



Guildhall Coaching Associates

Recruiting to the Faculty

'Mentoring- coaching' was first introduced to the Guildhall School in 2012/13 as a support and development tool for our teachers who were taking on explicit mentoring roles. What began as a "grass roots" request for training from our staff with mentoring responsibilities, has grown in collaboration with Specialist Advisor, Jane Cook, into a programme offering support across all levels of the Institution. The training has been enriched through partnerships with the Barbican and City of London.

We have subsequently broadened our offer to include not only mentors, but teachers, advisors, leaders, managers and executive delegates. We have also developed a continuing professional development offer.

Over 450 people have received training in Coaching & Mentoring and around 200 Guildhall staff members have now participated in the programme since its launch. Through our training programmes over 30 people have achieved EMCC accreditation and over 30 Barbican staff members have undertaken training with us and with more external clients joining our courses as paying participants. Delegates have joined us from the worlds of music and drama, business, elite sport, government offices, compulsory education, further education, higher education and international educators. Many hold senior leadership positions.

We are currently 17 Executive Coaches with expertise across a broad range of industries. Associates are either internal staff or leading external partners drawn to our ethos and approach.

In 2018 we began to provide executive coaching services which are now ready for promotion in the marketplace. One-to-one coaching and additional services (e.g. Myers Briggs Type Indicator, external off-site group coaching) are increasingly being undertaken by our Associates as part of our consultancy service offer.

What we want to do....

We recognise that our Associate group is, despite our best intentions, not as representative of our society as it needs to be. We are making positive steps towards embedding diversity and inclusion within the Associate group. We aim to increase the number of Associates available by identifying and introducing more candidates who are from Black, Asian, and Minority Ethnic backgrounds.

Why we want to make a step change...

We are committed towards creating an inclusive culture and environment by attracting the best mix of people who are representative of modern Britain. We believe in fostering a culture where everyone can be themselves, perform to the best of their abilities and understand and respect our differences. All Associates contribute to the delivery and future development of our coaching and training offer.

What the process will be...

We invite people from our networks to nominate highly experienced, effective and creative coaches who will complement and inspire our team and help take this initiative forward positively for the Guildhall School and for the Arts community more widely. As a performing arts-based institution our practice draws on Associates' experience of embodied work. We'd be interested in hearing from people with backgrounds in creative art forms such as dance, music, drama and productions arts.

What the time frame will be...

Recommendations will be invited for a six-week period from February 8th, 2021 to March 22nd, 2021

Our appointing team will review proposals for a period of up to one month

We may invite a shortlist of candidates for interview/discussion

We will announce our decisions by May 15th, 2021

We are committed to being an inclusive employer with a diverse and representative workforce at all levels. We encourage applications from people from the widest possible diversity of backgrounds, cultures, and experiences. We particularly welcome applications from Black, Asian and Ethnic Minority (BAME) candidates, as they are currently underrepresented within the Associate group. Appointments will be made on merit, based on fair and open competition.

Criteria: we consider that the following elements would be essential:

Essential

- With experience of Arts, Charity, Education sectors
- We seek coaches who have deep understanding of issues affecting Black, Asian and Ethnic Minority communities
- Senior Practitioner EMCC or equivalent recognised qualification and an up to date accreditation from one of the professional coaching organisations (EMCC, ICF, AOC)
- 250 hours of Coaching within an Organisation or Professional context
- Having regular Supervision

One or more of the following would be desirable

Desirable

- Experience in delivery of training
- Experience of working with communities around Diversity & Inclusion
- Coaching-related research interest(s)
- Specialisms in a relevant area

Interested parties please send your CV and a letter of motivation to:
Jane.Booth@gsmid.ac.uk

JB: 4.2.2021