

Application deadline: **12pm Monday 4 October 2021**

Job Title	Artist (Sensory Arts) 6 positions available
Hours of Work	0.5 FTE (17.5 hours/2.5 days per week) or Flexible hours equivalent to 6 months full time
Salary	£28,000 per annum pro rata (£14,000 actual)
Contract Length	Flexible/ to be agreed. 1 year at 0.5 FTE (2.5 days per week) or equivalent.
Supported by	Producer (Sensory Arts)
Responsible for	Collaborators and participants
Location	TBC. The work may include working from home/remote working and/or working in community settings in one or more of the following local

	authority areas: Aberdeenshire, Edinburgh, Fife, Glasgow, Highland or Perth & Kinross.
Status	Employed fixed term contract (or freelance equivalent)
Start date	Ideally October 2021 but can be discussed. All work to be completed by 30 September 2022
Holiday entitlement	15 days per annum (30 days pro rata).
Probationary period	2 months
Notice period	1 month
Pension	The company makes a 3% contribution into the company's pension plan on condition that the employee makes a minimum contribution of 5%

A team of 6 Artists will work with the Producer (Sensory Arts) to deliver Sensory Arts Projects with, by and for target groups in Aberdeenshire, Edinburgh, Fife, Glasgow, Highland, Perth & Kinross.

Target groups are people with Autism, Profound and Multiple Learning Difficulties (PMLD), or

Dementia. Work can also include a wider group of people who identify as neurodivergent or disabled.

If you have particular access requirements and are unsure if this would be the right for you, please ask because we're open to being flexible working arrangements (job share, reduced hours, remote working, etc). If you are interested in applying but unsure if you fit the bill, please email jobs@independentartsprojects.com with any questions or to arrange a conversation.

About Independent Arts Projects (IAP)

IAP presents & tours performance projects by extraordinary artists at every stage of their careers and across various disciplines. We work with individual artists, collaborating with them to create their best work and connecting them with people across Scotland and beyond. We work with an ethos of inclusivity and care for our artists, and the audiences and participants who encounter their work. IAP projects often explore identity, representation, or our contemporary world and aim to produce work that helps us make sense of how we live our lives.

www.independentartsprojects.com

About the Sensory Arts Programme

Sensory Arts Programme is an 12-month project, funded through Creative Scotland's **Culture**

Collective programme, focused on developing sensory arts projects with and for people who find it most difficult to access mainstream arts activity.

Our vision & aims for the project:

- IAP contributes opportunities for a vibrant community of artists and arts workers who make creative experiences for people across Edinburgh, Scotland and beyond.
- Successful work is accessible, fun, meaningful, and/or transformative. It can be for people to experience passively or actively, immersive and involved.
- Our artists, audiences and participants are diverse and representative of people of different ages, from different backgrounds, cultures & experience

We aim to:

- Support artists to research and develop or adapt a range of bespoke creative offers for people with Autism, Profound and Multiple Learning Difficulties (PMLD) or Dementia
- Develop strong relationships with audiences and participants who have disabilities and additional sensory needs, as well as the organisations that support them

We are particularly interested in working with people who have the above conditions, often have complex needs and challenging behaviour(s) and would benefit from low-capacity exclusive sensory arts experiences to cater to their needs and interests. We aim to include families, friends, carers and partners in our activity as well as those yet to be diagnosed. These groups are often marginalized from mainstream arts activity feeling unable to participate or uncatered for by 'relaxed' models of presentation.

Examples of possible Sensory Arts activity

The Sensory Arts programme will be codesigned with the Artists and the target groups they engage.

Activity that might be included could be:

- Performances of sensory work for neurodivergent audiences, people with PMLD and those with Dementia
- Inclusive and exclusive creative play sessions for children & young people
- Inclusive and exclusive creative club sessions for disabled adults
- An ideas lab & training session for artists and collaborators to generate new scratch performances for trialling with participants & audiences
- Residencies to develop new sensory works with venue partners & schools particularly in

Edinburgh, but also across Scotland

- Work in partnership to create disabled, artist-led creative safe spaces as consultancy for venues reopening and cultural events so they may include more disabled-people in their audiences
- Consult on how to adapt other theatre projects into sensory performances that can engage diverse groups
- Work may be delivered in person, by post, telephone, in theatres, public spaces, community centres or in people's gardens.

Applicants

We encourage applicants from different backgrounds with different experiences, skills and stories to join us and develop our working practice. We actively welcome candidates with protected characteristics and those who are currently under-represented in the performing arts including; people experiencing barriers due to socio-economic background, people who self-identify as LGBTQIA+, people who self-identify as D/deaf, people who self-identify as disabled and those returning to work who have caring responsibilities. Ethnically diverse people who have experienced racism including people who are from African and Caribbean diaspora, Latinx, the East Asian Diaspora, the South East Asian Diaspora, from the

the South Asian Diaspora, West Asian Diaspora (including Middle East), Indigenous people, bi-racial / mixed heritage or who also self-identify as a Person of Colour or Black, we may use BIPOC+ to refer to people from these identities.

Main Duties and Key Responsibilities

- Creation of work plan with IAP's Executive Producer and Project Coordinator
- Regular and sustained engagement with groups of people with Autism, Profound and Multiple Learning Difficulties (PMLD) and / or Dementia, as well as project partners and stakeholders
- Acting as lead artist on some projects, and collaborating artist on others
- Develop and deliver a participatory arts activity co-authored with, by and for at least one of the target groups (in person, remotely or online)
- Document the project according to the needs of IAP and Creative Scotland
- Input into evaluation

Person Specification

Skills, Attributes and Experience	Essential	Desirable
At least three years' experience of delivering high quality, collaborative participatory performance-based work with community groups	✓	
Interest in and knowledge of accessible and inclusive arts practices	✓	
Experience of co-designing projects with at least one of the target groups and people with Autism, Profound and Multiple Learning Difficulties (PMLD), Dementia.	✓	
High level of facilitation skills in inclusive participatory settings	✓	
High level of facilitation skills in an online context		✓

Ability to work alone as well as collaborate with and lead a creative team	✓	
Good organisational skills as well as written and verbal communication skills	✓	
Competent IT skills	✓	
Ability to manage relationships and ensure effective communications are maintained at all times	✓	
Ability to manage multiple priorities, meet deadlines and manage a busy workload	✓	
Commitment to promoting & embedding equality, diversity and inclusion in working practices	✓	
Generosity and willingness to exchange learning in a peer group	✓	
A clear understanding of safeguarding		✓
Experience of documentation		✓
Experience of evaluation		✓

Full clean driving licence and own vehicle		✓
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Application timeline

- 12-5pm on Wednesday 15th & Thursday 16th September – 30 minute Zoom sessions for questions with the Executive Producer about the job
- 10am on Friday 17th September – Zoom Q&A (email us to sign up) – this will be recorded and shared via YouTube.
- 12pm on Monday 4 October– deadline for applications
- 9am – 5pm on Monday 11th & Tuesday 12th October – online (Zoom) and in person (Edinburgh) interviews
- 6pm on Monday 18 October – All applicants notified of outcome

Notes

- We will offer feedback to all applicants that apply.
- Applications will be assessed and scored by the Executive Producer, against the person specification. The highest scoring applicants will be invited for interview.

- Shortlisted applicants will be sent interview questions at least 48 hours in advance of the interview.
- Interviews can take place in person (in Edinburgh) or online via Zoom.
- Interviews will be with Executive Producer and 1 other person to be confirmed (this information will be sent with interview questions/invitation to interview).
- We operate a 'blank slate' assessment process, meaning that each applicant is scored a new at application and then interview stage.
- An offer, subject to positive references will be made following interviews.

Before you apply

To arrange an informal discussion or if you have any questions, please email jobs@independentartsprojects.com with any access requirements/preferred response (phone/sms/email), and we will get back to you.

How to apply

- Please apply by sending a CV (maximum 2 pages A4) and covering letter (maximum 2 pages A4) in no smaller font size 12 attached by email to jobs@independentartsprojects.com

- Your covering letter should cover the points mentioned in the person specification.
- Refer to the job description, outlining relevant experience and information as to why you believe you are the right person for the post.
- Please include contact details for 2 referees. We will contact your referees after we make an offer subject to references.
- Alternatively, applicants can send a link to a maximum 10 minute long video that outlines the above information.
- Please complete our [Equal Opportunities Monitoring form available here](#).

You do not have to complete the Equal Opportunities Monitoring form. However, it is a useful tool for helping us to monitor the effectiveness of our recruitment process. In accordance with the Data Protection Act 1998, the information you have provided will only be used for the purpose of equality monitoring.

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Charity

number: SC049294. independentartsprojects.com

IAP gratefully acknowledges support from Scottish Government and Creative Scotland through the Culture Collective programme.

Independent Arts Projects is one of twenty-six organisations awarded funding by Creative Scotland as part of the Culture Collective national pilot programme, which will establish a network of creative practitioners, organisations and communities, working together to create a positive difference locally and nationally in response to COVID-19.