

CHELTENHAM Festivals



RECRUITMENT PACK

2023



Thank you for your interest in joining the Cheltenham Festivals team

We look for people with different life experiences, skillsets, personalities and perspectives to keep the charity dynamic, relevant and inclusive in both our thinking and our output. What unites us is our belief in the power of culture to bring joy, spark curiosity, connect communities and inspire change, and our commitment to addressing barriers so that everyone can participate.

We are unusual in that we work across science and the arts, collaborating with people and organisations from a range of sectors and industries. We love the variety this brings.

We are known for our Festivals which provide a forum for discussion and debate, a vibrant platform for emerging talent, and an opportunity to experience and interact with the leading artists and innovators of our time. Of equal value to us is our year-round work with emerging artists and scientists, children and young people which builds confidence, raises aspirations and increases opportunity.

By working for Cheltenham Festivals you will be making a real difference to people and communities. It's fast-paced, exhilarating and needs everyone to play their part. We hope you'll be part of the team.

Best wishes

Ali Mawle and Ian George
Co-CEOs



Our Vision

A world in which everyone can explore and create culture.

Our Mission

We collaborate to create experiences which bring joy, spark curiosity, connect communities and inspire change.

Our Values

Collaboration, Inclusion, Innovation, Integrity, Sustainability.

Charity Purpose Why do we do it?

Cultural engagement enables us to be fully human: to experience emotions, to imagine, to connect, to care.

There is a proven link between cultural engagement and well-being, life expectancy, educational attainment, social opportunity and prosperity. We exist to bring cultural engagement to everyone.

Access to cultural activity is not equitable and many people experience barriers which prevent engagement. We work with targeted groups to dismantle or overcome these barriers so that they can participate in and discover careers in science and the arts.



History of Cheltenham Festivals

Since the discovery of its spa waters Cheltenham has been known for refreshing the body and soul. Cheltenham Music Festival was then conceived in 1945, in the darkness of World War 2, as a response to the worst of humanity by celebrating the best of humanity and lifting the human spirit through music.

A pioneering spirit was demonstrated further with the world's first Literature Festival following in 1949. As the town marked itself out as a town for culture and intelligence (now cybertech), it launched a Jazz Festival in 1996 and the UK's first Science Festival in 2002. All quickly established themselves as leaders in their fields in the UK

With the festivals established, the charity widened its focus to increase opportunities for talent development and to build a bold and innovative schools and outreach programme.

Clarity on our mission and vision propels us into the future. Building upon all that has been established to date, Cheltenham Festivals will continue to deliver excellence in all we do, building our reputation in programming, sustainability in the urban festival sector, community engagement, inclusion and the innovative use of technology.