

Job title	MD Children’s & Education – BBC Studios Productions		
Job family	Production Management	Grade	SL

Job purpose
<p>BBC Studios is the principal commercial subsidiary of the BBC, with multiple lines of business including production, distribution and branded services making up a turnover of c. £1.2 billion. It aims to bring customers and audiences across the world distinctive and high quality content covering a range of specialisms, through a unique combination of BBC editorial values, cutting-edge craft and access to diverse talent from all markets.</p> <p>BBC Studios Productions, based across 8 sites in the UK, is the main originator and producer of content for BBC Studios and the biggest supplier of programming to BBC channels and services. Formerly ‘in house production’ for the BBC, it encompasses a uniquely broad range of specialisms from Entertainment, Music and Live Events, to Natural History, Drama, Comedy and now Childrens & Education.</p> <p>Reporting directly to the CEO Production, the MD Children’s & Education will lead for the genre, working in partnership with all areas of BBC Studios to ensure the most creative, efficient and effective approach to achieving business objectives.</p> <p>Leading a matrixed team, the role holder will ultimately be responsible for developing and implementing a clear vision, strategy and objectives for the BBC Studios Children’s & Education business.</p> <p>As part of the BBCS Productions Leadership team, the MD will play a pivotal role in transitioning the production business from BBC Content to BBC Studios, and driving an ambitious global strategy for the new commercial business within BBC Studios.</p>

Key responsibilities and accountabilities
<p>Genre Strategy and Business Planning</p> <ul style="list-style-type: none"> • Create a commercially focused pan Studios strategy for Childrens and Education working with and securing buy in from Senior Executive Committee (SEC) leads and their teams across distribution, licensing, brands and marketing. Translate the strategy into a financial business plan with measurable targets. • To lead and be responsible for all operational activities within Childrens production which enable the delivery of outstanding audience content within an efficient and effective business environment. • Accountable for management of direct P&L account of Production and the delivery of the overall business plan for the Genre working in a matrixed structure with leads from the distribution, licensing, brands and marketing team. <p>Leadership</p> <ul style="list-style-type: none"> • Lead Childrens & Education production teams and via a matrixed team spanning distribution, licensing, marketing and support functions, to deliver a global Childrens & Education strategy. • Build and empower fully aligned creative and business teams, giving them accountability for creative and business outcomes.

- Drive an efficient, flexible and ever-evolving operation where all functions, services and business support are high-performing.
- Be an inspiring leader for BBC Studios who puts people first.
- Provide leadership and stability to the business and operational teams, actively fostering good morale and high levels of engagement.
- Build, lead, coach and retain a high performing and cohesive team so that they can deliver BBC Studios Productions objectives and aspirations.

Delivery of Current Slate

- Work closely with creative leads to ensure they have the financial, operational and business support required to enable them to deliver returning strands to a high quality.
- Ensure creative leads are aware of and are tasked with meeting editorial standards and compliance.

Build Commercial Success

- Establish the commercial strategy for the genre, working closely with BBC Content, BBC Studios leads and commercial partners.
- Has accountability to achieve agreed creative & financial performance targets as part of the global strategy and business plan. Ensures all internal controls are robust and fit for purpose.
- Build and nurture strategic partnerships with a wide range of internal and external stakeholders ensuring the genre is represented credibly to the internal and the external environment.
- Ensures innovative partnerships with co-producers and other third parties are maintained and developed to optimise rights and funding of productions.

Simpler and leaner

- Drive maximum value through reducing costs, increasing income and delivering value by recognizing long term benefits of creating IP.
- Ensure the business operates efficiently, reducing overheads to a minimum.
- Improve the flexibility of the cost base, delivering the right staffing mix and size for the business.
- Develop a genre organisation that's simple: with minimal management layers and clear accountabilities.

Creative & collaborative place to work

- Create an environment which attracts the best creative talent and enables them to deliver their best work.
- Provide inspirational leadership and support career development and talent retention.
- Ensure there is a compelling people strategy for attracting, developing and retaining key talent in all aspects of our business.
- Deliver cultural and behavioral change required to make the Genre work effectively and efficiently.

Knowledge, skills, training and experience

Essential

- Strong leadership skills, able to manage creative and business communities, with a track record of leading multi-disciplinary, matrixed teams through transformational change.

- Proven experience leading multinational Childrens content strategies, understands and has experience of launch, build and sustain strategies that grow global franchises across multi platforms.
- Experience in the successful running of a commercial business.
- Experience in overseeing significant budgets and understanding key financial drivers.
- Significant knowledge of the Children’s Genre, with a deep understanding of industry trends, changing audience needs and the evolving media landscape.
- Ability to anticipate the challenges and growth opportunities which arise from professional, legal, technological and market place changes, in the UK and globally, and to translate these into a coherent strategy for the genre.
- Knowledge of production management and a good understanding of how it can add value to the creative process.
- Proven experience of the commercial and contractual environment the business operates in.
- A demonstrated ability to build strong relationships across the industry, with key stakeholders and across the BBC.
- Personal resilience and the ability to manage ambiguity at all levels.