

## Freelance Artist Developer - information pack

Please note this pack is available as an audio description [here](#)



We are looking to recruit a

# Freelance Artist Developer

**We are looking to recruit a creative, curious and caring freelance Artist Developer to lead on the UPLIFT Central Area: Growing Creativity project working with communities and partners across the Central Area of Barnsley.**

**This role is a freelance contract running from May 2023 to May 2024.**

### About Creative Recovery

We are a grassroots charity based in Barnsley that uses creativity to support mental health and recovery, boost well-being, build communities and bring about social change. We believe that we all hold creative potential and nurturing our creativity can keep us hopeful and well.

For over 12 years Creative Recovery has been bringing people together over shared passions. This connection and being part of a vibrant, accepting community feels more important than ever right now.

We are a people-led organisation and people are at the heart of what we do. All our work is conceived, grown and developed from the aspirations, needs and ideas of the communities we work with.

Creative Recovery is committed to being an inclusive, diverse and representative organisation and community. We grew out of our lived experiences and a drive to address the inequalities and discrimination faced by people from communities who have been unheard and marginalised. We welcome applications from people identifying with any of the protected characteristics as defined in the 2010 Equality Act, and/or from working-class backgrounds.

Creative Recovery (Creative Recovery CIO) is a registered charity with the Charity Commission.  
Charity Registration Number: 1158073

Find out more: [www.creativerecovery.co.uk](http://www.creativerecovery.co.uk)

### UPLIFT Central Area: Growing Creativity

*UPLIFT Central Area: Growing Creativity* is an 18-month programme of creative development and interventions, co-designed by Creative Recovery and partners from across health, community and culture to realise a collective vision of a more creative, connected and healthier community in the Central Area of Barnsley.

The project is artist-driven, collaborative and targeted to work with vulnerable communities who experience culture and health disparities across 3 neighbourhoods. The Artist Developer will lead, alongside key partners, the Central Area Team (Barnsley BMBC), Berneslai Homes, Barnsley Libraries and residents to develop and deliver this work.

The project aims to connect with vulnerable and isolated communities, with a focus on working-age adults with experience of mental illness, substance misuse and deprivation. We are also targeting communities where social cohesion, civic pride and engagement in creativity are low.

The process is citizen-led. The Artist Developer role together with the People Grower role will support communities to grow their own creative ideas and connections into Barnsley's cultural scene.

The project will also commission 3 creative practitioners, responding to the creative visions of each community, to collaborate on ambitious ideas that are place-making, nurture well-being and shift perceptions of what it means to be creative.

This project idea emerged from a series of creative pilots with the Central Area Team, Berneslai Homes and Barnsley Libraries in (2019-2021). Through conversations with residents and local partners, we began to understand that a more embedded approach was needed and 3 key areas were identified as places where we could make the most difference: Summer Lane Estate, Dodworth and Worsbrough wards.

A coming together of creatives, local authority, libraries, and housing providers, this project is a cross-sector, place-based collaboration in action. We believe this project brings an opportunity to catalyse more joined-up work. Mechanisms such as the steering group and the Artist Developer role will enable exchange and position creativity as a vital tool for social change.

The aim is to embed in communities that have been forgotten and stigmatised. Through creative acts, we aim to support people to reimagine and reclaim their place, shifting mindsets and changing behaviours. Developing people-led initiatives will create hyper-local beacons of creativity, responding to the gaps in provision yet also growing a belief in creative possibilities.

This programme is Supported using public funding by the National Lottery through Arts Council England and the Central Area Council (Barnsley MBC).



## Key duties

- Develop relationships with communities and collectively vision creative interventions in each area, responding to the aspirations, needs and creativity that emerges
- Bring creative and artistic practice and knowledge to the project – there may be times when you bring your art form to collaborations
- Work with communities to develop artist commissions/briefs for each locality – picking up on development work and plans so far
- Commission and support artists to deliver the projects within the timeframes of the project, including supporting events and activities
- Project management activities in communities, including risk assessments
- Manage the project support function for activities – drawing on a pool of Creative Recovery freelancers to support the delivery of this project (events/activities/promotion)
- Work with the designer on relevant promotion for all activities
- Work with an artist to develop the creative documentation of the project
- Work alongside the People Grower to identify people and groups in communities who are wanting to start up their own creative activities and support
- Partnership working – building relationships with project partners and emerging partners, alongside leading on the practicalities such as coordination, delivery and minuting of the project working group
- Oversee the collation of evidence and evaluation materials, report to funders and feed into the independent evaluation process
- Deliver the social media of the project with input from the team and work with blog writers (1 per month)
- Oversee and manage the budget for this project with the People Grower and Creative Recovery Finance Officer – ensuring a commitment to supporting local businesses and creatives to support economical recovery
- Work collaboratively with the wider Creative Recovery team – linking people into the wider Creative Recovery offer and being open to exploring ways to collaborate across projects
- Work in line with Creative Recovery's policies, reporting incidents back. This may include training days/sessions.
- Explore emerging opportunities for additional funding to support hyper-local activities, if relevant or appropriate (not essential) – this may include linking in with schemes such as Sparks from the Central Area Team

## Personal specification

- Creative thinker with a curious and problem-solving approach – someone who looks to connect the dots and respond imaginatively
- Artistic or creative background
- Natural collaborator – someone who works with openness and generosity
- Strong communicator, with experience of working with and at times leading a varied group of stakeholders and collaborators from across creative/ community and health sectors
- Experience of working in a sensitive, compassionate and person-centred way
- Understanding of mental health issues and working with people who have experienced being marginalised, isolated and/or disempowered
- Comfortable with change and flexible with shifting approaches within a project framework
- Experience of co-producing/co-creating activities and programmes of work with communities, partners and creatives
- Attention to detail and project management skills and experience – including reporting, evaluation and budget management
- Can work independently and be part of a small team – this role will lead this project within Creative Recovery
- Local knowledge and connections (not essential)
- Community development experience (not essential)
- First Aid Trained (not essential) – we will provide necessary training.



## Reporting

This role will work alongside the People Grower role and report directly to Hayley Youell, Helen Boutle and the Board of Trustees. There will be a period of handover and settling into this post with the project lead artist.

## DBS enhanced disclosure

The successful candidate will need to undertake an enhanced DBS check, provide their own UTR reference number and work to Creative Recovery policies and ethos, this may require attendance at training sessions (attendance will be paid).

## Fee and role breakdown

£175 per day for Artist Developer activities (45 weeks, 1.5 days a week) 68 days = £11,900

Plus 10 hours per month (12 months) for project admin (monitoring/reporting /social media) @ £18 per hour = £2,160

**Total Fee: £14,060**

Invoices will be paid at the end of each month for hours worked in agreement with the Lead Artist and Treasurer.

**Working days:** Typically 1-2 days a week (normally with some time on Tuesdays), responding to the needs of the work. Flexible hours, including evenings and weekends when required. There will be times in the project when more input will be required than others to complete events and tasks and time allocation will be managed within the team across the project lifespan. All staff at Creative Recovery are freelance and we work flexibly responding to people's commitments and well-being and changing project demands and deadlines.

**Length of contract:** May 2023 to May 2024.

**Place of work:** This role will be a mixture of remote working, in-person working at our office and out in community settings. Creative Recovery is based at the community centre on Prospect Street in Barnsley, S70 2NR.

**Equipment:** We have a laptop that can be used at the office. Depending on the agreement or remote/in-person working balance, the candidate may be required to use their own laptop/home system to support this work. There is a project phone.

**Expenses:** Creative Recovery will reimburse reasonable mileage, that has been discussed with the lead artist/treasurer prior to activity or spending. We can also cover any expenses incurred for the interview process.

**Travel/Transport:** This role will require travelling out to different boroughs of Barnsley to engage with communities. A driving license and access to a car would be helpful to support the delivery of this project.

## Support

We value practitioners and the well-being of our team. We recognise that working with people in communities can be challenging work. We have a budget to provide support/supervision for artists and practitioners working on this project. This will be discussed as part of induction and will be an open conversation throughout the life of this work.

## How to apply

**Please send us your CV and a cover letter** explaining why you think you are a good fit for the role (with examples of previous work) and Creative Recovery as an organisation. Please refer back to the key duties and person specification, and also share any other transferable skills, interests or experiences you feel may be relevant.

**Accessibility is important to us.** If you would like to discuss alternative application and interview processes please get in touch. We can also accept your application in different formats, including video or audio recordings, instead of written documents. Please record your responses and send them with a CV (if you have one) to **wearecreativerecovery@gmail.com**.

It would be helpful if you could also **share your general availability for interviews during the week of the 24th April 2023**.

## Important dates and applications steps

**Close for applications:** Friday 21st April 2023

**Interviews:** w/c 24th April 2023\*

**Role to begin:** May 2023 (date to be agreed with candidate and team)

\*Although this week is preferred for us, we are more than open to working around your availability, including evenings.

**For more information or to book a conversation to see if this role is for you...**

Please contact Hayley at [wearecreativerecovery@gmail.com](mailto:wearecreativerecovery@gmail.com)



Supported using public funding by  
**ARTS COUNCIL  
ENGLAND**



**Central Area Council**  
Central, Dodworth, Kingstone, Stairfoot, Worsbrough