

Craft

SCOTLAND



Craft Changemaker

Recruitment Pack

Prepared June 2022

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Craft Changemaker (Freelance)

Key information

Freelance fee: £12,000

Additional project budget: £3,000

Timeline: 28 hours per week

Location: Studio 6, Castle Mills, 2 Gilmore Park, Edinburgh EH3 9FN

Please note, that the team are currently hybrid working.

Reporting to: Director

Key dates

Opening date: Thursday 9 June 2022

Closing date: Midnight, Thursday 30 June 2022

Interview date: Thursday 14 July 2022 (tbc)

Ideal start date: August

Introduction

Craft Scotland has a freelance opportunity for a Craft Changemaker to make a real difference within Equalities, Diversity and Inclusion for Scotland's craft sector.

Craft Scotland want to use our reach, networks and resources to create opportunities for Scottish contemporary craft to collectively reflect, learn and develop.

We are committed to building equity in our sector. Over the next three years, Craft Scotland will focus on twin priorities of tackling ableism and of supporting anti-racism action to inform, and effect change, within our organisation and the Scottish craft sector.

In November 2021, we published our updated Equalities, Diversity & Inclusion Policy along with a 3-year roadmap.

- Download [Craft Scotland's Equality, Diversity and Inclusion Policy](#) (opens PDF)
- Download [Craft Scotland's Equality, Diversity and Inclusion Roadmap](#) (opens PDF)

About you

We are looking for a Craft Changemaker to take creative action to solve a social problem. This agent of change role is a key part of our Equalities, Diversity & Inclusion strategy. A critical friend to the sector, you will inspire and support Craft Scotland and the sector to implement new approaches.

As a champion for Equalities, Diversity & Inclusion, you will have a strong understanding of your specialist area, a sense of industry best practice and have an innovative, future-oriented approach.

Perhaps you are a grass-roots activist, academic, Equalities, Diversity & Inclusion specialist or an artist/maker with a strong social justice practice. We are looking for someone who can help us better address and embed Equalities, Diversity & Inclusion within our organisation, engage with relevance to the wider community and help us develop our future commitments to inclusion.

You will have a deep understanding of the value of implementing change, be effective in challenging the status quo and do so in a way that is successful, positive and engaging.

Professional qualifications are less important to us than your approach to ways of working with communities, organisations and individuals. You'll have experience in devising initiatives and deliver meaningful solutions which address specific issues within anti-racism action and/or tackling ableism. We are looking for you to bring your specific area of expertise, networks, ideas and devise a programme of activity around this.

You'll be a natural communicator with strong influencing, negotiation and collaborative skills. A high level of emotional intelligence and a flexible and pragmatic approach are desirable. You may come from another sector and be based outside of Scotland. Additionally, you may have an understanding of craft (and related sectors creative industries, visual art, design, architecture etc.). This would be beneficial but not essential.

Craft Scotland warmly welcome applications from those with lived experience of being Black, Asian, Mixed Heritage and/or a Person of Colour, Refugee, D/deaf, Neurodivergent, Disabled, and/or LGBTQIA+.

Craft Scotland's office is based in the creative hub of Castle Mills in Fountainbridge, Edinburgh. Whilst some of this work can be achieved remotely, it is a requirement that the freelancer will be able to spend time in Edinburgh to engage and work with the Craft Scotland team/Board and the project may involve visiting organisations and communities around Scotland.

Project deliverables

This is a general outline for the project deliverables; however, we are keen to work with the appointed Craft Changemaker to identify further areas for development and work plans. The overarching objective is to equip the organisation and sector with core competencies which enable them to embed Equality, Diversity and Inclusion considerations in our day-to-day practice creating a more inclusive, sustainable and equitable sector.

- Create and implement a pilot learning and development programme for the Scottish craft sector including makers, curators and organisations.
- Provide drop-in sessions and ad-hoc advice for the Scottish craft sector.
- Be a sounding board and critical friend to the Craft Scotland team/Board as we implement our 2022/23 programme and develop our new 5-year business plan. We are keen for you to bring in your networks, areas of expertise, knowledge and help us create new partnerships for this year and beyond.
- Support the Craft Scotland team/Board with inclusive Board/team recruitment where necessary.
- Audit Craft Scotland's current activity, programme and organisational structures. Provide the organisation with final report and key learnings, this will feed into our publicly published update on our progress in November 2022.
- Devise and deliver internal learning and development sessions for the team, Board and Advisory Group.
- Work with the Communications & Digital team to create/commission toolkits and resources for the Craft Scotland website.
- Kickstart a Community of Practice for craft orgs and individuals.

Project budget and Fee

Freelancer fee: £12,000 (inc. VAT)

Please note, this fee covers the deliverables as above. Work to be undertaken between August 2022 – 15 March 2023.

For example, a work schedule may look like 2 days a week for 17 weeks, at £350 per day. We are keen to hear from candidates how they would prefer to schedule the deliverables.

Additional project budget: £3,000 (inc. VAT)

This additional project budget is for any associated costs for the learning and development sessions including speaker fees, project travel costs etc.

About Craft Scotland

Craft Scotland is the national development agency for craft. We put makers at the heart of all we do, championing diverse and high-quality contemporary craft. We help people learn about, appreciate and buy craft, promoting the contribution of craft to Scotland's cultural, economic and social well-being.

Craft Scotland is a registered charity supported by Creative Scotland. Craft Scotland is a member of Arts & Business Scotland, we have taken the Scottish Business Pledge, and we are a Digital Participation Signatory and a Living Wage Employer.

www.craftscotland.org

Equal Opportunities & Access

Craft is culturally significant, essential to our economy and meaningful to our communities. Craft Scotland believes that everyone should have the opportunity to see, enjoy, learn about and participate in craft.

We are committed to equality and opposed to all forms of unfair discrimination.

We welcome applications from underrepresented in the cultural sector: including but not limited to candidates with lived experience of being Black, Asian, Mixed Heritage and/or a Person of Colour, Refugee, D/deaf, Neurodivergent, Disabled, and/or LGBTQIA+.

Craft Scotland is an Equal Opportunities Employer and our offices at Castle Mills are accessible. We welcome applications from candidates from all backgrounds.

Please note that Craft Scotland will reimburse reasonable travel/care costs for in-person interviews. Please contact the Craft Scotland team in advance to discuss.

Support with your application

Please do get in touch if you are interested in this vacancy but feel there are barriers limiting your ability to apply and/or participate in the interview process. Examples include, but are not limited to:

- Accessibility
- Travel
- Slow internet

This application pack is available in simplified word format, and we are happy to accept video applications.

If you have any questions, or if you require any assistance to complete your application or to attend an interview, then please get in touch in advance of the closing date.

How to apply

Please apply outlining your skills, areas of expertise and specific projects/initiatives you have delivered in relation to application.

Submit your online application form via Wufoo by the closing date:

<https://craftscot.wufoo.com/forms/x4m8cbb09itaqi/>

Please complete our Equal Opportunities Monitoring Survey (voluntary). This survey can be completed anonymously. It does not form part of your application and will not be used in any part of the selection process; it provides general information for our funders and our annual reports.

The deadline for receipt of applications is **midnight, Thursday 30 June 2022**.

Interviews

Interviews will take place on Thursday 14 July 2022 in-person/Zoom (to be confirmed).

Contact

If you have any queries about this project, organisation or the application process please email Irene Kernan, Director, by email irene@craftscotland.org.

This information is available in large print and as a word document.



Craft SCOTLAND

About

Craft Scotland is the national development agency for craft.

We put makers at the heart of all we do, championing diverse and high-quality contemporary craft.

We help people learn about, appreciate and buy craft, promoting the contribution of craft to Scotland's cultural, economic and social well-being.

Through our exhibitions and events programmes, digital platforms and strategic partnerships, we provide leadership for the sector.

We create opportunities for makers to develop their creative and business practice,

and to exhibit and sell work in Scotland and beyond.

Scotland has a proud history of making and its skilled makers have a well-deserved international reputation.

Makers are using traditional and cutting-edge techniques across a wide range of practices including; ceramics, glass, metalwork, textiles, basketry, furniture and jewellery.

Their creativity supports Scotland's economy and its international reputation for innovation and entrepreneurship.

We are a registered charity supported by Creative Scotland.

Contact

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