

**Eden
Court**
HIGHLANDS

JOB PACK

**Festive Artist in Residence
(2 x opportunities)**



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Scottish Government
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Introduction

Eden Court is excited to be recruiting **2 x young artists** (aged 18-24) at an early stage in their creative career to join the organisation in the lead up to our festive season as part of Creative Scotland's Youth Arts Fund: Bursary Programme.

You can find more information about the Youth Arts Bursaries [here](#).

This is a great opportunity for an artist in **any performing arts discipline** to develop their skills, create new work whilst collaborating with our audiences and communities, to create a new piece of work, which will be presented as part of our festive season later this year. We want to find someone with a passion for the arts and a flair for working with different people – maybe that is you!

At Eden Court, we are passionate about creative futures, and nurturing the next generation of Highland born, or Highland based, creatives to futureproof the arts and culture sector. We proudly champion widening access recognise that the sector has deep-rooted inequalities that have been exacerbated over the last 2 years as result of the COVID-19 pandemic:

“Our analysis of the cultural workforce once again highlighted the sector’s pre-existing inequalities, precarities and vulnerabilities, and these conditions were significant in shaping the pandemic outcomes. Losses of jobs and hours were not felt evenly across all demographic groups and the pandemic has shown the need for major, perhaps revolutionary, changes in how the cultural sector views work and the workforce. The pandemic held a mirror up to a deeply unequal cultural sector.”

Executive Summary, Culture in Crisis (2021)

Eden Court is Scotland's largest multi-arts venue and you can find more information about us [here](#).

Eden Court has made a commitment to promoting energy efficiency, reducing waste materials, programming environmentally-conscious work and perhaps most crucially, increasing staff and audience awareness of climate crisis issues. It is essential that anyone joining our team, even for a short-time, has an awareness of this.

The Festive Season at Eden Court

The Festive Season at Eden Court plays host to our annual pantomime, which attracts audiences of all ages. We also co-produce a festive show for Under 7's and their families, and curate a film programme of festive favourites and indy hits.

What we are looking for

Eden Court want to encourage a culture where people can be themselves and be valued for their strengths.

We welcome interest from all sections of all communities and cultural backgrounds, and candidates with disabilities. We will offer an interview to anyone who identifies as working-class, a person of colour, transgender, non-binary or genderqueer, D/deaf, visually impaired, disabled or neurodivergent AND meets the criteria within the Experience / Knowledge / Skills / Qualities listed for this role.

If you would like this to be a consideration please indicate in your application. We will not use your Equal opportunities form to assess your eligibility. All applications will be assessed on merit.

These things are essential for all applicants:

- You are aged 18-24year old.
- You identify as being from a working class background and/or have experienced social and economic barriers to employment in the arts. Some examples of what this means are: you were eligible for free school meals, you are the first generation in your family to graduate from university, when you were growing up your parent(s) worked in a manual or service occupation or as a trades- or craftsperson, living in a remote or rural location prevented you from gaining experience in the arts. There are many different definitions and this is not an exhaustive list. If you are unsure and would like to discuss it further, please do get in touch.
- You might be a musician, a dancer, an actor, a director, a performance poet, a filmmaker, a theatre designer, a playwright or something else entirely. You might have experience as a professional artists or you might never have been paid as an artist.
- You have 2-5 years of work experience. We recognise that all types of work experience are valuable and provide useful transferable skills so this experience can be in any work environment, not just the creative industries. If you are later in your career and considering a career change you can contact us to discuss whether you're eligible for this opportunity.

We imagine the ideal candidate will also:

- Have an appreciation of the positive effect the arts can have in people's lives.
- Be self-motivated and able to drive your idea forwards
- Be creative and able to think of new ideas for projects and activities
- Be a team player and be able to work collaboratively
- Be curious and excited about learning new things and developing skills

Brief

We are looking for artists to pitch ideas for festive pieces of work that can be added to our festive season and perhaps attract different audiences. Your application should include details of what you would like to do, and what you would like to create as your piece of work.

Here is a flavour of some of the things that you might want to do as a Bursary recipient:

- Creating new participatory work in your artform in collaboration with Highland communities and participants – these could be young people, the LGBTQ+ community, people in care homes, to give just a few examples;
- Making a solo piece of performance to be performed in a space at Eden Court
- Creating a piece of work that highlights the complexities of the festive season for those who don't have close relationships with their families;
- Curating a series of talks, discussions and workshops that connect the climate emergency and the festive season;
- Imagining a project that could be carried out digitally and thinking about how we can reach people who experience digital poverty;

Here are some things Eden Court can offer you during your time spent working with us:

- Shadowing and assisting colleagues across the organisation to learn more about how an arts centre such as Eden Court operates;
- Taking part in training opportunities;
- An Artist Development Budget of £1500 to support your creation process
- A small Artist Mentoring Budget of £600 to give you 1-to-1 time with professional Scottish artists or producers
- The opportunity to make use of an Access Budget to support travel, childcare, subsistence, translation services etc.
- Mentoring by experienced theatre professionals in different areas of our business

We're hoping to hear from as many people as possible who are interested in this opportunity. If you're not sure whether you're eligible or whether you could be the right person, we'd be more than happy to chat to you, confidentially and informally. Please get in touch with us and we'll set that up.

If you'd like more information, or have questions to ask, we'd love to hear from you. You can:

- Send a confidential e-mail to Lucy McGlennon, our Head of Engagement at lmcglennon@eden-court.co.uk or to our HR Team at jobs@eden-court.co.uk
- Arrange a 1-to-1 conversation by e-mailing lmcglennon@eden-court.co.uk or jobs@eden-court.co.uk

Please note: these are all informal ways of contacting us and will not be taken into consideration when reviewing your application.

Freelance Employment Details

Job title	Festive Artist in Residence
Fee	£5,000
Days of work	We expect this to be 36 days work at £150 per day, on a freelance contract. These days can be scheduled to suit the Artists, but should be worked between October and December 2022.
Location	You will be based at Eden Court in Inverness, though you may travel to different communities across the Highlands.
Departments	Producing and Engagement
PVG	An enhanced PVG check may be required. Eden Court will cover the cost of this. A PVG check certifies that you are allowed to work with children and protected adults and have no convictions that prevent this.

Other benefits:

- Access to studio and/or digital suite space
- Complimentary and discounted tickets to events at Eden Court
- Free soup (homemade by our Chefs) and 20% staff discount at Eden Court's café/bistro
- Free parking

How to Apply

We are interested in what you say, rather than how you say it. Please apply in whichever format feels comfortable for you. This could be any of the following:

- a letter (either on paper or emailed) that is no longer than 500 words.
- a video that is no longer than three minutes.
- a voice recording of no longer than three minutes.
- a Power Point presentation of no more than five slides (no more than 500 words).

Large file sizes can be sent to jobs@eden-court.co.uk using [WeTransfer](#).

Please make sure your files are all clearly named (with your name). If you are sharing your video via a link, please upload a named file, containing that link.

In your application, you should answer the following questions:

1. Tell us about your idea for a festive piece of work– what would you like to make, and how can Eden Court support you to do it?
2. What are your career and development aspirations? Think about what you might like to do in the future, the areas you feel you need to develop and consider how this role might support those aims.
3. If you had a magic wand, what changes would you make to remove social and economic barriers to arts opportunities?

You should also:

Send your submission to jobs@eden-court.co.uk along with the following information:

- Name
- Address
- Phone number
- Your access requirements if invited to an online interview

Please also complete [this online Equalities Monitoring form](#).

Applications must be received by 12pm on Friday 23rd September

Application Timeline

Friday 23rd September, 12noon

Deadline for applications

Tuesday 27th September

Applicants advised whether they are invited to interview

If invited to interview we will arrange a time that works around your current commitments and send you the questions in advance.

Thursday 29th September

Interviews

This will be an informal interview, lasting approximately 30-40 minutes, with a small panel. You will also have the chance to ask us questions.

Monday 3rd October

Decision communicated to interviewees

Week of 3rd October

Feedback given to all applicants

We hope this process will provide useful experience to all applicants and we want to make sure you get as much out of it as possible. At a minimum we will provide written feedback on your application, but hope to offer a short phone discussion with anyone who would like it.

Monday 10th October

Expected start date, with some flexibility

We will work with the successful applicant to make any adjustments necessary before this date.