



Cashback to the Future: Youth Arts Facilitator

Job title:	Youth Arts Facilitator (Art forms can include Music Performance, Creative Writing, Visual and Digital Art)
Hourly rate:	£23,812 per annum
Based at:	Workshop location to be confirmed, in North Lanarkshire Home working will be expected for preparation and planning time Delivery model would switch to remote if a lockdown returns
Reporting to:	Amanda Munro - Programme Manager, Youth and Education
Duration of contract:	January – March 2022
Working Hours:	37.5 hours per week (open to 0.5 job share – 18.75 hours p/w)
Qualifications:	SCQF level 9 in related discipline
Experience:	Minimum of 2 years' experience delivering creative activities and working with young people (aged 14-19) within diverse community settings
Other Essentials:	Competent IT skills including: MS Word, Excel, PowerPoint and Outlook Subject to PVG check and references Ability to engage young people in the context of remote delivery when required
Desirable:	Current PVG scheme member Experience using a CRM database
To apply:	Please visit www.impactarts.co.uk to download an application form. Completed applications should be sent to jobs@impactarts.co.uk by 9am on 8 th December 2021
Interviews:	15 th December 2021 (via Zoom)
Expected Start Date:	Jan 2022/ ASAP



In all our work, Impact Arts aims to tackle the inequalities that exist in Scotland and to ensure everyone has equal opportunity. We encourage all applications for this post, particularly from those who are currently under-represented in the creative and arts sectors. Impact Arts welcomes all people no matter their age, race, gender, sex, sexual orientation, religion or belief, class, cultural background, disability, marital status, pregnancy or maternity status.

We want to make sure that process barriers do not get in the way of applicants, so if you have any accessibility needs in regards to any parts of this process (or want to discuss alternative ways to show your skills and relevant experience), please get in touch.

Company Values

As a team of people we share the following values:

Our values

CREATIVITY

We always place creativity at the centre of all that we do.

INTEGRITY

We are always honest and truthful and act with transparency.

EQUALITY

We value people's right to be different and ensure everyone has equal opportunity.

KINDNESS

We always treat everyone with care and respect.

AMBITION

We are always ambitious in what we want to achieve for our partners, participants and colleagues.



What We Do

Established in 1994, Impact Arts is a national arts organisation which tackles inequalities in Scotland through creative engagement. We envisage a Scotland where everyone values and benefits from the power of creativity to transform lives.

Our strategic objectives are:

- We will transform Children and Young People's lives through impactful arts and creativity.
- We will grow Communities to become stronger and empowered through creative engagement.
- We will support Older People the opportunity to take part in life enriching arts and creativity.

We place innovation, enterprise and creativity alongside outstanding delivery, sound management and a strong ethos of partnership to tackle society's big issues. Our talented in-house and freelance artists across Scotland and beyond ensure that our artistic programmes, exhibitions, performances and events are of the highest quality. We exist to inspire creativity in people and regenerate our communities through a deep and rewarding relationship with the arts.

We have over 50 staff and 100 freelance artists working on services across Central Scotland with our Head Office in Glasgow. We work with multiple partners and funders all with a strong ethos #artchangeslives. We are supported on an annual basis by over 40 funders including Scottish Government, CashBack for Communities, Skills Development Scotland, National Lottery Community Fund, Life Changes Trust and a range of other foundations and trusts.

Our Impact

Our 2019/20 figures:





Purpose

About Cashback to the Future:

Funded for 3 years by Phase 5 of the Scottish Government's CashBack for Communities fund, CashBack to the Future will work intensively in communities across Scotland, focussing on participation in areas of multi-deprivation where young people (14-19 years) can actively contribute to local community regeneration throughout a year round hub programme of creative activities. Creative output is designed and steered by the participants.

- Is a celebration of young people and their creativity
- Uses a variety of art forms, including visual art, digital art, performance and music.
- Empowers young people to gain increased confidence, social and communication skills, teamwork and creative skills
- Encourages young people to stay in education or training
- Enables young people to work towards their Dynamic Youth Award

About the team:

Cashback to the Future is a large scale intensive programme, and as such Impact Arts will employ a number of existing and new arts and youth professionals to work on the project. Programme Managers will oversee and support:

- Youth Arts Facilitators
- Youth Workers
- Programme Coordinators
- Opportunities Coordinator

Additional central support will be available through Impact Arts' administrative and operational teams (Database, Finance and HR).

The role:

Your role is to design and deliver high quality and structured workshops, in line with the programme's objectives and themes.

Youth Arts Facilitators will engage with small groups of young people (up to 15) in their chosen art form, and use their expertise to facilitate young people's expressive aspirations. Throughout the collaborative process, the team will encourage young people to try new experiences, leading towards a quality creative outcome. Young people will be supported to create a final showcase or output with a celebration event eg. exhibition / performance sharing / print launch.

Please note: In line with the Scottish Governments indicative route map this project can be delivered face to face currently. If required, we may have to quickly revert to digital delivery, so please keep this in mind when planning workshops

Suggested, (but not exhaustive) methods of engagement if delivery is virtual:



- Packs of art materials & 'how to guides' delivered to young people's homes
- Online small group tutorials encouraging young people to work through a specific activity
- Facebook/ Instagram 'live' sessions which young people can anonymously connect with without the pressure of face to face video links – something that current feedback from young people has highlighted as important
- Weekly fun group sessions for young people to come together and feel part of a community

Youth Workers will provide additional support for young people and will work closely with artists to ensure our young people engage, are supported and go on to achieve positive outcomes eg. continued school engagement, starting college, training courses or employment..

Referrals to our Cashback projects come through a variety of partner organisations including: education; social work; health (CAMHS and primary health care providers e.g. community nurses / GP's); voluntary organisations (e.g. Barnardo's, Includem impact); and Police Scotland. Participants will come from a variety of backgrounds, and engagement with young people will focus on removing barriers to participation, education, employment, and training.

Both in person or virtually you will lead and support two groups of up to 15 young people to create a series of artworks and creative outcomes. The artworks can be presented in a final showcase event. While the showcase is an important event for the young people as a chance to show off their hard work to friends and family, for Impact Arts the experiences of the young people and their personal development (learning new skills, gaining confidence, making friends, etc.) is much more important than the final showcase.

You will be inspiring young people through your own skillset in music, performance, creative writing, visual or digital art.

You must have the experience and ability to work with young people with challenging behaviour, those experiencing social anxiety and/or mental health issues.

You will need to build into your delivery plans methods for evaluating the outcomes that we are required to achieve which include:

- Increased confidence & resilience
- Improved health & wellbeing
- Improved behaviour

You will have an amount of planning and evaluation time. This time is to be used to create workshop plans, researching community links and partnership opportunities, arrange guest speakers, as well as collating marketing content, project reports and recording project outcomes.

Main Responsibilities:

Delivery

- Design and deliver high quality, dynamic workshops that consider our CashBack outcomes and Impact Arts' Aims and Objectives, as well as the views and interests of the young people
- Be responsible for the personal development of the young people on the programme
- Create workshop plans
- Research community links and partnership opportunities



- Work alongside Programme Coordinator to collate marketing content for Comms team
- Work closely with the Youth Worker to achieve positive outcomes for the young people on the programme
- Liaise with the Opportunities Coordinator to support young people's progressions onto further education, employment or training
- Adhere to Impact Arts' Child Protection Policy and Procedures and highlight any child protection concerns to the Designated Child Protection Officers.
- Lead on high quality final output for the group, with celebration/showcase event
- Source materials in partnership with Programme Coordinator and work to budget provided
- Regularly update and report to Programme Coordinators and/or Programme Manager to ensure targets and outcomes are being met and to raise any concerns
- Develop a relationship with young people based on respect and trust, ensuring they have a safe place to develop their identity and place in society

Evaluation

- Produce detailed weekly evaluation reports on the young people's engagement and development
- Write delivery reports outlining work achieved
- Work with our external evaluators to measure how young people are achieving against outcomes

Other

- Participate in training, meetings and events as required. These meetings may be out of usual working days (eg. Monday/Tuesdays), but dates will be provided in advance and TOIL can be approved out of allocated admin time
- Support Programme Coordinator with referrals to the service as well as any associated administrative tasks (including CRM administration) when required
- Support and promote Impact Arts' Values
- Carry out any other duties appropriate to the post in line with Impact Arts' needs

Technical Skills and Knowledge

Competent IT skills including MS Word, Excel, PowerPoint and Outlook

Experience of planning and delivering virtual workshops (where virtual delivery is deemed necessary)

Personal Skills and Qualities

Excellent people and interpersonal skills

Ability to work as a team and on own initiative

Ability to work to deadlines and be punctual



Enthusiastic, resourceful and motivated

Ability to work with people from a variety of backgrounds

A sense of humour!

PVG Scheme

Successful candidates will be required to join the PVG scheme or to apply for a PVG update

To apply:

Please visit www.impactarts.co.uk to download an application form and equal opportunities monitoring form. Completed applications should be emailed to jobs@impactarts.co.uk by **9am on 8th December 2021**.