

DANDELION OPPORTUNITIES

Job Description

Emerging Creative Producer

dandelion

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JOB DESCRIPTION & EMPLOYMENT CONDITIONS

Title of post:	Emerging Creative Producer (x 10 posts available)
Accountable to:	Each Emerging Creative Producer will be employed by a different Dandelion Partner Organisation and will be responsible to them. You can find out more in the 'How to Apply' section below.
Hours:	Full-time (35 hours per week) including evenings and weekends when required. We are happy to consider flexible working and condensed hours.
Term:	This is a fixed term contract for 10 months from 10th January to 31st October 2022.
Location:	All Scotland. See 'How to Apply' section for the exact locations of each role.
Salary:	£24,000 per annum, £20,000 salary for this full-time 10-month contract
Holidays:	21 days plus 8 public holidays for this 10-month period
Pension:	You will be auto enrolled into a pension scheme. You will contribute a percentage of your salary and your employer will contribute a percentage. This may vary slightly from partner organisation to partner organisation.

These roles are designed for people who are new to producing. All Emerging Creative Producers will be mentored and supported by their Respective Partner Organisation and our Dandelion Network Coordinator. Relevant on-the-job training will also be provided. All Emerging Creative Producers will be provided with the equipment they need (e.g. a laptop) to carry out their role, and we may be able to help with relocation costs.

All Black, Asian and ethnically diverse and/or D/deaf or disabled applicants who meet the essential requirements of the person specification will be guaranteed an interview.

If you are thinking about applying for one of the Emerging Creative Producer jobs across Scotland and want to find out more, you can join Fiona Dalgetty, Futures Director and Jen White, Project Manager – Unexpected Gardens on Zoom between 1-2pm or 8-9pm on Wednesday 1st December.

If you would like to join one of these calls, please email laura.wood@dandelion.scot

ABOUT DANDELION

Dandelion is an ambitious creative programme demonstrating the power of collective action in a unique ‘grow your own’ initiative for modern times.

Commissioned by EventScotland and funded via the Scottish Government, it is Scotland’s contribution to Unboxed – Creativity in the UK.

Rooted in Scotland, with an international outlook and sustainability at its heart, the Dandelion programme follows the arc of the growing season, from April to September 2022, and will culminate in hundreds of Harvest Festivals across Scotland.

Driven by the concept of ‘Sow, Grow, Share’ – not just food but ideas, music, scientific knowledge, and community – Dandelion takes a unique approach to community growing, bringing together artists, makers, scientists, performers and technologists to present events and programmes across Scotland – from its remotest islands to the centres of its great cities – as well as online through films and digital activities.

Sown throughout Dandelion is a commitment to empowering young people, inspiring the artists, activists, scientists and creative producers of the future, and aiming to re-establish Harvest as a significant annual cultural festival for everyone.

Read more about Dandelion and the team involved at www.dandelion.scot

DANDELION PROGRAMME AND PARTNERS

Dandelion is giving away hundreds of thousands of seeds and plant plugs at Free For All events in towns and cities across Scotland so that everyone can try their hand at growing.

Whether you're an experienced grower or a complete beginner you can be part of Dandelion. From doorsteps and balconies, in plant pots, paint pots or whatever else you can repurpose and reuse – the weirder, the better! At the end of the growing season, we invite everyone to cook and share what they've grown at their nearest Harvest Festival.

Two festivals in Glasgow and Inverness bookend the summer (one in June and one in September) with live music, a menu of locally grown food, talks and a whole load of free plants and seeds for everyone to take home. At the heart of each event will be the Pavilions of Perpetual Light – quite literally taking centre stage as a 10m high vertical farm meets art installation and concert platform. As well as being the backdrop for international and Scottish live acts, the structure will also broadcast music commissioned especially for Dandelion. It's music, entertainment, food, ideas and learning for absolutely everyone!

Dandelion is working with Keep Scotland Beautiful and SRUC to develop an engagement programme for 500 schools and 100,000 pupils across Scotland. 100 secondary schools will be gifted two growing cubes each – mini vertical farms – and 400 primary schools will take part in The Big Tattie Experiment. Communities will come together for Harvest Festivals in school playgrounds across the country.

In addition to all of this, at the heart of Dandelion is a commitment to scatter this extraordinary investment across Scotland and to work in partnership with communities, artists, growers and organisations to create Unexpected Gardens.

Dandelion is working in partnership with:

- Alchemy Film & Arts, Hawick
- Cove Park, Cove, Helensburgh
- Edinburgh Agroecology Cooperative (Lauriston Farm), Edinburgh
- Fèis Rois, Dingwall
- Findhorn Bay Arts, Forres
- Lyth Arts Centre, Wick
- RIG Arts, Greenock
- Taigh Chearsabhagh, North Uist
- The Leven Programme, Levenmouth
- The Stove, Dumfries

DANDELION VALUES

We have identified five organisational core values:

Collaboration - we value each other and seek an open, honest and caring environment which is respectful, productive and enjoyable;

Inclusion - we strive for inclusion and equity for all and recognise that our differences make us stronger;

Engagement - we create events and experiences that enrich and enable the lives of our audiences through their shared experience;

Innovation - we exist to challenge boundaries, search for and welcome new ideas, new thinking and fresh approaches in all that we do;

Integrity - we achieve our aims without compromising our commitment to honesty and integrity throughout our work.

INCLUSION, DIVERSITY, EQUALITY AND ACCESS

The Dandelion Team is committed to creating a positive and inclusive environment where everyone feels respected and valued. We are an inclusive organisation and believe our work will be stronger with greater diversity and, as such, we welcome applications from those who bring a difference to our team. Alongside our Board of Directors, Dandelion has an IDEA Assembly to challenge and guide our work.

Read more about us at
<https://dandelion.scot/about/team>

We welcome the whole person to work, and understand that each of us bring our experiences, our backgrounds and our own unique lens to what we do. We encourage applications from all backgrounds and particularly welcome applications from those who are currently under-represented within the sector, including those from black and minority ethnic

backgrounds, disabled candidates, LGBTQI++ and/or those from a low socioeconomic background or requiring flexible working arrangements.

All Black, Asian and ethnically diverse and/or D/deaf or disabled applicants who meet the essential requirements of the person specification will be guaranteed an interview. If you are selected for interview, we will ask you to let us know if you have any access needs or may require reasonable adjustments to the interview or assessment (if applicable) at that stage. Please be assured that we will be supportive in discussing reasonable adjustments with you at any stage of the recruitment and selection process.

If you have any questions about our working environment please get in touch.

POST SUMMARY

Supported by the core Dandelion team, each Emerging Creative Producer will work with a Dandelion Partner Organisations to actively engage local communities with the new Unexpected Garden spaces. This will include devising and delivering a creative programme that runs from April 2022 and culminates with a Harvest Festival on 10th September 2022.

KEY ROLES & RESPONSIBILITIES

- Developing and delivering a creative programme in partnership with local communities in and around the Unexpected Gardens, including co-curating a Harvest Festival event in September 2022.
- Exploring ideas or issues around growing, climate crisis and culture that matter to the people living in the communities in which you are working.
- Working with your Partner Organisation to manage the creative programming budget for the Unexpected Garden.
- Working with the wider Dandelion team to ensure that all of your activities have appropriate licenses, insurance and risk assessments in place.
- Being curious and excited about learning new things and developing your skills by participating in training opportunities offered by Dandelion and your Partner Organisation.
- Actively participating in the national network of Dandelion Emerging Creative Producers.
- Collaborating with a Dandelion Musician in Residence and SRUC students who will spend 10 weeks on paid work placements with Dandelion through the Tattie Army initiative.
- Where appropriate, making links between the work you are developing in the community and the work that is going on through the Dandelion Schools Growing Initiative in local schools.

PERSON SPECIFICATION

The Emerging Creative Producer opportunities are open to emerging creative practitioners of any age.

Skills and Experience

You will have less than five years of work experience producing events.

We recognise that all types of work experience are valuable and provide useful transferable skills, so please do tell us about your previous work history and the skills you can bring to Dandelion.

It is essential that all Emerging Creative Producers have:

- Experience of working with artists
- Experience in creating and developing a project or programme from the initial seed idea through to delivery, and be able to demonstrate experience of both generating and realising your creative ideas
- An ability to build positive relationships with communities, colleagues, external partners and stakeholders
- The ability to manage different priorities and work to tight deadlines
- Excellent communication skills
- Competent IT skills

Applications from Gaelic speakers are particularly welcome for the roles hosted by Fèis Rois and Taigh Chearsabhagh.

Personal Qualities

We are looking for people who are:

- Open and engaging
- Approachable and empathetic
- Curious and creative
- Resourceful and adaptable
- Team players

HOW TO APPLY

Please apply in a format that feels comfortable to you. This could be in writing (maximum 2 x A4 sides for a covering letter) or by submitting an audio recording or a video (maximum 10 minutes).

We would like you tell us why this opportunity appeals to you and what you could bring to Dandelion. We ask you to apply directly to the Dandelion Partner Organisation you are interested in working with. The expectation is that you will live in the community in which the organisation is based.

See the table below for details of who to apply to in each organisation:

Organisation	Contact	Email to submit application	Area
Alchemy Film & Arts	Rachael Disbury	rachael@alchemyfilmmandarts.org.uk	Hawick
Cove Park	Alexia Holt	alexia@covepark.org	Cove, Helensburgh
Edinburgh Agroecology Cooperative	Toni Dickson	toni@lauristonfarm.org	NW Edinburgh
Fèis Rois	Fiona Dalgetty	fiona.dalgetty@feisrois.org	Invergordon
Findhorn Bay Arts	Kresanna Aigner	director@findhornbayarts.com	Forres
Lyth Arts Centre	Charlotte Mountford	charlotte@lytharts.org.uk	Wick
RIG Arts	Karen Orr	karen@rigarts.org	Greenock
Taigh Chearsabhagh	Simon Hart	simon@taigh-chearsabhagh.org	North Uist
The Leven Programme	Pauline Silverman	Pauline.silverman@sepa.org.uk	Levenmouth
The Stove	Matt Baker	matt@thestove.org	Stranraer

Please submit your application no later than midday on Thursday 9th December

The successful candidate will be required to complete an Enhanced PVG with Disclosure Scotland.

Please also complete this online equalities monitoring form:

www.dandelion.scot/inclusion-form

We will only request references from the successful candidates.

The information you supply in your application, and by completing the equalities monitoring form, is kept securely and will remain confidential. We will not retain this or any other personal information beyond the duration of the application process except in using anonymised data for the purposes of monitoring and reporting.

RECRUITMENT SCHEDULE

1st November	Applications open
9th December at noon	Deadline for applications
By 12th December	All applicants advised as to whether or not they have been selected for interview
Week of 13th December	Interviews take place
By 20th December	All interviewed applicants are notified of the outcome of their application and offered feedback
From Monday 10th January	All Creative Producers start in post agreeing exact start date with individual Partner Organisations

We know some candidates may have to work a notice period. We are aiming for a start date of 10th January but can be flexible and successful candidates will be able to agree a suitable start date with the Partner Organisation.