

The Mosaic Rooms



DIRECTOR

RECRUITMENT PACK

INTRODUCTION



Since 2009, The Mosaic Rooms has been a home for bold, imaginative creativity rooted in care, community, and connection. Based in London with a global outlook, we bring together artists, cultural workers, and communities—especially from the Arab world and its diasporas—through exhibitions, talks, workshops, and our independent bookshop.

We believe in the power of art and culture to promote dialogue and build solidarity. Our work is grounded in collaboration and experimentation, supporting artists and audiences alike with a deep sense of care. From celebrating diverse lived experiences to exploring urgent contemporary issues, our programmes create space for new ideas, shared learning, and collective futures.

As part of the UK's vibrant arts scene, we also play a vital role in connecting researchers, curators, and institutions with artists whose voices are often underrepresented. Our reach continues to grow both locally and internationally.



The Mosaic Rooms is currently a project of and supported by A.M. Qattan Foundation, a UK and Ramallah-based organisation dedicated to culture and education across Palestine and the Arab world. After 15 years of growth, we are now entering an exciting new chapter: becoming an independent charity with our own board and aim to establish a wider range of funding partners.

While the Foundation will continue to support us and our shared values remain strong, this shift aims to firmly establish the organisation and allow it to build a bright and bold future.

Alongside this transition, our physical home is being transformed. With a new Creative Learning Space, a landscaped garden, and an expanded bookshop on the way, we're creating more room for connection, creativity, and care. These changes will help us offer an even more inclusive programme—welcoming communities, artists, and participants into a space that is rooted in hospitality, shared purpose and curiosity.

Our digital space is also being reimagined to articulate this change, with a new website and brand identity to be released later this summer.

With the current Director stepping down to make space for a new chapter, the Board of Trustees is now looking to appoint a new Director to lead Mosaic Rooms into its next phase.

GOVERNANCE

CURRENT TEAM

The Mosaic Rooms current team includes seven employees aside from the Director, as well as a range of support including external accountants, freelance technicians and casual event staff. The team and organisation will also be supported by the new Board of Trustees.

BOARD

The Board of Trustees has overall responsibility for ensuring that Mosaic Rooms meets its legal and regulatory obligations, including to the Charity Commission.

The day-to-day management of the charity is delegated to the Director, Associate Director and staff team.

Trustees:

Selma Dabbagh–Chair

British–Palestinian lawyer & writer

Lamiaa Soliman–Treasurer

Harvard MBA graduate & global finance executive

Chris Rawcliffe

Artistic Director of Forma

Sahar Beyad

PR Manager Somerset House

Akil Scafe–Smith

Director RESOLVE Collective

Samaneh Moafi

Assistant Director of Research at Forensic Architecture

Celeste Ricci

Head of Development at Create London

Marwan Kaabour

Graphic designer, artist and writer, founder Takweer

FUNDING

Aside from support from A.M. Qattan Foundation, we will be seeking to diversify funds and are currently developing a funding pipeline. We have previously been supported by Arts Council England, the Royal Borough of Kensington and Chelsea, Henry Moore Foundation, Bagri Foundation, Cockayne Foundation, Elephant Trust, Fluxus and more.

ABOUT THE ROLE



We are seeking a strategic, visionary Director to lead the next phase of our development. This is a public-facing, leadership role focused on strengthening partnerships, organisational resilience, and sustainable growth. The Director will oversee the curatorial team's delivery of an ambitious, multidisciplinary programme, while also ensuring the successful execution of communications, fundraising, and commercial activities across the rest of the teams. The successful candidate will be responsible for translating bold ideas into operational reality, fostering innovation in funding and care-based models, and advocating for cultural equity in the UK and internationally.

1

STRATEGIC LEADERSHIP & VISION

- Lead responsibility for developing and implementing the strategic vision for Mosaic Rooms, and for making recommendations to trustees.
- Lead on review and development of organisational mission, vision and values in conjunction with Board of Trustees and ensure they are embedded across organisation and delivered against business plan.
- Lead the organisation with clarity, inclusivity and vision, ensuring a values-led, care-centered approach.
- Translate mission into strategy, with a focus on resilience, ethical governance, and adaptability to shifting political and funding landscapes.

2

PARTNERSHIPS & REPRESENTATION

- Act as a key ambassador and spokesperson, building strong networks across a range of contexts including arts, academia, and community and grass roots organisations.
 - Develop local and global partnerships that align with our mission and provide mutual benefit.
 - Maintain and develop effective external networks to ensure Mosaic Rooms is kept abreast of developments in the sector.
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3

ORGANISATIONAL SUSTAINABILITY & DEVELOPMENT

- Explore and implement innovative funding and revenue models (e.g. donor circles, ethical commercial income, grants).
- Oversee effective budgeting, planning, and reporting, ensuring compliance with UK charity law and best practice.
- Guide a small and dynamic team, supporting staff culture, and wellbeing systems that reflect collective care principles.
- Oversee all financial activities; attend Board Finance Committee meetings; and recommend to Trustees an annual budget including grant income, fundraising and earned income targets, working closely with the senior management lead responsible for this.



4

OVERSIGHT OF PROGRAMME & OPERATIONS

- Provide senior oversight of our multidisciplinary artistic programme, delivered by curatorial and programming staff.
 - Ensure alignment between operations, digital content, and physical space use, including health, safety and accessibility.
 - Support delivery of events, publications, and community activity through high-level guidance and resourcing.
 - Oversee formal processes for programme commissioning, evaluation, feedback.
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GOVERNANCE & COMPLIANCE

- Maintain strong working relationships with the Board of Trustees.
- Ensure governance structures are robust, ethical, and inclusive.
- Lead organisational reporting and risk management, including safeguarding, GDPR, and regulatory compliance.
- Develop, implement and maintain appropriate policies and procedures to ensure the effective and compliant operation with support from the senior management lead responsible for this.



PERSON SPECIFICATION

Essential

- Significant leadership experience within the cultural and charitable sectors.
- A strong understanding of the Global South and diaspora arts and social justice landscapes.
- Experience with UK charity governance and financial management.
- Exceptional relationship-building skills and political awareness.
- Demonstrated ability to navigate funding ecosystems including Arts Council England and philanthropic networks.
- Proven ability to lead small teams, develop organisational systems and embed inclusive values.

Desirable

- Experience managing or advising on operational delivery in physical cultural spaces.
- Familiarity with care-based or anti-oppressive organisational frameworks.
- Comfort working in shifting contexts, particularly where the socio-political intersects with public cultural programming.



HOW TO APPLY

TERMS

Job Title: Director

Location: London, SW5

Salary: £51–55,000

Contract Type: Full-time (Permanent)

We strive to create an atmosphere of support and inspiration at The Mosaic Rooms. One day per week working from home. Training and travel opportunities. Pension contribution of 4%.

WHY JOIN US?

This is a unique opportunity to shape the future of an organisation that prioritises care, justice, and experimentation and advocates for sustainable practices. You'll be joining a passionate team and community committed to amplifying artistic practices from the Arab world and global majority while forging new paths in cultural leadership and solidarity.

TO APPLY

Please submit a CV and a cover letter outlining your suitability and vision for the role to **contact@mosaicrooms.org** with subject line **Director**.

We particularly welcome applications from people of the Global Majority, LGBTQIA+ communities, disabled candidates, and those with lived experience of migration or displacement.

TIMELINE

Closing date: Midnight 20 May 2025

Interviews held: 23 May 2025

The Mosaic Rooms is a small team so regrets that only successful candidates will be contacted.