

ARTS IN MORAY (AIM): CULTURE COLLECTIVE LEAD



'Dances With Wool' performance as part of Dance North's 2017 Up Rise festival, image by Diane Smith

Background information:

Drawing upon associations of the word 'collective', the Arts in Moray group have been granted £294,000 as part of Creative Scotland's Culture Collective programme to employ a new and radical approach to engaging a network of creative practitioners and communities within Moray. Rhizome theory explores multiplicity of thought in a non-hierarchical structure. Rhizomes have no beginning, middle or end, they are interconnected, and there is a collective approach to the development of the organism. This theory will underpin the ethos of the project, championing fairness, transparency, agency, equity and collaboration across its members.

Dance North Scotland is the lead applicant for the Arts in Moray partnership group, which includes [Moray Arts Development Engagement \(M:ADE\)](#), the [Moray Way Association \(MWA\)](#) and [Wildbird](#). Working together as part of the [Culture Café network](#), the group will host at least eight artist residencies. While the majority will be individual residencies, there will be opportunities for formal partnership residencies. Time will be included either side of delivery for project planning and reflection. Each creative practitioner will be expected to work towards a SMART output with, and for, the local community, aligning with the Culture Café manifesto. Designed as a meeting place for those working in the arts and creative industries, Culture Café was founded in 2011 and brings over 500 like-minded people with cross-sectoral community groups and businesses, to network, share ideas, develop partnerships and support one another.

Each partner has expertise across different artforms (Dance North in dance and choreographic practice, M:ADE being multidisciplinary, MWA in walking art, and Wildbird in film and public art) and public engagement methodologies, which will result in a rich diversity across the residencies. Each residency will be non-prescriptive and inclusive, contributing to social connectedness across the region. Partners will work with the Project Co-ordinator, and symbiotically with the Culture Café network, to enable the artists within their specific projects. While each residency will be rooted in specific communities: M:ADE will support three residencies adopting a place-based approach; Wildbird will deliver one thematic residency (i.e. around social justice or healthcare); the MWA will co-ordinate one residency also taking a place-based approach, but focusing on

environmental, social and historical issues; and Dance North will prioritise a movement-led methodology for at least three residencies.



Storytelling Walk with Margot Henderson by the Moray Way Association along the Moray Coastal Trail, image by Diane Smith

About Dance North Scotland:

Dance North is on a mission to promote and produce brave and imaginative events that offer people from across the globe to just down the road new opportunities to experience dance. Our reputation is built upon a potent combination of risk-taking, quality and a commitment to challenging expectations. Whether we're introducing rural audiences to trailblazing contemporary dance, supporting experimental dance practices, or initiating local community dance activities, we see ourselves as leaders in our field.

We are based in the north of Scotland on the stunning Moray Firth coast, near the coastal village of Findhorn and a 2-mile long peninsula amongst beautiful beaches and woodland. Our new office is in the Findhorn EcoVillage, known worldwide as a major international centre for sustainable living.

The organisation has a strong regional, national and international profile as an independent arts organisation and a seventeen-year track record of presenting successful performances and workshops by acclaimed inter/national dance artists, in this beautiful and remote part of Scotland. Dance North is a Community Interest Company (CIC) and a Regularly Funded Organisation within Creative Scotland's Regular Funding Portfolio and account managed by Highlands and Islands Enterprise.



'Life after Covid' Wildbird project with Grampian Hospital Arts Trust, 2021 image by Graeme Roger

Purpose of the role:

Based in Moray and working closely with the rest of the Dance North team and the Arts in Moray partnership group, the post-holder will be responsible for the Arts in Moray Collective activity. This is an ambitious project, utilising a theoretical approach to develop a network and produce a series of community-based creative residencies. The project aims to establish a strong and meaningful network of relationships, through creativity, with creative practitioners and local people living and working in those communities.

The role is integral to the success of the project and will require a highly organised individual to project manage and co-ordinate the residencies in line with the objectives of the partnership group and the wider Creative Scotland Culture Collective initiative. The successful candidate will be expected to represent the interests of all partners in the Arts in Moray group, as well as of the artists and communities the project will be working with.

As a rurally based company, we are committed to increasing our diversity and inclusion. As such we particularly encourage people from underrepresented communities to apply, including but not limited to disabled people, those who are D/deaf, Black/+ People of Colour, those from minority ethnic communities, those who are part of the LGBT+ community, and all those who feel their voices are not commonly represented.



Image from M:ADE

Responsibilities:

Overview project:

- managing the overall budget
- arranging monthly partnership meetings, circulating agendas, taking notes and following up actions
- providing ongoing support to partners
- working with existing team members to promote the project across the region and sector, including through Culture Café's newsletter, social media channels and website, and other local networks
- ensure all data collected for project evaluation is in line with Dance North's RFO reporting requirements
- organising a post-project residential to enable all stakeholders to reflect on the project
- organising related Culture Cafe events to promote and share information on activity undertaken as part of the residencies
- ensuring safeguarding procedures are in place including managing and implementing a code of conduct across the project

Residencies:

- contracting of creative practitioners
- providing ongoing support to creative practitioners and projects, including marketing, administration, research, logistics and evaluation
- co-ordinating and attending meetings between creative practitioners, project partners, community organisations and stakeholders
- supporting M:ADE's research residency to document the project
- be the main point of contact for supporting the involvement of community members

Wider Culture Collective network:

- representing the interests of all partners and stakeholders to the wider network
- actively participating in the national Culture Collective network
- liaising, where required, with other local Culture Collective projects
- sharing information about and advocating for the rhizome theory underpinning project development to colleagues and peers within the network
- sharing information from the Culture Collective network back with project partners
- co-ordinating our project evaluation strategy in line with the wider evaluation requirements, ensuring M:ADE's research residency is integrated
- liaising with Creative Scotland as appropriate

This job description should not be considered an exhaustive list of duties, and other tasks not included above may arise, which the post holder will be expected to fulfil. These additional duties will be determined by circumstances and be as and when required.

Personal specification:

Criteria	Essential	Desirable
Qualifications or equivalent experience	Have a minimum of a higher education-level qualification in arts or humanities or equivalent qualification or experience.	
Skills/competencies	<p>Strong project management skills, ability to manage different priorities, while ensuring attention to detail.</p> <p>Communication skills – ability to liaise effectively with partners, artists, community groups and stakeholders.</p> <p>IT skills – ability to utilise MS Office and associated digital platforms to work efficiently.</p>	<p>Ability to successfully negotiate differing opinions and manage expectations.</p> <p>Use of project management tools such as Monday.com.</p> <p>Use of mailchimp and wordpress, and other digital communication tools.</p>
Knowledge	<p>Knowledge of the impact of COVID-19 on creative practitioners and rural communities.</p> <p>Knowledge of range of community groups operating within Moray.</p> <p>Interest in the artistic programme of the partners.</p>	<p>Knowledge of the Scottish creative sector, specifically in Moray.</p> <p>Knowledge of rhizome theory and theories associated with collaborative working.</p>
Previous experience	<p>Experience of working in community-based arts projects.</p> <p>Demonstrable experience of managing large-scale projects with associated partnerships, including promotion, budgeting, and reporting.</p>	<p>Experience of working in the Cultural Art Sector.</p> <p>Experience of project leadership and influencing how a project develops.</p>
Special attributes	Experience of developing successful working relationships and/or networks.	Experience of reporting to funders, such as Creative Scotland.
Personal qualities	<p>Good organisational skills - ability to manage time effectively, prioritise workload and be flexible and self-motivated.</p> <p>Confidence to drive forward projects from start to finish.</p>	<p>To be imaginative and forward thinking.</p> <p>Experience of working in a rural situation.</p> <p>To value non-hierarchical structures.</p>

Terms and conditions:

Salary

£26,000 pro rata.

Start Date

1 June 2021.

Contract

16 months, part-time contract, subject to 3 months probationary period.

Hours

30 hours per week. The post holder must ensure flexibility in their availability to meet the needs of the post, (e.g. occasional evening and weekend work to attend events and performances). In turn, Dance North offers a flexible working hours arrangement (when agreed in advance with management).

Location

Dance North offices in Findhorn. Currently, working from home is advised in accordance with Scottish Government COVID-19 lockdown guidelines.

Holidays

Six weeks pro/rata

How to apply:

Please send the below to info@dancenorth.scot or Dance North, Findhorn Hive, 567 West Whins, The Park, Findhorn, Forres, Moray, IV36 3SH by Wednesday 14 April 2021. Interviews will be held on Friday 23 April, via Zoom.

- Your CV.
- A covering letter, detailing why you think you're the person for the job.
- Please also complete the online equality and diversity monitoring form by clicking [here](#)

NB: In the first published iteration of this document, we asked for an example of your writing. This was an oversight, and is not something that is required for this position.

References:

We will only contact a referee if we consider you for the post, and we will ask for your permission first.

More information:

If you have any questions about the position, please email info@dancenorth.scot