Stimulating, championing, training, and supporting the core team.
- Business planning, budgeting, and good financial management together with ensuring good charity governance.
- Ensuring that diversity and inclusion is central to the design and delivery of our work, across the slate, the team, and the wider network
- Liaising with distributors, cinemas, festivals, community groups, allies, media partners, other trade and equality organisations to source, advocate for and promote the films on our slate
- Overseeing the marketing of the organisation and the films, including commissioning campaign materials and other film linked work, and building our social media and website presence.
- Event hosting in cinemas, online, and at special events.
- Overseeing the quarterly reporting and evaluations around activities to stakeholders using data collection, activity maps, outreach and influencer reports, community engagement assessments, income, and expenditure reports etc.
- Stakeholder and Board liaison, reporting to the Chair of the Board of Trustees.
- Overseeing the training strategy and packaging the CPD programmes such as Filmonomics, Future Leaders in Distribution and the Pandemic Response Programme (when funding is available).
- Overseeing the running of an environmentally sustainable enterprise

PERSON REQUIREMENTS:

- An energetic, value-driven, inspirational leader with a passionate commitment to diversity and inclusion and supporting the female perspective in film.
- Experience in film distribution, exhibition, festivals or another relevant creative field with a strong understanding of British and International cinema and an aptitude for marketing and audience development through new platforms as well as the established routes.
- A persuasive and engaging communicator and presenter with good advocacy and influencing skills.
- Good people skills with experience in leading a team and the wherewithal to develop relationships with our many partners and allies.
- Excellent organisational skills with an ability to meet deadlines and targets.
- Understanding of good financial management and charity governance (or an interest in learning)
- Commitment to professional development.

You will need to be London or SE England based. Ad-hoc travel around the UK is required for this role, to host cinema events and workshops and attend speaking engagements. We promote flexible home working. We have a Vauxhall office as our home base. Meetings are usually around London but many are now virtual so attendance in the office can be negotiated.

We understand that you may not have strong experience in all these areas but would nevertheless urge you to apply if you believe you have capability and interest in rapidly building those missing skills to deliver on this role. Given the influential nature of the role, and to maintain diversity of voice and approach in the leadership of the charity, we are seeking someone with lived experience in the arena in which we work (from either the film angle or the cultural activism angle), with a strong knowledge of film.

We are committed to diversity and inclusion and encourage applications from people of all races, cultural backgrounds, ethnicity, age, gender, gender identity, disability, sexual orientation, religious beliefs, language and education (our EDI policy is [here](#)).

WHAT WILL YOU GET IN RETURN?

- The opportunity to be involved with a charitable organisation that is highly regarded within the UK film space and beyond, which provides a platform to create meaningful change.
- With one foot in the industry and one facing out you will have the rare opportunity to work with the broadest spectrum of creatives and executives across the creative industries, financiers, government bodies and audiences.
- A salary of £55,000+ per annum pro rata with 25 days holiday plus public holidays pro-rata.
- We are open to discussing flexible / less than full-time working and can offer support for those with access needs, in collaboration with the successful candidate.

START DATE: Early to mid -September (date to be agreed) to allow overlap with the current outgoing director

INITIAL TERM: September 2021 to March 2023 and on a rolling 3-month notice period with an initial 8-week trial period.

APPLICATION PROCEDURE:

Requirements:

Eligibility to Work in the UK.

Application information:

Closing Date: Wednesday July 7th at 10am

Please send your biography / CV to [Simone Glover at simone@birds-eye-view.co.uk](mailto:simone@birds-eye-view.co.uk) with a covering letter which highlights why you would be a good candidate for the role. It is also a requirement to complete the anonymised equal opportunities form [here](#).

If you are invited for an interview, these will take place Friday July 9th and Mon/Tues July 12th & 13th with the second interview stage scheduled for Wednesday July 14th.

We only accept emailed applications. If you require a reasonable adjustment or other assistance to participate in the recruitment process, for example due to disability, please advise by email to the address above. If you have access requirements for example for the online interviewing, please tell us when you submit your application, so we have a chance to prepare and book any access needed in good time.

Equal Opportunities Statement

BEV celebrates diversity and is committed to creating a fair and equal society, free from discrimination. You can read more about our commitment to inclusion and diversity [here](#).

Safeguarding Statement

BEV is committed to a safe recruitment process to help the organisation attract and appoint the right staff for the role and responsibilities as set out in the vacancy advert. We will not accept applicants who are not suitable to work with young people or adults at risk. If you have any questions around your suitability for this vacancy, please contact us as above.

Please note we reserve the right to close this advert early and therefore we encourage you to apply for this position early.