



FREELANCE ARTIST FACILITATOR (CARING SCOTLAND)

RECRUITMENT INFORMATION PACK



Welcome,

Thank you for your interest in joining the Creative Engagement team at the National Theatre of Scotland as Freelance Artist Facilitator on *Caring Scotland*. We are looking for a pool of artists, from any discipline, to work with us over the first two years of the project to deliver group workshops and one-to-one interviews with a broad cross-section of the Care Experienced community in Scotland.

Caring Scotland is an Oral History Project that will document the lives and experiences of at least 100 members of the care experienced community in Scotland. The concept for the project was created by acclaimed playwright, Nicola McCartney, who has extensive experience of being a member of the Children's Panel and as a foster parent. *Caring Scotland* aims to empower the community by giving a platform for their voices to be heard by the people of Scotland. The artistic output will be a touring immersive exhibition which will engage with the public across Scotland. The legacy of the project will be an oral history sound archive housed in perpetuity at the National Library of Scotland.

Caring Scotland is a project funded by the National Lottery Heritage Lottery Fund and contributes to the overall vision of National Theatre of Scotland, which can be found in our **Strategic Plan**. Your role will be to support all aspects of this innovative project.

We will work closely with our partner organisation, Who Cares? Scotland (WC?S), and be supported by strategic partners: Dundee Rep Theatre, Citizens Theatre and Aberdeen Performing Arts. We have chosen these partners as they have a particular commitment to the Care Experienced. Whilst the partners are based in specific geographic areas, the project will be open to all members of the Care Experienced community across Scotland.

Through introductory workshops we will identify around 100 care experienced people, who will work closely with artists trained in a trauma-based approach, to create contributions for the digital archive and installation. Activities include creative writing workshops, interviews, and artist residencies, aiming to enhance creativity and empowerment.

Please read the recruitment information pack carefully and if this is the right role for you, I look forward to reading your expression of interest. The deadline is **12 noon on Wednesday 8th May**. Shortlisted artists will be invited to a workshop on **June 4th**.

Kind regards

A handwritten signature in black ink, which appears to read "Paul Fitzpatrick".

Paul Fitzpatrick
Director of Creative Engagement

FREELANCE ARTIST FACILITATOR (DEADLINE FOR EXPRESSIONS OF INTEREST: 8TH MAY)

Job title:	Freelance Artist Facilitator (Caring Scotland)
Reports to:	Creative Engagement Producer and Lead Artist
Terms of employment:	Freelance. Workshops and One-to-One sessions will be scheduled and contracted in blocks or standalone, as required by the project. Mandatory training will be part of the role and preparation and attendance will be paid as part of the engagement.
Salary:	£718.45/week or daily rate as required by the project.
Hours of work:	Flexible - determined by the availability of the freelancer and the requirements of the groups, individuals, and the project.
Location:	Workshops and One-to-One sessions will be held at any location across Scotland as well as online. Mandatory training will take place at the National Theatre of Scotland in Glasgow.
References:	All offers of employment are subject to the receipt of satisfactory references.
Child protection:	All artist facilitators will be enrolled in the Disclosure Scotland Protection of Vulnerable Groups scheme and will require two character references.

FREELANCE ARTIST FACILITATOR:

Role and Responsibilities

Primary Purpose

Creative Artist Facilitators led by the Lead Artist will work to the brief as laid out by the National Theatre of Scotland. This includes working as part of a team of creatives and pool of artist facilitators working with the youth advisory board and care experienced individuals to co-create and deliver a project that raises the profile of care experienced people in Scotland, reframing public perceptions of Care Experienced people in Scotland and that celebrates the achievements and potential of Care Experienced people. The project will create an immersive touring exhibition which will present a curated overview of the stories and experience gathered throughout the process. All of the stories and experiences will be archived at the National Library of Scotland as an oral history archive of the Care Experienced community.

Key responsibilities will be delegated amongst the pool of artist facilitators:

1. Activity/Process:

- Design, co-create and deliver the creative writing workshops with Care Experienced people.
- Deliver one to one interviews with individual members of the Care Experienced community.
- Design, co-create and deliver a programme of Artist residencies in secure and residential accommodation.
- As part of a pool of creative artist facilitators the team will capture 100+ contributions of Care Experienced voices/stories from individuals – audio/video and work to shape into the outputs below including editing, transcribing and cataloguing collections.

2. Outputs:

- Following guidelines developed by the National Theatre of Scotland and the National Libraries of Scotland, create quality recordings and transcriptions of the stories and experiences of Care Experienced individuals.
- Alongside the lead artist curate the creation of a digital archive of the stories and perspectives of Care Experienced young people to be housed at the National Library of Scotland.
- Alongside the lead artist curate the creation of a National Tour of a sound and visual installation celebrating the oral histories of the Care Experienced community.

3. Safeguarding and Ethical Practices:

- Uphold NTS and partner protocols.
- Undertake specific safeguarding and trauma-based training.
- Maintain all ethical practice agreements and review with team as project progresses.

Skills and Experience:

Essential attributes:

- Artistic practice
- Good listener
- Empathy
- Sensitivity
- Methodical
- Attention to detail

Desirable:

- Proven experience in community-based projects.
- Experience in working with marginalised communities.
- Ability to work independently and as part of creative team.
- A commitment to the mission of empowering the Care Experienced community and celebrating their voices.
- Knowledge of the care system in Scotland.

HOW TO APPLY

Now you have read the roles and responsibilities and would like to be considered as one of the pool of artist facilitators, please complete an expression of interest:

1. We want you to tell us why you want to be an artist facilitator on this project. We are keen to know how your work and experience will make you the right artist facilitator for this project, but most of all we want to know why this project appeals to you. We ask you to write a short statement of interest and accompany this with either a CV or links to some of your work that supports why you would like to be part of this project.
2. Please provide us with details of any access requirements you may have to allow us to make the recruitment process as accessible as possible.
3. We would also like to know if there are any other responsibilities or requirements that you may have (for example: childcare or any other access needs) that will make it easier for you to take part in the recruitment process. We are happy to accommodate these to the best of our ability and would encourage you to let us know when you apply.

Submit your expression of interest to us before **12noon on Wednesday 8th May** by using the National Theatre of Scotland's submittable:

<https://nationaltheatreofscotland.submittable.com/submit/292652/caring-scotland-artist-facilitators>

Please ensure you meet the deadline; it is unlikely that we will consider applications received after the closing date.

To let us know about access requirements or ask any questions, please also contact **recruitment@nationaltheatrescotland.com**

INTERVIEWS (GROUP WORKSHOP)

Artist facilitators will be shortlisted and invited to attend a workshop at the National Theatre of Scotland on **4th June 2024**. Please try to ensure that you can be available on this date.

ANTI OPPRESSION STATEMENT

At the National Theatre of Scotland, we aim to provide an anti-oppressive environment for people from all backgrounds and do not discriminate based on race, nationality, ethnic background, citizen status, hair texture, hairstyle, sex, sexual orientation, gender(s), gender expression, age, religion, language, deaf, disability, neurodiversity, chronic conditions, mental health, socio-economic status, skin tone, educational background, pregnancy or maternity/paternity, marriage or civil partnership, class, immigration status, nor cultural markings and/or tattoos including those due to religious rituals from pre-colonial cultural practices. As language, terms, and expressions inevitably evolve the National Theatre of Scotland is committed to reviewing this statement of language in collaboration with our respective communities.

DATA PROTECTION

Information provided by you as part of your application will be used in the recruitment process. Any data about you will be held securely with access restricted to those involved in dealing with your application and in the recruitment process. Once this process is completed the data relating to unsuccessful applicants will be stored for 3 months and then removed from our systems. If you are the successful candidate, your application form will be retained and become part of your personnel record. Information provided by you on the equal opportunities monitoring form will be used to monitor National Theatre of Scotland's equal opportunities practices. By submitting your completed application form you are giving your consent to your data being stored and processed for the purposes of the recruitment process, equal opportunities monitoring and your personnel record if you are the successful candidate. Personal data will be managed in compliance with article 5 of the General Data Protection Regulation (GDPR): <https://ico.org.uk/for-organisations/guide-to-the-general-data-protection-regulation-gdpr/principles/>

Good luck with your application!