

Associate Director (2)

The Spark Arts for Children are looking to appoint two Associate Directors who identify as Black, Asian or ethnically diverse and/or D/deaf or Disabled.

Purpose of the post

We are interested in working with artists to rebalance the decision-making power in the sector. In order to explore and consider any necessary change, The Spark would like to identify artists who are Black, Asian or ethnically diverse, or D/deaf or Disabled to work as part of the senior team, to collaborate with the Board, staff and stakeholders in developing new ways of working.

The role places artists at the heart of The Sparks decision-making processes, working closely with the Director & General Manager and alongside the Project Manager and Creative Producer to contribute to and positively influence the delivery of The Sparks objectives over the Festival 2021 period, and planning for the next business cycle. One Director will have a focus on Education and the other on Community.

Areas of action research

The role is anticipated as live action research, an exploration into forming new artistic leadership within schools and communities and working within the organisation to realise our ambition for long-term relevance. The Associate Directors will be fundamental to conversations that shape the future of the organisation, therefore adaptability and shared learning is key.

Areas of artistic leadership

Specific areas for consideration and development will be:

- to shape and influence The Spark Festival specifically our work in schools and communities
- to identify sustainable and meaningful ways for The Spark to connect with the artistic community locally, nationally and internationally, and support our ambition to involve them effectively in the process of making and sharing work with and for children.
- proactively experiment with new artistic leadership and present proposals for long-term change

The roles will directly lead on four key areas:

1. Our programmes of work with schools, specifically leading up to and over the festival. Championing cultural engagement to ensure children thrive and have opportunities to enjoy the arts as learner, audiences and makers of their own art
2. Our programmes of work with children and families in communities, specifically leading up to and over the Festival. Providing opportunities for children and families to create/co curate new artistic ideas in conversation with the communities.
3. Developing digital opportunities that connect to the artistic programmes

4. Supporting the delivery of professional development opportunities for artists engaged on our Vital Spark programme.

Key duties

- To oversee delivery of the programme activities (specifically the *At Your School* and *On Your Doorstep* Festival programmes) by the team and other freelance artists, and event managers as required
- To maintain and develop existing, and identify new partnerships which support the *At Your School* and *On Your Doorstep* Festival programmes for the 6-month delivery and future planning period
- To actively support the development of Sparks commitment to ensure equality for all and to meet and develop our equality action plan
- To lead areas of action research across education and community through discussion, consultation and networking with Spark staff, stakeholders, and Board
 - To highlight any gaps within provision and propose ideas that align with Sparks priorities and mission
 - To take part in discussions developing income generation to enable more opportunities for the artistic community
- To contribute to the team effort in reporting, monitoring, evaluation and documentation of programme areas

Person Specification

Experience of

- working as a producer or creative director on your own projects or as part of an organisation
- delivering arts programmes with children, communities and education
- Working within budget and available resources

Knowledge / Skills

- Ability to deliver performance and participatory activity at a high level as a practitioner
- Desire to work at a strategic level and engage in a process of reflective practice as a means to support organisation development
- Ability to create positive working relationships with a wide range of individuals, organisations and stakeholders
- Creative and resourceful approach to devising programmes from scratch, quick to spot opportunities, connections and potential collaborations.

Personal qualities

- Self-starter, able to use own initiative and work flexibly in response to the capacity of the company and demands of the project
- Interest and enthusiasm for arts and culture across a variety of disciplines
- Black, Asian or ethnically diverse, or D/deaf or disabled. This post is funded through our Vital Spark programme.

Contract Details

Salary: £28,000 - £30,000 pro rata per annum dependent on experience

Working hours: Part time 2.5 days (18.5 hours)

Location: The Spark office in Leicester and in an around Leicester

Start Date: October 2020

End Date: 31 March 2021

Please note that the nature of this role requires occasional evening and weekend work to be undertaken (specifically during the Spark Festival 8-14 February), for which time off in lieu may be taken in agreement with the Director.

Appointment is subject to a satisfactory enhanced DBS disclosure.

Application information

Application is by submission of The Spark's application form, or by video / audio recording answering the questions on the form. A c.v. may be submitted in addition to answering the questions.

Submissions should be sent by email to jobs@thesparkarts.co.uk

Closing date: 5 pm on 15 September 2020

Interviews: Wednesday 23 and Thursday 24 September – via online platform

All applications will be acknowledged by email.

The Spark Arts for Children strives to be an equal opportunities employer, and would appreciate applicants completing the monitoring form. An electronic version will be sent to you with your application acknowledgement.

About The Spark Arts for Children

The Spark Arts for Children is a busy children's art organisation based in the LCB Depot, in the heart of the city of Leicester's cultural quarter.

We promote a wide-ranging programme of work including an annual arts festival for children across schools and city venues, artist residencies in libraries, touring new theatre productions for children to city, county and east midland locations and venues. We also provide leadership and direction for the development of The City Classroom, Leicester's Cultural Education Partnership.

The Spark brings together exceptional national and international artists creating work for children. The festival features theatre, dance, music, poetry, puppetry and visual & digital arts. The work is often innovative and experimental and performed by companies at the forefront of their profession.

Our Vision

Extraordinary experiences for children, sparking creativity and change.

Our Values

- A fair and safe environment where everyone is valued.
- The Space for big ideas to grow.
- We are curious and love learning
- Empowering children & young people to be amazing.

Our Strategic Objectives

The charity has four strategic objectives:

- To commission and produce high quality, diverse and innovative programmes and products which provide children, their families and their communities with the opportunity to experience the richness of the arts in a variety of local, regional, national and international settings.
- To organise a children's arts festival each year recognised nationally and internationally for the quality, diversity and innovation of the artists and programme, and valued locally for its contribution to the quality of life for children,
- To champion cultural education activity locally to ensure that children in Leicester/shire thrive through rich and adventurous experiences, no matter where they start in life, and to advocate for children's rights to enjoy artistic opportunities as audiences, as learners and as creators of their own art.
- To ensure that the organisation is sustainable, well governed by a skilled board and has the hallmarks of an effective charity.

thesparkarts.co.uk