Co-Artistic Director
External and Sector Development

Introduction to TripleC

Who We Are

TripleC is an Arts Council England National Portfolio Organisation (NPO) and disabled-led Community Interest Company (CIC) which has been forging change in the arts and screen sectors for 10 years.

We work to remove the structural, cultural, and attitudinal barriers that prevent deaf, disabled, and/or neurodivergent (DDN) people from thriving as creatives, leaders, workers, and audiences.

Our Vision

Our vision is a creative and cultural sector where deaf, disabled, and/or neurodivergent people are visible, valued, and influential at every level of the arts, from participation to leadership.

Our Mission

To increase the role, representation, and professional opportunities of DDN people across the arts, screen, and media industries by supporting development, building communities, influencing decision-makers, and challenging exclusionary systems.

Our Recent History

Now in an extension year of NPO funding, and in an ever-changing climate for the creative industries, we are preparing the company for the next ten years. This has included a restructure and a redefining of all staff roles. We are also in the process of redesigning our website so it is currently only a holding page.

As a key part of this process TripleC founder Cherylee Houston has stepped down after 10 years to make way for a new leadership role at the company in the form of Co-Artistic Director, working alongside Melissa Johns. Cherylee will

remain a director of the board and a key voice in the next stage of TripleC's evolution.

Our Board

As part of the recent restructure and assessment of governance we have four new board members with a range of experience in finance, PR, governance, access and the arts. We are currently preparing to co-opt a disabled youth member to the board and are actively looking for board expertise in legal and HR.

We are also actively recruiting to increase the representation of Global Majority and disabled intersectional experience on the board.

Our Senior Team

Our senior team includes Co-Artistic Director, Head of Strategy and Operations Finance Manager, Programmes and Projects Manager, Community & Youth Engagement Coordinator and our Learning and Development Coordinator.

Amongst the senior team there are three founding partners who have been central to the development of the company since the beginning, ten years ago.

Our CEO is from the screen industries and has won several awards for inclusive working practice. She has partnered with TripleC on projects for over 4 years and joined us in January 2026 to work across our restructure and revisioning.

Our Staff

We have a total of 11 employees with a majority DDN staff base. All but one staff member works part time and all work remotely with twice monthly in person meetings.

We are proud to be a disabled-led company where the majority of employees are active creative practitioners across different art forms.

The Role

We are seeking a visionary, strategic, and values-led Co-Artistic Director (External and Sector Development) to help lead our next chapter of influence, growth, and sector change. This is a senior leadership role for someone with the insight, networks, and ambition to advance equity, access, and representation for DDN people across the creative industries.

Working closely with the Co-Artistic Director (Strategy and Delivery), the CEO, board, and senior team, you will act as a public ambassador for TripleC, build powerful strategic partnerships, and influence policy and practice.

Given the leadership and representative nature of this role within a disabled-led organisation, lived experience of deafness and/or disability is an essential occupational requirement, ensuring authentic advocacy, strategic alignment, and lived insight into the communities we serve.

Role Responsibilities

- Provide senior creative, strategic, and external leadership across the organisation.
- Lead national advocacy, partnerships, and sector influence.
- Champion access, representation, and equity for DDN creatives and professionals.
- Represent TripleC at senior levels across industry, government, and cultural forums.
- Support sustainability through partnership development and strategic income opportunities.
- Work in parallel with the Co-Artistic Director (Strategy and Delivery) to shape the vision, ambition and sustainability of the company.

Person Specification

You will bring significant experience in senior creative or strategic leadership in the creative industries with a track record of influencing change. You are an excellent communicator and relationship-builder with a deep commitment to inclusive, lived experience-led practice. We particularly welcome applicants who are practitioners in the arts and those with intersectional lived experience including disability and/or deafness.

Terms and Conditions

Salary: £62,000 per annum pro-rata (£24,800 actual)

Contract: Two-day-per-week (0.4) permanent PAYE contract

Location: Remote, with a minimum of two in-person meetings per month in Manchester

Hours of Work: Office hours are 9am – 6pm with flexible working where operationally viable.

Holidays: 33 days per annum (pro rata) including bank holidays.

Probation: 3 months

Pension: Workplace pension scheme with Nest, with employer's contribution from TripleC of 3%.

Line Manager: CEO

Start Date: on or before 4th January 2027.

Key Dates

Application Deadline: 6pm, Friday 6th November 2026.

Acknowledgement: By 5pm, Wednesday 11th November 2026.

Interviews (online): Week commencing 23rd November 2026. Interview questions will be sent no less than three working days in advance.

Decision: By 5pm, Monday 30th November 2026.

How to Apply

Please send a CV and covering letter (maximum 3 pages) describing why you are the person for this job and how you match the role and person specification.

You can also apply by sending a CV and a video (incl BSL video) or audio file (maximum five minutes) describing why you are the person for this job and how you match the role and person specification.

Please include contact details for two referees. An offer of employment will be subject to references.

Email your application to sarakinahan@triplec.org.uk. If you require the information in another format, please let us know.

If you would like an informal chat about the role, in confidence, please email juleshussey@triplec.org.uk (CEO).

Please let us know of any access requirements for the application and recruitment processes.

Commitment to Equity and Access

TripleC is a disabled-led organisation. We are committed to dismantling barriers and providing access support at every stage of the recruitment process and throughout employment.