



A new series of four creative freelance commissions

Culture Collective project: CULTIVATE

Fixed Fee: £20,000

Day Rate: £264 / 75.8 days

Period: January – October 2023 (10 months)

Creative Dundee:

We believe that culture and creativity are essential catalysts for positive change. We amplify and connect creativity across Dundee and beyond, and lead collaborative projects which generate local, national and international opportunities for people, the city and communities across the region.

We develop strategies, engage communities, create and produce events, including our popular [PechaKucha Night](#). Our work is all about connecting people and developing collaborative projects – such as our [Indigenous Materials Library](#), which enables sustainable and responsible approaches when considering material choices.

We are also committed to creating a culture where equality, diversity and inclusion are prioritised and promoted across everything we do. Through our programme we nurture and encourage people to develop skills, expertise and pathways within the creative industries. Check out our [Amps](#) community – a space for sharing, supporting and growing – and our [Annual Activities Overview 2021-22](#), which reflects on the many projects, events and partnerships that our team have been working and collaborating on.



CULTIVATE:

[CULTIVATE](#) is a regional leadership programme for creative practitioners and local communities: to engage, create and produce locally relevant work, with a climate and social justice lens; and to enable regional learning and sharing around being a sustainable place to live, play and visit.

While the climate crisis presents some of the most critical and pressing issues of our time, any resolution must come from local organising and cross-disciplinary collaboration. Creative practitioners are leading the charge for change, enabling a transition into a sustainable creative ecology for the resilient wellbeing of our communities.

This pilot project supports creative practitioners to engage with marginalised community groups across the Tay region, and to collaboratively explore climate justice in a practical and meaningful way.

We're also exploring ways of working and designing freelance commissions to test new, more sustainable and meaningful approaches and processes to socially-engaged creative practices for freelancers, organisations and communities.

Culture Collective:

Creative Dundee's CULTIVATE is part of [Culture Collective](#), a network of 26 participatory arts projects, shaped by local communities alongside artists and creative organisations. Funded by Scottish Government emergency COVID-19 funds through Creative Scotland.

The Culture Collective programme has the potential to place creative practice right at the heart of a just transition, and help shape the future of local cultural life, which will impact massively the way we embrace creativity and culture in Scotland.



Commission Descriptions:

Creative Dundee is seeking three Creative Practitioner Leads and one Storyteller / Filmmaker. Each will work collaboratively – with communities and with one another – across the Tay region, mutually exploring and communicating new ways of embedding creativity at the core of grassroots collective action for climate justice.

The open brief and community group for each opportunity are:

1. Three Creative Practitioner Leads

The three Creative Practitioner Leads will collaborate with specific groups on the fringes – from people facing ethnic and poverty stigmas to those in rurally isolated communities. They will research, learn, understand and co-develop creative responses to better connect and equip the communities with place-based climate justice actions.

Applicants will choose which Creative Practitioner Lead opportunity (see list below) they would like to work on. The opportunity you choose/feel most closely aligned with may depend on your interests, skills, age and locality. The successful applicant will be appointed to initiate creative projects with key sections of their respective community.

There are three Creative Practitioner Lead commissions. One person will be assigned per region. You can choose from:

- Working with young people (16-24) living in rural areas within Perth & Kinross;
- Working with people of colour within Dundee City;
- Working with people living in poverty within Angus / Forfar.

It is expected that each Creative Practitioner Lead will bring a very distinct set of creative skills and experiences to the communities they are engaging with, through facilitating engaging and creative space for people to come together and imagine the future collectively.

2. One Storyteller / Filmmaker

This opportunity will focus on documenting the programme and amplifying the community's voices through storytelling and filmmaking, working collaboratively with each respective community across the three areas.

The Storyteller / Filmmaker will develop stories to showcase and advocate the important role that culture and creativity play in the climate justice movement.

These will be 'action-based' and 'people-led' stories of the just green transition in various formats – including video content, images, social media assets and infographics.

Their content should inspire other communities to engage in similar collaboration with creative practitioners, and to encourage funders and policy-makers to invest in similar action.

The Storyteller / Filmmaker will work in close collaboration with the Creative Practitioner Leads to share their experiences and insights, sensitively capturing diverse voices, and tell both the positive stories and the constructive views for the future.

Applicants must specify which commission they are applying for.

We will only accept one application per person.

Although these opportunities are exclusively open to individual practitioners, there will be opportunities to work with collaborators within each commission.

Alongside the work detailed with each opportunity, the three Creative Practitioner Leads and Storyteller / Filmmaker will come together to share learning, develop leadership skills and spark new collaborations and opportunities across the Tay region.

Commission Briefs:

We are looking for four socially-engaged practitioners from all creative backgrounds and who have made their life in the Tay region – individuals based in [Dundee City](#), [Perth & Kinross](#) and [Angus](#).

CULTIVATE offers time, space and support for creative practitioners to develop their knowledge, skills and practice(s). Therefore we would encourage you to apply regardless of your career stage – your commitment and creative approach are more important to us than your experience.

You will have a keen interest in and understanding of the importance and role of social justice and climate justice – however, you do not need to have direct experience of working in either field. You might already have connections to making work or interacting with individuals, projects, or organisations related to either of these fields, or you might be looking to develop your experience.

We would like to hear from people with different backgrounds, experiences, skills and stories – who understand the barriers that marginalised communities face when contributing to / participating in topics and actions which advance social justice for all. This includes, but is not limited to, those who have been discriminated against because of their age, class, race, gender identity, sexual orientation or being disabled.

People facing stark inequalities are those most likely to face the impacts of the climate emergency hardest. In close collaboration with community groups, the Creative Practitioner Leads will imagine and embed appropriate, practical and creative actions, and the Storyteller / Filmmaker will communicate about them in accessible and engaging ways.

The four commissions will be divided in three distinct stages:

- **Introduction and research (Jan - Mar)** – meet and connect with various groups and projects across the region; identify challenges and opportunities; and create your own commission brief in collaboration with peers and the production team.
- **Engagement and development (Apr - Aug)** – engage with your chosen community groups and collaboratively plan, develop, prototype and implement your creative response.
- **Sharing and feedback (Sep - Oct)** – celebrate the community actions and the climate justice legacy that have taken place, and carry out community transfer.

The commissions will have a strong focus on these aspects:

- **Visioning** – support the community in shaping, and sharing with others, a 'communal radical imagination' for a just recovery/ transition.
- **Creative tools** – research, learn, understand and co-develop a creative response to better connect and equip the community with place-based climate justice actions.
- **Resilience** – nurture the resilient wellbeing of the community to create (or advocate for) new ways of living and connecting, sustainably and locally.

Duties:

- Create a brief, develop an action plan and deliver your creative response in collaboration with community groups and with support from Project Lead and Access Producer;
- Regular and sustained engagement with community groups;
- Deliver work publicly in the context of the CULTIVATE Open Community Programme;
- Document progress of the commission according to the needs of Creative Dundee and Creative Scotland;
- Engage with the Culture Collective network and input into their national evaluation when required.

Skills, Experience and Requirements:

We want to hear from creative practitioners of all backgrounds (art, design, craft, performance, etc) who are:

- **Enthusiastic, self-motivated and responsive** – able to work autonomously and willing to adapt appropriately to the needs of the community (within reason).
- **Team players** – enjoy working collaboratively, building relationships and sharing knowledge, experience and learnings with others.
- **Approachable and empathetic** – embrace a participatory practice, and thrive on working with people, partners and communities.
- **Socially-engaged** – have an understanding and a keen interest in social and climate justice.



The Commission Terms:

Fixed Freelance Fee: £20,000 / £264 day rate in line with the [Scottish Artists Union's 2022 Rates of Pay](#).

Fixed Period: January – October 2023 (10 months), working flexibly, with the vast majority of working days from April until August 2023.

Days: 75.8 days for engaging with local groups, researching, developing and implementing your ideas.

Additional Budgets: Each practitioner will have access to additional budgets for:

- Production and Community Engagement budget – £5,000 for each commission
- Collaboration (working with other practitioners) – £5,000 for each commission
- Access (for practitioners and communities) – £10,000 in total



Equal opportunities:

Creative Dundee is committed to being an equal opportunities organisation and welcomes all applications for consideration.

We know there are candidates who may not fit every criteria we've outlined here, or who have key skills we haven't listed. If this is you, please do apply if you feel your particular experience or skill set could enhance this role.

We want to ensure that our application process does not present any accessibility barriers to potential applicants. If we can provide any assistance to support you through this process (or if you want to discuss alternative ways to show your skills and relevant experience), please get in touch with **Jordan Butler**, Access Producer – jordan@creativedundee.com.



Application Process:

Stage 1

We recognise that application writing is unpaid labour. As such, we are asking for the following, and no more:

- **A statement about your creative practice(s)**, including your values and methods, the creative skills/tools you can bring & relevant experience, skills and interests in working in this space.
- **An expression of interest** outlining why you would like to take part in the CULTIVATE programme and work within your chosen area/respective community, and what you hope to gain from the experience.
- **Links to your website or online portfolio** if applicable – eg professional social media link, or a link to a Vimeo for example.
- **Two references** – these may include professional contacts, creative colleagues or community members you previously worked with.

Please apply in a format that feels comfortable to you – this could be in writing, an audio recording or a video.

Send the above through our online form (find link below), or ask any questions in advance, to **Andy Truscott**, Team Producer – andy@creativendee.com by the deadline: **12noon, Wed 16 November 2022**.

APPLY HERE!

We will hold two information sessions via Zoom on Thu 6 October 2022 (12–1pm and 6–7pm) where you will have the opportunity to hear more about the programme and ask questions. After the sessions, we will share a video recording of the presentation, the slide deck and a summary of all the questions and answers shared afterwards.

Stage 2

A shortlist of between 9 and 12 applications will be selected by a panel. Our panel will include people with work/lived experiences in social/climate justice.

The shortlisted applicants – 3 to 4 applicants per commission – will be invited for an informal chat with our panel, as well as to send a short proposal that shares some insight into what applicants would like to explore within their chosen commission.

Invitation to take part in second stage: Fri 18 November 2022

Deadline to send proposal: 12noon, Mon 12 December 2022

The shortlisted applicants who send their proposal before the stage 2 deadline will receive a fixed fee of £150.

The successful applicants will be informed on Friday 16 December 2022.



If you have any questions regarding the programme, commissions or application process, please get in touch with:

Claire Dufour, Project Lead – claire@creativendee.com,

Jordan Butler, Access Producer – jordan@creativendee.com,

or **Andy Truscott**, Team Producer – andy@creativendee.com.

Summary of Relevant Dates:

Information Sessions: Thu 6 October 2022 (12–1pm & 6–7pm) via Zoom

Stage 1 Deadline for Application: 12noon, Wed 16 November 2022

Stage 2 Deadline to Send Proposal: 12noon, Mon 12 December 2022

Start Date: January 2023

