



Freelance Photographer

Welcome,

Thank you for your interest in the role of Freelance Photographer at the National Theatre of Scotland for the Caring Scotland Photographic Exhibition. This is an exciting opportunity to create a powerful and evocative exhibition that will engage audiences across the country.

Caring Scotland is a transformative Oral History Project that will document the lives and experiences of at least 100 members of Scotland's care-experienced community. Conceived by acclaimed playwright Nicola McCartney, who brings her deep understanding as both a foster parent and a Children's Panel member, this project amplifies voices too often unheard. Its artistic outputs include a touring immersive exhibition and a dedicated photography exhibition showcasing 10 care-experienced individuals, their portraits paired with audio stories. The legacy will endure as an oral history archive preserved at the National Library of Scotland.

We are looking for a visionary photographer to help us bring this project to life. Your work will form the heart of the photography exhibition, featuring powerful portraits that celebrate the diversity, resilience, and individuality of Scotland's care-experienced community. Touring from April 2026, this exhibition will leave a lasting impression, offering audiences an intimate glimpse into the stories behind the faces.

This is a chance to collaborate with a passionate and creative team, work closely with individuals from across Scotland, and create a body of work that will resonate for years to come. If you are Scotland based and this sounds like you, we encourage you to apply.

Key Details:

- Fee: £5,000
- Timeline: October 2025 – March 2026
- Application Deadline: 12 noon, 14th March
- Interviews: 4th April 2025

For further details, including how to apply and what we're looking for, please continue reading below. We look forward to hearing from you.

Kind regards

A handwritten signature in black ink, appearing to read "Paul Fitzpatrick", written in a cursive, flowing style.

Paul Fitzpatrick | Director of Creative Engagement

FREELANCE PHOTOGRAPHER (Deadline for applications: 14th March)

Role:	Freelance Photographer (Caring Scotland)
Reports to:	Creative Engagement Producer
Terms of employment:	Freelance. October 2025 – March 26.
Fee:	£5,000
Hours of work:	Determined by the freelancer based on the needs of the project.
Location:	As a freelance contract, the location will be determined by the freelancer. A desk space will be available at National Theatre of Scotland's office at 125 Craighall Road, Glasgow throughout the contract should the freelancer wish to use it. Travel across Scotland will be required.
References:	All offers of employment are subject to the receipt of satisfactory references
Child protection:	The successful candidate will be enrolled in the Disclosure Scotland Protection of Vulnerable Groups scheme

The brief

The photographer will create and deliver the Photographic Exhibition as per information outlined in commission below on time, on budget meeting the defined outcomes and outputs of the project. The photographer will work closely with the Creative Engagement Trainee Project Manager, Producer and Project Lead Artist.

- To create a photographic exhibition of 10 portraits of care experienced individuals which will accompany their contribution to the oral history archive
- To ensure the exhibition is diverse in it's make up celebrating care experienced individuals.
- To ensure the exhibition is fit for purpose to tour to multiple venues, galleries and other spaces for a long period of time from April 2026 onwards.

Skills and Experience

- Proven experience in working with members of the public and marginalised groups/individuals to create public exhibitions/outcomes.
- Strong understanding of ethical considerations and safeguarding practices, especially when working with vulnerable individuals/communities.

- Excellent communication and interpersonal skills to engage with diverse individuals/communities.
- Ability to work independently and collaborate effectively with other creatives and team members.

HOW TO APPLY

Now you have read the job description, you meet all the essential criteria, and you feel that the commission is right for you:

1. We want you to tell us why you would like this commission and what makes you the ideal artist. We are keen to know why you are particularly interested in working with the Care Experienced community. We are keen to hear about examples of working with members of the public, marginalised communities and hear about your process. Please let us know how your work and experience to date shows that you meet the requirements of the role listed.

Please complete statement of application (no more 500 words) (via Submittable – link below). Please also upload examples of your work that you feel are relevant to this commission and upload your CV. You will also be able to share more of your work via links.

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 application to us before **12 noon on 14th March** by submitting using submittable:

<https://nationaltheatreofscotland.submittable.com/submit/318628/caring-scotland-photography-commission>

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

Interviews will be held on **Friday 4th April**, in person at the National Theatre of Scotland. Please try to make sure you can be available on this date when you apply.

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

YOUR CV

Please make sure this is up to date; with references we can follow up should you be successful. Make sure it is clear from your CV how you meet the “primary purpose” of the job and that you provide evidence for the skills and experience listed in the “Key tasks and responsibilities”. Do please include links to your portfolio.

YOUR STATEMENT OF APPLICATION

This is the most important part of your application. In your statement we are keen to find out more *about*:

- Why you want this commission and what makes you the ideal candidate
- Let us know why you are particularly interested in working with the Care Experienced Community
- Do refer to relevant examples of your work and process.
- It is important to remember that those involved in the selection process cannot guess or make assumptions about you. Make sure you tell us everything relevant to your application.
- We welcome applications from care experienced individuals and those with a direct connection to the Care Experienced Community.

INVITES TO INTERVIEW

Interviews will take place on 4th April at the National Theatre of Scotland in Glasgow.

Shortlisting will take place as soon as possible after the closing date and will be carried out by at least two people. If you are shortlisted, we will contact you by phone or email to invite you to interview. Please try to ensure you are available for interview on 4th April 2025.

If you are not shortlisted, we will endeavour to contact every applicant by email, to let them know that their application hasn't been successful and to give some brief feedback.

All offers of employment at National Theatre of Scotland are made subject to receipt of satisfactory references. Additionally, under the Asylum and Immigration Act, we are required to check that anyone taking up employment with us has the legal right to work in the UK. All successful applicants will therefore be asked to provide us with documentary evidence to support their entitlement to work in the UK prior to taking up employment. You must also join the Protection of Vulnerable Groups scheme run by Disclosure Scotland.

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!