



# HIGHLAND CULTURE COLLECTIVE

JOB DESCRIPTION

**Artist in Residence**  
experienced

Highland Culture Collective is  
supported by



ALBA | CHRUTHACHAIL

## DEALBH OBRACH

<b>Ainm na Dreuchd</b>	<b>Ealainiche Còmhnaidh</b> (le eòlas) x3 dreuchdan rim faighinn
<b>A' freagairt do</b>	Co-chaidreamh Co-chomann Cultar na Gàidhealtachd Online Q&A 2
<b>Uairean</b>	Làn-ùine (35 uairean san t-seachdain) Nam measg feasgar is an deireadh-seachdain far a bheil feum air  Cuiridh gach ealainiche seachad trì làithean san t-seachdain ag obair còmhla ri coimhearsnachdan. Bidh aon latha san t-seachdain ga chosg air rianachd/planadh agus bidh latha eile airson aire a thoirt air ur n-obair chruthachail fhèin.
<b>Àit'-obrach</b>	A' Ghàidhealtachd Faicibh fios a bharrachd air an àit'-obrach gu h-ìseal
<b>Tuarastal</b>	£30,000 airson bliadhna £37,500 fad 15 mìosan a' phròiseict ùine-shuidhichte seo
<b>Peinnsean</b>	Thèid ur clàradh air sgeime peinnsein far am pàigh sibhse 5% de ur tuarastal agus Fèis Rois 3%
<b>Ùine</b>	'S e cùmhnant ùine-shuidhichte a tha seo fad 15 mìosan bho 1 Iuchar 2021 gu 30 Sultain 2022

## RECRUITMENT SCHEDULE

<b>Title of post</b>	Artist in Residence (Experienced) x3 posts available
<b>Accountable to</b>	Highland Culture Collective Consortium
<b>Hours</b>	Full-time (35 hours per week) Including evenings and weekends when required
<b>Location</b>	Each artist will spend three days a week working with communities. One day a week will be spent on admin/ planning and another day will be to focus on your own creative practice  Highland See additional notes on location below
<b>Salary</b>	£30,000 annual salary £37,500 for the 15 months of this fixed term project
<b>Holidays</b>	25 days plus 10 public holidays per year
<b>Pension</b>	You will be auto enrolled into a pension scheme where you will contribute 5% of your salary and Fèis Rois will contribute 3%
<b>Term</b>	This is a fixed term contract for 15 months from 1st July 2021 to 30th September 2022.

## MU DHEIDHINN CO-CHOMANN CULTAR NA Gàidhealtachd

Tha Co-chomann Cultar na Gàidhealtachd na phàirt de phrògram deuchainn nàiseanta a chuireas air bhonn lìonra de luchd-ealain, de chomainn is de choimhearsnachdan cruthachail ag obair còmhla airson diofar deimhinne a chruthachadh gu h-ionadail is gu nàiseanta mar fhreagairt air COVID-19.

'S iad Fèis Rois (prìomh-bhuidheann), Highland Third Sector Interface, Cùirt Eden, Clò-lann na Gàidhealtachd, Ionad Ealain Lyth agus North Lands Creative na buidhnean a tha air tighinn còmhla airson co-chaidreamh a chur air bhonn gus Co-chomann Cultar na Gàidhealtachd a stiùradh.

Freagraidh Co-chomann Cultar na Gàidhealtachd air buaidh galair Cobhad-19 air an àrainneachd agus air na coimhearsnachdan a leanas de dhaoine air feadh na ceàrnaidh.

- Seann daoine, an teaghlaichean is an luchd-cùraim
- Boireannaich, clann is òigridh fo bhuaidh droch-dhìol san dachaigh
- An fheadhainn a tha fo bhuaidh siostam a' cheartais, nam measg eucoirich, an fheadhainn a tha ann an cunnart eucoir a dhèanamh, agus an fheadhainn aig a bheil ball den teaghlach sa phrìosan.
- Luchd-ionnsachaidh na Gàidhlig aig an robh tàir le ionnsachadh na Gàidhlig sa bhliadhna a tha seachad, m.e. clann is òigridh a fhrithheileas foghlam tro mheadhan na Gàidhlig ach aig nach eil Gàidhlig a-staigh.

Tha Co-chomann Cultar na Gàidhealtachd an-dràsta a' sanasachadh airson 5 Luchd-ealain còmhnaidh làn-ùine (triùir eòlach is dithis ag èirigh) agus Manaidsear Pròiseict.

## ABOUT HIGHLAND CULTURE COLLECTIVE

Highland Culture Collective is part of a national pilot programme which will establish a network of creative practitioners, organisations and communities, working together to create a positive difference locally and nationally in response to COVID-19.

Fèis Rois (lead organisation), Highland Third Sector Interface, Eden Court, Highland Print Studio, Lyth Arts Centre and North Lands Creative are the organisations that have come together to set up a consortium to manage Highland Culture Collective.

Highland Culture Collective will respond to the impact of the pandemic on the environment and on the following communities of people across the region:

- Older people, their families and carers
- Women, children and young people affected by domestic abuse
- Those affected by the justice system, including offenders, those at risk of offending, and those with a family member in prison
- Gaelic learners who have struggled with language acquisition over the past year, e.g. children and young people who attend GME but who do not have Gaelic at home.

Highland Culture Collective is currently advertising for 5 full-time Artists in Residence (three experienced and two emerging), and a Project Manager.



## MU DHEIDHINN FÈIS ROIS

Stèidhichte ann an 1986, 's i Fèis Rois tè de na prìomh-bhuidhnean ealain dualchasaich ann an Alba. Buidheann bheag le buaidh mhòr, bidh Fèis Rois a' cruthachadh chothroman cruth-atharrachail do dhaoine de gach aois dual-chèol is a' Ghàidhlig a mhealtainn is ionnsachadh. 'S e a tha fainear dhuinn feabhas a bhrosnachadh agus compàirt a mhisneachadh anns a h-uile seòrsa de dh'ealain dhualchasaich, le taic do thionnsgalachd, nuadhachas agus na tha a' dol cheana ann an Ros is Cromba, Alba is thall thairis.

## ABOUT FÈIS ROIS (LEAD ORGANISATION)

Founded in 1986, Fèis Rois is one of Scotland's leading traditional arts organisations. A small organisation with a big impact, Fèis Rois creates transformative opportunities for people of all ages to celebrate and engage with traditional music and the Gaelic language. Our vision is to promote excellence and encourage participation in all aspects of the traditional arts, including supporting creativity, innovation and contemporary practice in Ross & Cromarty, Scotland and beyond.

## PRÌOMH-FHÀTH LUCHD-EALAIN CÒMHNAIDH (EÒLACH)

Daoine a bhrosnachadh beatha chultarach an coimhearsnachdan sa Ghàidhealtachd a chumadh tro bhith a' dealbhachadh phròiseactan far am bi sibh ag obair mar ealainiche cruthachail an co-bhoinn ri coimhearsnachdan.

## PRIMARY PURPOSE OF THE ARTISTS IN RESIDENCE (EXPERIENCED)

To actively engage people in shaping the future cultural life of their communities in the Highlands by devising projects where you as a creative practitioner work collaboratively with communities.

## COTHROMAN IS ÀITEACHAN-OBRACH

Tha Co-chomann Cultar na Gàidhealtachd an dùil triùir Luchd-ealain Còmhnaidh fhastadh, aon neach an urra airson obair còmhla ris na daoine a leanas:

1. An fheadhainn a tha fo bhuidh roinn ceartas eucoirean
1. Boireannaich, clann is òigridh a tha fo bhuidh droch-dhìol san dachaigh
1. Luchd-ionnsachaidh na Gàidhlig, gu h-àraidh clann aig nach eil Gàidhlig a-staigh is an cuid ionnsachaidh Gàidhlig fo dhroch buaidh a' ghlasaidh-sluaigh.

San iarrtas agaibh, feuch gun cuir sibh an cèill cò an dreuchd a tha sibh a' cur mu dheidhinn.

## OPPORTUNITIES AND LOCATIONS

Highland Culture Collective is looking to recruit three experienced Artists in Residence, one to engage each of the following communities of people:

1. Those affected by the criminal justice sector
2. Women, children and young people affected by domestic abuse
3. Gaelic learners, especially children who do not have Gaelic in the home and whose language acquisition has been affected by Lockdown

In your application, please state clearly which residency you are applying for.



'S e dreuchd an ealainiche còmhnaidh a tha ag obair le roinn ceartas eucoireach tè a tha fosgailte do luchd-ciùil a-mhàin. Bidh an dreuchd stèidhichte sa mhòr-chuid ann an Inbhir Nis agus Ros an Iar, ach bidh cothroman obrach air feadh na Gàidhealtachd.

Tha an dreuchd ag obair còmhla ri boireannaich, clann is òigridh fosgailte do luchd-ealain ann an ealain sam bith agus dh'fhaodadh sibh a bhith stèidhichte ann an àite sam bith air a' Ghàidhealtachd.

Tha an t-ealainiche còmhnaidh a tha a' cuideachadh ionnsachadh na Gàidhlig fosgailte do luchd-ealain fileanta ann an Gàidhlig ann an ealain sam bith stèidhichte ann an àite sam bith ann an roinn Comhairle na Gàidhealtachd.

The Artist in Residence working with the criminal justice sector is a post open to musicians only. This post will be based primarily in Inverness and Easter Ross, but there will be opportunities to work across the Highlands.

The Artist in Residence working with women, children and young people is open to artists from any art form and you could be based anywhere in the Highlands.

The Artist in Residence supporting Gaelic language acquisition is open to fluent Gaelic speaking artists in any art form based anywhere in the Highland Council area.

## DLEASDANAS

- Leasachadh agus a' toirt gu buil pròiseactan ùra cruthachail an co-bhonn ri coimhearsnachdan sa Ghàidhealtachd.
- Rannsachadh bheachdan is ghnòthaichean a tha cudromach do dhaoine a tha a' fuireach sna coimhearsnachdan sa bheil sibh ag obair.
- A bhith feòrachail èasgaidh a thaobh rudan ùra ionnsachadh agus piseach a thoirt air ur sgilean le bhith a' gabhail pàirt ann an cothroman oideachaidh a tha gan tabhann le Co-chomann Cultar na Gàidhealtachd.
- Dèanamh cinnteach gu bheil gach gnìomh agaibh air a mheasadh gu dòigheil a thaobh cunnart sam bith.
- Frithealadh choinneamhan cunbhalach eadar an Luchd-ealain Còmhnaidh, compàirtichean pròiseict, Manaidsear a' Phròiseict, buidhnean coimhearsnachd agus luchd-compairt eile.
- A bhith a' riochdachadh Co-chomann Cultar na Gàidhealtachd
- Gabhail pàirt dhìcheallach ann an lìonra Co-chomann nàiseanta a' Chultair.

## RESPONSIBILITIES

- Developing and delivering new creative projects in partnership with communities in the Highlands
- Exploring ideas or issues that matter to the people living in the communities in which you are working
- Being curious and excited about learning new things and developing your skills by participating in training opportunities offered by Highland Culture Collective
- Ensuring that all of your activities are appropriately risk assessed
- Attending regular meetings between the Artists in Residence, project partners, the Project Manager, community organisations and other stakeholders
- Being an advocate for the Highland Culture Collective
- Actively participating in the national Culture Collective network



## SGILEAN AGUS EÒLAS

Feumaidh co-dhiù còig bliadhna de dh'èòlas a bhith agaibh nur n-ealainiche-teagaisg/com-pàirteach/coimhearsnachd.

Feumaidh eòlas air choreigin a bhith agaibh air obair sa choimhearsnachd sa bheil ùidh agaibh. Mar eisimpleir, ma tha sibh a' cur a-staigh airson na dreuchd ag obair còmhla ris an fheadhainn fo bhuidh roinn ceartas eucoireach, bhiodh dùil againn gum biodh sibh eòlach air a bhith ag obair ann am prìosain roimhe no còmhla ri òigridh a tha ann an cunnart eucoir a dhèanamh no còmhla ri teaghlaichean aig a bheil caraid gaolach sa phrìosan. Ma tha sibh a' cur a-staigh airson tè den dà dhreuchd eile, bhiodh dùil againn gun robh sibh eòlach air a bhith ag obair ann am pròiseactan cruthachail com-pàirteach còmhla ri clann is òigridh.

Tha e riatanach gum bi Ealainiche Còmhnaidh na Gàidhlig fileanta sa chànan.

Tha e riatanach gur urrainn do gach Ealainiche Còmhnaidh:

- Smachd a chumail air prìomhachasan
- Conaltradh gu sgileil
- Coimpiutair a làimhseachadh
- Obair mar phàirt de sgioba bheag agus dàimh a dhèanamh le coimhearsnachdan, co-oibrichean, com-pàirtichean a-muigh agus luchd-com-pàirt eile.

## SKILLS & EXPERIENCE

You will have at least five years of experience as a teaching artist / participatory artist / community artist.

You will have some previous experience of working in your chosen community of interest. For example, if you are applying for the residency to work with the those affected by the criminal justice sector, we would expect you to have some previous experience of working in prisons or with young people at risk of offending or with families who have a loved one in prison. If you are applying for one of the other two residencies, we would expect that you have some previous experience of working on participatory creative projects with children and young people.

It is essential that the Gaelic Artist in Residence is fluent in the language.

It is essential that all Artists in Residence have:

- The ability to manage different priorities
- Excellent communication skills
- Competent IT skills
- An ability to work as part of a small team and build relationships with communities, colleagues, external partners and stakeholders
- A full, clean and current driving license

## FEARTAN PEARSANTA

Tha sinne a' sireadh dhaoine a tha:

- Fosgailte conaltrach
- Fosgarra dàimheil
- Feòrachail cruthachail
- Co-obrachail ann an sgioba

## PERSONAL QUALITIES

We are looking for people who are:

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

## PVG

Feumaidh na tagraichan soirbheachail iarrtas sàr-PVG a lìonadh le Disclosure Alba.

## PVG

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

## MAR A CHUIREAS SIBH MU DHEIDHINN SEO

Feuch gun cuir sibh iarrtas a-staigh ann an riochd a fhreagras oirbh fhèin. Dh'fhaodadh seo a bhith ann an sgrìobhadh, clàradh fuaim no bhidio.

Dh'iarraimaid oirbh innse dhuinn carson a tha an cothrom seo tarraingeach dhuibh agus na b' urrainn dhuibh toirt dhuinn ann an Co-chomann Cultar na Gàidhealtachd.

Ma 's e litir a roghnaicheas sibh, feuch gun cùm sibh i gu 2 thaobh-duilleig A4 air a' char as fhaide.

B' fhìor thoigh leinn cluinntinn mun obair agaibh roimhe. Faodaidh sibh iomradh a thoirt air an seo san litir agaibh, sa chlàradh fuaim no bhidio, no ann an cunntas-beatha air leth no ceangal ri làrach-lìn ma tha a leithid agaibh.

Feuch gun cuir sibh ur n-iarrtas gu **fios@feisrois.org** co-dhiù ro **5f Diluain 31 Cèitean 2021**.

Cuideachd feuch gun lìon sibh seo **online equalities monitoring form**

## HOW TO APPLY

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

We would like you tell us why this opportunity appeals to you and what you could bring to Highland Culture Collective.

If you choose to send a letter, please keep it to a maximum of 2 x A4 sides.

We are keen to hear about your previous work. You can mention this in your letter, audio recording or video, or send a separate CV or biography or a link to a website if you have one.

Please send your application to **fios@feisrois.org** no later than **5pm on Monday 31st May 2021**.

Please also complete this **online equalities monitoring form**

