

# DANDELION OPPORTUNITIES

Job Description

**Emerging Creative Producer**

# dandelion

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# JOB DESCRIPTION & EMPLOYMENT CONDITIONS

<b>Title of post:</b>	Emerging Creative Producer (x 10 posts available)
<b>Accountable to:</b>	Each Emerging Creative Producer will be employed by a different Dandelion Partner Organisation and will be accountable to them. See the 'How to Apply' section below for more information
<b>Hours:</b>	Full-time (35 hours per week) including evenings and weekends when required
<b>Term:</b>	This is a fixed term contract for 10 months from 1st January to 31st October 2022.
<b>Location:</b>	All Scotland. See 'How to Apply' section for exact locations.
<b>Salary:</b>	£24,000 per annum, £20,000 salary for this full-time 10-month contract
<b>Holidays:</b>	21 days plus 8 public holidays for this 10-month period
<b>Pension:</b>	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.

## 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](http://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
- Cove Park
- Edinburgh Agroecology Cooperative (Lauriston Farm)
- Fèis Rois
- Findhorn Bay Arts
- Lyth Arts Centre
- RIG Arts
- Taigh Chearsabhagh
- The Leven Programme
- The Stove

# THE DANDELION TEAM

The original Dandelion Team, who worked together to develop the project during an intense period of R&D in late 2020 and early 2021, is a collaboration between festival organisers, freelancers, cultural directors, inventive technical and production experts, renowned earth scientists and dedicated specialists in sustainability, youth and community engagement.

Drawn from a wide range of organisations and specialisms from all parts of the country, the team has found a common vision to initiate and support the genuine societal change people crave after more than a year of social isolation.

## Team members include:

Aproxima Arts

Angus Farquhar

BEMIS Scotland

Tanveer Parnez

Celtic Connections

Donald Shaw

Fèis Rois

Fiona Dalgetty

Freelance equalities and evaluation specialist

Caroline Thompson

getMade Design

James Johnson

James Hutton Institute

Nicola Strachan

Musician and crofter

Pàdruig Morrison

Scotland's Rural College (SRUC)

Fiona Burnett

Sustrans

Cosmo Blake

Wraptheworld

Neil Butler

A Special Purpose Vehicle (SPV) has been set up to deliver the project and we are now in the process of expanding our team to help deliver this ambitious project.

The new company will be governed by a voluntary Board of Directors with Martin Booth, Executive Director of Finance at Glasgow City Council taking up the Chair. In addition to the Board of Directors, an IDEA Assembly (Inclusion, Diversity, Equality and Access) will play an important role in helping to guide the work of Dandelion.

The IDEA Assembly has nine remunerated roles for freelancers with lived experience, and those with professional knowledge established through engagement with communities of interest, to:

Provide perspectives on Dandelion's programme to ensure it is accessible and reflects the increasing diversity of our population;

Engage with staff and the Board to identify and address key IDEA issues and opportunities;

Bring expertise and a range of views to inform policies and work; Support the development of new partnerships and networks;

Contribute to a review of performance against IDEA outcomes.

# 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.

# POST SUMMARY

Supported by the core Dandelion team, each Emerging Creative Producer will work with a Dandelion Partner Organisations to actively engage people in 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 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 host 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 host 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

## Skills and Experience

You will have less than five years of work experience producing events. These opportunities are open to emerging creative practitioners of any age.

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 initial seed through to delivery, with demonstrable experience of generating creative ideas and realising them
- An ability to build 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

# RECRUITMENT SCHEDULE

1st November	Applications open
22nd November at noon	Deadline for applications
26th November	All applicants advised as to whether or not they have been selected for interview
29th November – 3rd December	Interviews take place
By 8th December	All interviewed applicants are notified of the outcome of their application and offered feedback
From Monday 3rd January	All Creative Producers start in post agreeing exact start date with individual partner / host organisations

## 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 the members 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.

# 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 Monday 22 November**

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](http://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.