

ARTIST EMPLOYEE RECRUITMENT PACK, NOVEMBER 2022

Magnetic North's work integrates producing and touring new theatre work with artist support and development. The company is based in Edinburgh and run by a core team of four - Artistic Director, Producer, Artist Development Administrator and Marketing Manager. As part of the company's Artist Development strand of activity, we are recruiting for a new role of **Artist Employee**. The job is offered flexibly, as either a contract of employment or freelance, for the equivalent of 2 days a week (40% FTE) for one year. This can be worked flexibly according to the applicant's pre-existing commitments or practice (for example four months full time, in designated windows throughout the year, or two days a week for a year), working flexibly according to a work plan that will be developed between the selected individual and the company.

Magnetic North

Based in Edinburgh, Magnetic North is acclaimed for its programme of innovative artist development and support work and its track record of developing and producing high quality, award-winning performance work. In collaboration with a range of artists, the company has commissioned and produced 16 stage productions, 4 digital projects and a film. It has mounted 12 tours and co-produced with a range of partners including Southbank Centre, Tramway, Mull Theatre, Dundee Rep and Aberdeen Performing Arts. Magnetic North is a Creative Scotland Regularly Funded Organisation.

Work in the last three years includes *Lost in Music* by Kim Moore and Nicholas Bone (co-produced with Platform, Scottish tour), *Aberdeen* by David Fennessy (co-produced with Spitalfields Festival), *Getting Close* by Kathy McKean (co-produced with National Theatre of Scotland as part of Scenes for Survival), *Stories from Here* by Sans façon and Nicholas Bone (co-produced with Sans façon and Contemporary Calgary), and *The Dream Train* by Tom McGrath – a 21st anniversary revival of our first production, filmed at The Hub in Edinburgh and made available online. We are currently developing two new projects – *Gossip from the Forest* (an adaptation of a book by Sara Maitland for small-scale touring) and *We Will Hear the Angels* (a hybrid live and digital project with live music) and planning a revival of our adaptation of Henry David Thoreau's *Walden* for March 2023.

Since 2006 we have initiated and grown a programme of artist development and support, giving artists paid time to discuss, experiment, refresh their practice, share skills and create work through residencies, creative retreats, production support, mentoring, networking events and bespoke attachments to the company. We have supported over 200 artists - including playwrights, composers, choreographers, visual artists and film-makers - from a wide range of artforms through our artist development work over the last 16 years. This work has been transformational not only for the artists, but also for us: creating opportunities for artists has not just fed into our work, but *become* our work - initiating fruitful relationships with many new artists, stretching the company in new ways and keeping the work we produce fresh, exciting and strong - as shown by the feedback we get from audiences and critics. Projects we have supported into production in the last few years include *Deer Dancer* by Hanna Tuulikki (Take Me Somewhere), *See Not See* by Mamoru Iriguchi, *Space Ape* by Andy Cannon, *Working on my Night Moves* by Julia Croft (Total Theatre Award 2019), and *Hindsight* by Jenna Watt (Birlinn Books).

Magnetic North's four part programme **1. Residencies, 2. Development, 3. Production, 4. Support** enables us to give developing and experienced artists support at all stages of the creative cycle, whether they have an idea they want to develop, a new direction they want to explore in their work, or want help moving an idea forward into production.

THE JOB

Purpose of role

The primary purpose of this role is as a development opportunity for the successful applicant. The Artist Employee opportunity aims to offer the security, safety and tangible support of paid, employed, part-time work for an artist in turbulent times. The Artist Employee opportunity is offered with the hope of developing a future Artistic Leader in Scotland by giving an independent artist the experience of working within a small producing company. With these intentions in mind, a final job description, detailed remit and outline of roles and responsibilities will be developed with the individual selected in accordance with their personal and professional development goals.

A secondary purpose for this role is to offer support to the company - both practical producing support, and artistic and strategic thinking - and as such, to work towards Magnetic North's key aim of giving artists from a range of disciplines and backgrounds the nourishment, focused support and production opportunities needed to continue developing and creating great work throughout their careers.

Job description, job title and roles and responsibilities will be agreed with the successful applicant according to their individual interests, skills and experience. These are some *starting points* to inform applicants' thinking when applying:

Artistic Work

- To use a portion of your paid employed time to develop a new or existing work and / or to develop or expand your practice, with further in kind support and a budget of £4,000 from Magnetic North.
- Where ambitions exceed the budget available, to work with the Producer to apply for funding to support the development of this work throughout the course of your employment.

Facilitation

- To assist and observe the Artistic Director and co-facilitator with the running of a [Space/Time retreat](#) in Autumn 2023.
- To assist with and support the recruitment, delivery and facilitation of [Rough Mix](#) in June 2023.
- To support any artists undergoing an attachment, residency or commission during the employment time period.

Producing

- To assist the Producer with the delivery of Magnetic North productions either premiering or touring during the employment time period.
- To work with the producer in applying for funding and reporting back to funders.
- To work with and support the Artist Development Administrator in the producing and delivery of any Artist Development activities taking place during the employment time period.

Governance/Leadership/Company Development

- To work closely with the Producer, Artistic Director and, where appropriate, Board Members on the refinement of the Magnetic North business plan, including mission statement, company vision and associated policies and strategies.
- To attend Board meetings as appropriate - to understand and input into the Governance and running of the company.
- To input into the development and sustaining of new and existing relationships with funders, the theatre and wider arts industry, the media, the third sector - and any other potential future partners and to develop new connections and avenues for Magnetic North and our work.
- To input into marketing and communications strategies and how the company articulates

what it is doing.

PERSON SPECIFICATION

ESSENTIAL:

Experience

- At least five years experience (can be non-consecutive) in an artistic practice
- Demonstrable interest in artistic leadership, both of leading processes and providing leadership and advocacy within the sector
- Experience of cross-artform work, independent theatre/performance and touring
- Experience of working as part of a team
- Some experience of budgeting, financial management and producing
- Some experience of fundraising and of reporting to funders
- Demonstrable commitment to best practice around equalities, diversities, and addressing under-representation within the sector

Knowledge

- In-depth knowledge of the theatre sector in Scotland

Skills

- Clear, effective, professional and adaptable communication skills
- Ability to be self-supporting administratively
- IT literacy

Personal Qualities

- A commitment to Magnetic North's vision and purpose
- Willingness to work collaboratively as part of a small team

JOB DETAILS:

Job title Artist Employee

Reports to Artistic Director

Salary: £11,360 (40% of £28,400)

Hours: 0.4 full time equivalent

Holiday: 12 days a year (equivalent to 30 days a year pro rata)

Benefits: Workplace pension with statutory employer's contributions; flexible working; company cycle-to-work scheme

Place of Work: At home or in the Magnetic North office at Summerhall in Edinburgh. Some travel may be required when the company is producing work away from Edinburgh.

Company statement on Equalities, Diversity and Inclusion

Magnetic North is committed to equality of access and participation in all of its work. At the heart of the company's work is the belief that everyone has the right to artistic expression. We value and encourage diversity, appreciating individual differences and collective variety and the benefits that these different perspectives and experiences bring. Magnetic North recognises that talent and potential are distributed across the population and that we will do best as an organisation if we are able to work with people from the widest possible spectrum.

As an employer, creative collaborator, commissioner of new work and provider of services including creative development, touring performances and audience development work, we recognise our

duty to eliminate discrimination, promote equality and foster good relations across the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. Our aim is that our work and the people with whom we work reflect the diversity of our society.

Magnetic North is committed to a policy of encouraging access to and participation in the arts through a programme of performances and audience development work. It commissions work and recruits personnel solely on the basis of aptitude and ability, selected from the widest possible field.

How to apply

Please email recruitment@magneticnorth.org.uk with a covering letter setting out why you are interested in the role and identifying how you meet the person specification, and an up to date CV.

Please also complete the Equalities Monitoring Form available at this link

<https://forms.gle/F5ZvveC9HiSrmHEKA>

Completing this form is voluntary but we would appreciate your input in helping us to assess how well we are meeting our Equalities aims.

Assessment of applications

Applications will be assessed against the criteria in the person specification, so please use your covering letter to tell us about your relevant skills, experience and knowledge.

Timescale

The deadline for applications is **Monday 23 January 2023 at 12noon**. Applications received after this time will not be considered. We will let you know by **Monday 6 February** whether or not we will be inviting you to attend an interview. Shortlisted candidates will be interviewed on **Monday 20 February 2023**. Any offer of employment is conditional on checking references.

Questions?

If you would like this information in an alternative format, if you need any further information, or if you would like an informal discussion about the role, please contact Anna Hodgart at anna@magneticnorth.org.uk

Thank you

Thanks for your interest in working with Magnetic North; we look forward to hearing from you.