



Producer (Sensory Collective)

Application deadline: **12 noon Monday 24 August 2026**

Job Title	Producer (Sensory Collective)
Hours of Work	0.8 FTE (28 hours/4 days per week) Ideally Monday to Thursday but to be discussed.
Salary	£32,000 per annum (£25,600 pro rata)
Contract Length	18 months, fixed term
Supported by	Executive Director
Works with & alongside	<ul style="list-style-type: none"> - Associate Artist & Mentor - IAP's General Manager & Producer - Associate Artists
Responsible for	4 part-time Sensory Artists
Location	Independent Arts Projects' office in Edinburgh or hybrid
Status	Employed fixed term contract (or freelance equivalent)
Start date	Ideally 1 October 2026 (but can be discussed)
Holiday entitlement	24 days per annum (30 days pro rata).
Probationary period	2 months
Notice period	2 months
Pension	The company makes a 5% contribution into the company's pension plan on condition that the employee makes a minimum contribution of 5%

Flexible working & access

If you have particular access requirements and are unsure if this would be the right for you, please ask because we're open to flexible working arrangements (job share, reduced hours, remote working, annualised hours, 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.

Sensory Collective works to co-create sensory arts projects with people who face multiple barriers to accessing mainstream arts activities.

We will appoint 4 Sensory Artists and 1 Producer who will work collaboratively on between 1-3 new projects co-created with people who are neurodivergent and/or disabled between 1 November 2026 and 31 January 2028.

This might include autistic people, disabled people, learning disabled people or people living with dementia. This list is not exhaustive. We are hoping to appoint a team who have lived experience of being neurodivergent or disabled or a close connection to these communities or other communities who experience barriers to mainstream arts activities.

Projects will be co-created, so we don't expect (or want) artists to have a fixed idea of what the outcomes of a project might be, but instead be led by shared fascinations and interests, to co-design their projects with people who face barriers to mainstream arts experiences. The artists will be supported by Biff Nicolson (Associate Artist & Mentor) and a Sensory Collective Producer (who will be appointed in autumn 2026).

In 2021, IAP brought together a team of seven to form the first **Sensory Collective** cohort. The project ran for almost two years and some of the projects created during this period are ongoing.

The original Sensory Collective cohort were Kirstin Georgia Abraham, Max Alexander, Dr Sonia Allori, Nina Doherty, K. Biff Nicolson, Niroshini Thambar and Joanna Young. The project included opportunities for sharing practice/learning, attending training, reading and connecting with other practitioners.

Co-created projects included:

- *Function Schmunction*, an autistic play space led by Max Alexander
- *NeuroQueer Cabaret*, which became Biff Nicolson's *We Dream Here* project.
- *Playing with the Elements*, by Kirstin Abraham, working with neurodivergent families outdoors throughout the seasons.
- *Sensory Movement workshops for Elders* by Joanna Young, taking place at Dixon Community in Govanhill in Glasgow's southside.
- 100s of 1-to-1 and small group experiences in homes, gardens, schools, care spaces.

Sensory Collective is made possible through funding from Culture Collective, a Creative Scotland/Scottish Government initiative that ensures at least 50% of the fund goes directly to artists fees & wages, and that contracts are a minimum of six months in duration. (It's a great fund).



Photos (l-r) : Jassy Earl, Geraldine Heaney & Erika Stevenson

Job Description

The **Producer (Sensory Collective)** will support a team of 4 artists co-creating multi-sensory arts projects with autistic, neurodivergent, and disabled people of all ages (including people who may have complex needs or be living with dementia).

They work with the Sensory Collective team to realise their ideas and deliver projects on time and within budget. They will work closely with the Associate Artist & Mentor.

Key responsibilities

Programme development and delivery

- Work closely with the 4 Sensory Artists and Associate Artist & Mentor to plan, develop and deliver the Sensory Collective programme of co-created multi-sensory arts projects
- Coordinate the projects and ensure all activities are accessible & safe for staff and participants
- Work to ensure access is embedded into all areas of the project
- Liaise with the Culture Collective national network, funders, supporters and any partners
- Oversee project's health & safety, access, and safeguarding requirements.

Finance & reporting

- Manage project and access budgets (up to £50,000) ensuring spending is tracked and budgets reports are produced regularly
- Deliver monthly flash reports, interim funding reports and contribute to charity & company reporting requirements
- Lead on documentation, monitoring and collation of evaluations
- Lead on the evaluation of the project, ensuring that learning is captured and applied as the project progresses

Other

- Contribute to IAP's purpose, vision, aims and objectives. Be led by IAP's values.
- Contribute to development of best practices around diversity, equality, and inclusion, belonging and justice
- Participate in organisation meetings, events & training as required
- Represent the organisation positively at events, festivals, networking events and advocate for the organisation within the sector and beyond
- Any other duties appropriate to the post and organisation

Please note - applicants should have the right to work in the UK before they make an application. Unfortunately, we are not able to support applicants with work visas.

Person Specification

Skills, Attributes and Experience	Essential	Desirable
Excellent administration, organisational and management skills	✓	
Ability to communicate well, develop and maintain working relationships	✓	
Knowledge & experience of budget management & tracking	✓	
Knowledge of socially engaged arts practices in Scotland or UK.	✓	
Ability to manage multiple priorities, meet deadlines and manage a busy workload	✓	
Experience of managing challenging or sensitive situations	✓	
Commitment to accessible working practices	✓	
Commitment to promoting & embedding diversity, equity, inclusion, belonging and justice in working practices	✓	
Commitment to embedding environmental sustainability in working practices	✓	
Experience of data collection and monitoring, evaluating projects and writing reports		✓
Knowledge of safeguarding and risk assessment		✓

How to apply

- Please apply by sending a CV (maximum 2 pages A4, in no smaller font size 12) and a completed application form attached by email to jobs@independentartsprojects.com
- Your application form should cover the points mentioned in the person specification.
- 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.

Application timeline

Job pack goes live	Week of 6 July 2026
Zoom Q&A for applicants	12 noon, Wednesday 15 July
Deadline for applications	12 noon, Monday 24 August
Interviews	9am – 5pm, Monday 31 August
All applicants notified of outcome	By Thursday 10 September

Application process

- Applications will be assessed and scored by the Executive Director, against the person specification. The highest scoring applicants will be invited for interview.
- We will guarantee an interview to any applicant who is either disabled and / or is from the global majority* who also meets the minimum person specification criteria.
- Applicants invited to interview will be sent interview questions at least 48 hours in advance.
- Interviews can take place in person (in Edinburgh) or online via Zoom.
- Interviews will be with Executive Director and 1 other person to be confirmed (this information will be sent with interview questions/invitation to interview).
- An offer, subject to positive references will be made following interviews.
- We reserve the right not to appoint

Before you apply

To arrange an informal discussion, sign up to attend the Zoom Q&A (15 July), 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.



Independent Arts Projects gratefully acknowledges support from Scottish Government and Creative Scotland through the Culture Collective programme.

Please note: 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.

Independent Arts Projects (IAP) works with artists and performance makers to present productions, arts projects, events and opportunities for people across Scotland and beyond. IAP's projects aim to make space for people to be themselves, feel seen and be heard.

IAP supports artists to be artists. To lead creative work, to develop meaningful relationships, artworks and experiences with communities of place, practice and identity.

IAP has come to specialise in facilitating socially engaged arts projects with access and care at their core often focussing on arts made with, by and/or for disabled and neurodivergent people.

Vision:

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

Values

- Access & inclusion - everyone has a right to creativity.
- Becoming anti-ableist & becoming anti-racist - we work towards change.
- Experimentation - making space for creative risk taking.
- Sustainability (environmental, human, & financial).
- Wellbeing & care for people is at the heart of all we do.
- Trust & respect for everybody we work with.

Aims

1. Produce an exciting & experiential programme of arts projects for audiences and participants
2. Develop new pathways for leadership in Scotland's arts sector
3. Develop our audiences, partnerships, profile and impact
4. Build our core team and overall capacity to match the company's vision
5. Develop our human, financial and climate sustainability

Independent Arts Projects Ltd is a company registered by guarantee and a registered charity. Company number SC581505. Charity number SC049294. Visit our website to view projects: <https://www.independentartsprojects.com>

How we work

We are building a small arts organisation that aims to put access and care at the heart of all we do. We want the organisational culture to reflect our values and this central ethos.

The team

Office based staff include Executive Director **Mhari** Robinson, General Manager **Chloe** Lyth, Producer **Noémie** Lorenzi (full time), and International Producer **Sara** Shaarawi (part-time & in the office once a week).

Associate Artists **Biff** Nicolson & **Saffy** Setohy work part-time with IAP, usually on their own projects and practice and are less in the office. They & all other staff (creative and/or freelance) work remotely in arts & community spaces or on a hybrid basis though some visit the office more than others.



Figure 1 (top left then clockwise): Biff, Chloe, Noemie, Sara, Saffy & Mhari

IAPs Office

We have a first-floor office to the front of the building at Out of the Blue Drill Hall, 36 Dalmeny Street, Edinburgh, EH6 8RG. The office is not step free but accessed by a minimum of 6 steps. The ground floor of the building is step free and has a Café, exhibition space and meeting rooms available. Staff can access a discount in the Café which serves a range of soups and other tasty things. There's also a shared kitchen with microwave for all tenants.

The office is off Leith Walk and accessible via bus, tram or a 25-ish minute walk from Waverley train station.

Working patterns & culture

Independent Arts Projects workflow changes throughout the year with some busier and some quieter periods. We operate an office-based or hybrid working model. Generally, full-time staff are expected to work in the office three days a week (Tuesday to Thursday) and part-time staff are expected to work one or two days a week with the option to work from home or in the office for the remaining contracted hours, subject to preference.

Office hours are flexible but generally based on or around 9am – 5pm, however there is a level of flexibility here for those that require slightly different working patterns, to be agreed on an individual basis. We are open to flexible working / hours.

The representation across our current team and board is mainly female and non-binary, with disabled, neurodivergent, LGBTQIA+ and ethnically diverse representation. We are trans inclusive.

We operate an informal office environment and encourage staff to dress comfortably. Staff are welcome to take regular breaks, stim freely and be themselves as much as possible.

We currently have a dog friendly office, but we would make changes if our preferred applicant was allergic.



**Sensory Producer (0.8 FTE)
APPLICATION FORM**

Application deadline: **12 noon, Monday 24 August 2026**

Please read the job pack before completing this form. If you have any questions about how to complete this application form or would like an alternative format or translation, then please email jobs@independentartsprojects.com.

Alternatively, applicants can send a link to a maximum 10-minute-long video that outlines the information below.

<u>Personal details</u>	<u>Your details</u>
Name	
Address	
Post code	
Email address	
Telephone number	
Link to your CV / details of your professional experience	

Interview Guarantee

<p>We will guarantee an interview to any applicant who is either disabled and / or is from the global majority* who also meets the minimum person specification criteria. Do you wish this guarantee to be applied to your application? Please answer YES or NO.</p>

* By Global Majority, we mean 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 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, or person from the Global Majority. We may use BIPOC+ to refer to people from these identities.

Questions

Please complete the following:

1. Tell us a little about your work experience and why you are interested in this role. (up to 300 words)
2. Tell us how your skills, experience, and knowledge match the points mentioned in the person specification in the job pack. (up to 500 words)
3. Tell us how you would consider people who face barriers to accessing mainstream arts (e.g. disabled, deaf or neurodivergent people) (200 words)

Provide details of 2 referees

We will contact your referees after we make an offer subject to references.

	<u>Referee 1</u>	<u>Referee 2</u>
Name		
Email address		
Telephone number		
Relationship to you		

Please submit this completed application form to jobs@independentartsprojects.com along with your CV by **12 noon, Monday 24 August 2026**.