

SHOUT

FESTIVAL OF QUEER ARTS AND CULTURE

**SHOUT Producing Team: Creative Producers (x2)
Recruitment Pack**

Introduction

For 12 years, SHOUT Festival has been part of Birmingham's arts landscape, bringing queer stories into the city's creative mainstream and actively promoting, encouraging, and supporting LGBT+ artists and audiences.

Between 2009 and 2019, the festival grew and evolved amid a shifting context and audience expectations, delivering almost 400 events and welcoming around 230,000 total audiences, before COVID-19 forced the festival to move online in 2020. Now as we gradually emerge from the pandemic, we are reflecting on which queer stories are told, and who gets to tell them.

We start from recognising that everyone can be creative: and the most valuable stories for any queer festival will come from the lived experience of lesbian, gay, bisexual, trans and queer people throughout our communities. Our aim is to harness and amplify the voices of these LGBT+ communities from across the West Midlands – especially including those who are marginalised, and whose voices haven't had a platform before.

SHOUT Festival was created by Birmingham LGBT, a grassroots organisation that lies at the heart of a kaleidoscope of dozens of community groups and networks, and delivers a vast range of support services for LGBT+ people – which puts SHOUT Festival directly in touch with the lived experience of queer communities across the city-region.

So, we want to diversify the range of queer voices that are heard: and we recognise that in order to do that, we need to have a diverse team, connect with a broader range of talent, and bring on board different skills and specialisms; and we know that team needs to reflect the communities that we aim to represent.

The context for SHOUT recruitment

SHOUT has now embarked on a holistic approach to achieving these objectives:

- Consulting with at least 10 different LGBT community groups, representing different strands of LGBT life in the West Midlands
- Advertising for a new Advisory Group that can represent a diverse range of LGBT perspectives from the region, and advise the SHOUT producing team
- Advertising an open call for new work to be considered for the festival
- Exploring new partnerships with a range of arts and community organisations in the region and further afield, including internationally
- Recruiting a SHOUT producing team

Recruiting a SHOUT producing team

We now seek to appoint three people to join the new SHOUT producing team:

- A Festival Manager who will coordinate the planning and delivery of our programmes and the management of SHOUT, and act as creative producer of parts of the programme
- Two additional freelance Creative Producers to bring different perspectives, skills, knowledge and ideas to the SHOUT programme

This will constitute the SHOUT producing team: they will collectively be responsible for developing and managing SHOUT creative projects with partners, communities and artists.

RECRUITMENT PROCESS: CREATIVE PRODUCERS

To apply for one of the Creative Producer positions, please send a cv and covering email, explaining why you are right for the role, to recruitment@blgbt.org before the closing date of Wednesday 2nd June 2021.

Recognising under-representation in our workforce of Black, Asian and global majority people, we particularly welcome applicants from those backgrounds, identities and lived experiences.

Interviews for the Creative Producer roles will take place in June 2021, after the Festival Manager has been appointed.

For a confidential discussion about the role, please email either:

Adam Pushkin, Interim Festival Manager

adampushkin@blgbt.org

or Jo Muskett, Operations Manager Wellbeing Services, Birmingham LGBT

jomuskett@blgbt.org

ROLE DESCRIPTION – CREATIVE PRODUCER (x2)

Remuneration: Freelance contract based on £150 a day. Each contract will initially be offered for 20 days, spread over the period June – November 2021. We hope to be able to extend this, subject to funding.

Location: Mostly undertaken remotely and with meetings held remotely, but with some meetings at the Birmingham LGBT Centre and occasionally in other locations in the West Midlands, subject to the relevant Covid rules at the time.

Reporting to: Festival Manager

OBJECTIVES:

The Creative Producers will work alongside the Festival Manager to develop creative partnerships and the programme for SHOUT, including the annual festival. This includes:

PRINCIPAL RESPONSIBILITIES:

- Identify opportunities for new creative partnerships for SHOUT and coordinate those partnerships on behalf of SHOUT
- Develop projects with partners for SHOUT, including for the annual festival, and act as lead producer for those projects, including liaison with artists, venues, partners and any other relevant stakeholders
- As a member of the SHOUT producing team, contribute knowledge and experience to team discussions, and agree the SHOUT programme collectively
- Be aware of funding opportunities and liaise with the Festival Manager to assist in the development of funding bids and sponsorship opportunities
- Coordinate as required with other team members, including Birmingham LGBT colleagues

PERSON SPECIFICATION

- Demonstrate a strong and visible passion and commitment towards arts and culture, with an emphasis on queer arts
- Experience of designing and developing cultural or arts programmes
- Experience of working in partnership with other organisations
- Specialist knowledge and experience in at least one of the following fields:
 - arts programmes harnessing the voices of communities
 - creating development opportunities for young and early-career artists
 - international collaboration and exchange
 - digital media