



Creative & Community Development Producer

Recruitment pack



High above Whitehaven, looking across the Solway Firth to Scotland and inland to the Lake District, Rosehill is the cultural hub for West Cumbria.

We passionately believe that high quality culture is key to building creative, resilient and hopeful communities, and our impact extends far beyond our intimate theatre.

Our mission has three closely linked themes: -

Lifting spirits
Changing lives
Together



As we emerge from the Covid pandemic and look to the future, we are recruiting a **Creative & Community Development Producer** to drive an exciting programme of creative action research.



Rosehill's story

For many years, Rosehill has been in a process of rolling transformation.

Reimagine Rosehill centred around an ambitious £3m capital development.

Our artistic programme has evolved to incorporate themes and artists which represent our place and time, and our stable of artists and collaborators has grown.

Taking Part, our participation programme, has included innovative partnerships and bespoke projects for children, young people and also for older people in our community.

Our restaurant, The Green Room, has operated in partnership with Lakes College, delivering apprenticeships and traineeships with remarkable results.

Our **Rosehill on the Road** programme has taken work into community settings and engaged new audiences.

Rosehill was *Cumbria Life's* Culture Venue of the Year in 2019, and for the last two years has been recognised as one of the UK's top 100 social enterprises in the NatWest SE100.



In early 2020, we developed a strategic 20:25 Vision.

The Vision brings together community building, creative development, and business resilience.

Our goal is to draw out the needs, interests and talents of diverse local people, to inform all elements of our work. To offer ambitious, surprising and inspiring work informed by this deep connection and understanding. And to sustain and develop our mission through strategic partnerships and a robust funding base.

The Covid-19 pandemic has of course had a profound impact on Rosehill, and on our community. It has also spawned new ways of working, generated new partnerships, and intensified our focus. As we emerge from this extraordinary year and look to the future, a review of our 20:25 Vision has shown it to be even more relevant and urgent.

Now, thanks to a significant grant from the Garfield Weston Culture Fund (GWCF), we are recruiting a Creative & Community Development Producer, to lead a creative development project until January 2022.

This is an exceptional opportunity for a period of listening, learning and creative experimentation, which will sow the seeds of Rosehill's future direction



The Project

The Creative & Community Development Producer will devise and lead a programme of creative action research, including: -

- Experimenting with new forms of performance and sharing
- Raising awareness of Rosehill across our diverse communities
- Learning more about our community's needs, interests, talents and stories to seed future work
- Developing new and more deeply engaged ways of working creatively with communities
- Using the building and grounds in a more relaxed and flexible way
- Trialling new ways of working with artists

A number of building blocks are already in place. These include:

- A model for a 'Culture Club' drawn from across our community, piloted with Copeland Work & Skills Partnership in early 2020
- A Junior Culture Club in primary schools in development with Opera North
- New connections developed in 2020, such as with the local CAB and Credit Union
- Newly purchased outdoor screening equipment
- A model for relaying performances to car stereos, developed and piloted in 2020
- Forays into streaming and other digital forms prompted by the pandemic

The Producer will be invited to build on these foundations to design, develop and deliver an evolving programme of work in both live and digital settings, which will test and develop ideas, activities and collaborations. A skeleton programme is in place for the year, onto which the Producer can layer activity. The GWCF grant includes a programme budget and some provision for practitioners and project workers to support delivery.

Equality, Diversity and Inclusion goals are at the heart of our 20:25 Vision, and it is vital that our community is fully represented in our artistic programme, audiences and participants. Sustainability is also crucial: the outcomes from this programme of work should inform future income generation and funding bids, and strengthen strategic partnerships.



Role Description

The Creative and Community Development Producer will design, develop and deliver a programme of creative action research, manifesting Rosehill's 20:25 Vision through imaginative community engagement and innovative programme development.

The role is funded by a grant from the Garfield Weston Foundation until January 2022. Alongside this project, Rosehill will be reviewing our artistic leadership model. Our Director, Richard Elder, has now moved on after leading Rosehill's remarkable transformation for 12 years, and the GWCF grant has given us time and space for creative experimentation before recruiting a successor. There is the potential – though this cannot be guaranteed – for this temporary role to evolve into a longer-term position.

The main components of the role will be as follows: –

Creative Development

- Developing the artistic programme, ensuring high artistic quality is combined with imaginative opportunities for involvement
- Developing the potential of new forms such as outdoor performance, streaming and other digital distribution
- Evolving Rosehill's network of artists and producers and strengthening relationships
- Designing and delivering new activities which engage diverse groups and forge new relationships
- Developing opportunities for co-creation and community-led programming
- Developing Rosehill's approach to talent development and support for emerging artists

Community Engagement

- Developing relationships and partnerships (existing and new) which extend Rosehill's reach, particularly with under-served communities
- Building trust with diverse community groups and understanding their needs
- Designing and delivering creative engagement activity
- Gathering insight into the skills, talents, interests and stories that exist within our diverse communities
- Gathering insight into exemplary practice in creative community building and inclusion
- Collaborating with colleagues on responsive adaptations to our communications and marketing methods to increase engagement
- Developing opportunities to use the building and grounds in more flexible ways
- Exploring mutually beneficial volunteering opportunities

Sustainability

- Building on existing strategic relationships and developing new collaborations
- Working with colleagues to explore the income-generation and funding potential for various projects and programme strands
- Supporting colleagues in packaging projects for funding proposals

Delivery

- Taking lead responsibility for the successful delivery of all aspects of the project
- Working with the Executive Director to achieve best value from the GWCF grant
- Managing practitioners and other project workers

Reporting & Evaluation

- Reporting regularly to the board on emerging discoveries, insight and ideas, and on the impact and effectiveness of experimental programming
- Creating a final report on the project as part of the grant evaluation and to inform Rosehill's future strategy

All activity will need to be designed around Covid restrictions, adapting as necessary to the changing public health context and accommodating the risk of future restrictions into the development of new models.

Given the nature of the project, this role description is not definitive, and will be reviewed with the post-holder at regular intervals as the programme evolves.

Terms & Conditions

Contract:

Fixed term to 31st January 2022

Start date:

As soon as possible

Reporting to:

The Board of Trustees (referring to the Executive Director on a day-to-day basis)

Salary:

£40,000 pa pro rata

Hours:

40 per week. Evening and weekend work will be required, and some weeks will involve more than 40 hours. There is no paid overtime, but time off in lieu will be given for additional hours worked.

Annual leave:

25 days per year pro rata, plus all statutory bank holidays.

Notice period:

Two months

Probation:

There will be a probationary period of one month, during which the notice period will be one week on either side.

Pension:

Rosehill operates an auto-enrolment pension scheme. Your employment is not contracted out of SERPS (the State Earnings Related Pension Scheme).

Residence:

Ideally, the post-holder will live within Rosehill's catchment area and community for the duration of the contract. However, we are willing to consider an element of flexible working for this fixed-term role.





Person Specification

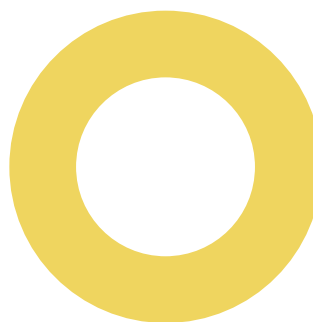
This is an exciting opportunity for a creative leader with a track record of devising and delivering high quality and innovative artistic activity, inspiring communities, and building strong relationships.

We are looking for the following skills, knowledge and experience:-

- High quality production and presentation experience in a range of artforms, including performance
- Experience of community engagement in the arts, with an understanding of inclusivity, accessibility and safeguarding
- Demonstrable commitment to equity in the arts and experience of working to address under-representation
- Experience of co-creation and co-production
- Knowledge of and interest in digital and new technologies in creative practice
- Knowledge of best practice in artist development
- Wide-ranging contacts in the arts sector and awareness of exemplary practice
- Ability to build trust quickly and to inspire and motivate partners, artists, participants and colleagues
- Experience of building and sustaining partnerships within and beyond the arts
- Proven ability to deliver projects to time and within budget
- Experience of successful engagement practice via digital and other Covid-secure means
- Full, clean driving licence and access to own transport

Personal Qualities:-

- A passion for the arts
- A passion for social change
- Interest in the community and cultural life of West Cumbria
- A natural collaborator
- An excellent communicator, both in person and in writing
- Excellent interpersonal skills and confidence in dealing with people of different backgrounds and experiences
- Integrity, openness, honesty and transparency
- Responsive, flexible and adaptable



How to Apply



Please send a CV and covering letter (no more than 2 pages) and contact details for two referees to John Clarke, Rosehill Chair, by 5pm on Tuesday 11 May, at recruitment@rosehilltheatre.co.uk.

Your covering letter should include:

- **Why you are interested in the role**
- **What makes you a good fit for the role (please refer to person specification)**
- **What you think you could bring to the project**

If you would prefer, you would be welcome to send us a link to a video (no more than 5 minutes) covering the above points, together with your CV and referee details.

Interviews will be held digitally w/c 17 May.

A second round of interviews may be held w/c 24 May.

The post will be offered subject to:

- Two satisfactory references
- Evidence of right to work in the UK as defined by the Home Office

Due to the nature of our work with vulnerable people, we follow rigorous safeguarding and protection policies and procedures in our recruitment process. As a result, some of our roles are subject to an Enhanced Disclosure by the Disclosure and Barring Service.

We aim to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender, marital status, race, ethnic origin, religion or sexual orientation. Please complete and return our Equal Opportunities Monitoring Form enclosed with this pack. It will be separated from your application and the anonymised information used for monitoring purposes only, to assess the effectiveness of our equal opportunities and diversity efforts.

If you have any questions about the application process, please contact our Executive Director, Deanne Shallcross, at deanne.shallcross@rosehilltheatre.co.uk

This role is funded by



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