



# **BRADFORD 2025**

## UK City of Culture

### **Creative Practitioner – Specialist in Socially Engaged Practice x 5 roles**

one each based in Bradford East, Bradford South, Bradford West, Keighley & Ilkley, and Shipley

**Closing date for applications:** 5 June 2024

**You will hear from us by:** 15 June 2024

**Interviews to be held over:** 20, 21 & 24 June 2024

### **This is a fixed term, freelance commission for delivery between June 2024 and December 2025**

July to December 2024 – min. 1.5 days per week over 20 weeks. Fee: £6,000

January to December 2025 – min. 3 days per week for 48 weeks. Fee: £28,800

**Total Fee (over 17 months): £34,800**

Additional days in early 2026 will be offered as part of the process of reflection, evaluation and sector sharing. These will be paid at the equivalent daily rate.

### **Background**

Bradford 2025 will be the fourth UK City of Culture with the largest geographically distributed programme for the biggest population. Our engagement programme explores themes rooted in the unique heritage and character of Bradford, but that speak to universal topics. We will develop programmes that reach all localities of the district.

In 2025 Bradford City and District will celebrate, champion and expand culture here for all of us. Culture is what you do for fun: fashion, family, film and food. Our engagement programme will blow the lid off culture with opportunities for creating, making, shaping, performing, dabbling, and doing. Shouting about your passion project. Learning about someone else's. It can look like showing-off your skills, your family, your place. It can look like learning something new, expanding your brain and your understanding of the world around you.

The creative engagement programme will reveal the magic of Bradford that is held in its people, its ambition, its uniqueness and above all its dazzling potential.

### **This role**

The Creative Practitioner posts are key to the success of the Bradford 2025 Engagement Programme. Starting in 2024, the programme will foster and celebrate the creativity to be found in communities across the whole district, bringing socially engaged practice to enrich and develop that creativity. The Creative Practitioners will each work with a Community Connector to liaise with local groups and grassroots organisations to support and develop people's creativity and, where useful, link with other Bradford 2025 activity.

Reporting to the Engagement Programme Producer, the Creative Practitioners will be based at a host organisation with the Community Connector in their area and will foster meaningful relationships with local community groups and organisations across the whole of their area. The Creative Practitioner will co-produce creative activity and events with local people and organisations, using socially engaged practice to impact positively on skills-building, place-making and wellbeing. The focus will be on process over product and taking an assets-based approach which enhances and celebrates existing creative talent and the local cultural landscape and

environment.

We are hoping to attract further funding to make, grow and share creative activity in each area through dedicated teams of creative practitioners. If this funding is successful, the Specialists in Socially Engaged Practice will form a collective with between 3 and 5 further creative practitioners in each area, selected to support the creative ambitions of local communities.

### **Key Responsibilities**

- Take socially engaged creative practice into the heart of communities in one of the 5 constituency areas;
- Allow the creative process to be led by those communities and to celebrate outcomes as a natural progression of that process;
- Attend and contribute to training sessions and regular meet-up sessions with the area teams (Community Connectors and Creative Practitioners from across the district);
- Work in partnership with a Community Connector to identify and respond to the area's specific needs, demographics and existing cultural activity;
- Develop and nurture positive relationships with local people and organisations;
- Use socially engaged practice to discover creative ideas with local communities, to build meaningful activities and encounters that inspire and celebrate creativity in the area;
- Produce workshops, activities and events to a budget, using sustainable materials, safely;
- Liaise with the Bradford 2025 Production Team to ensure events are designed to the highest production and sustainability standards and delivered considering Safeguarding, Health and Safety, Access and Technical requirements;
- Ensure that project information (session reports, registers, monitoring, photographs etc) is shared with the Community Connector and kept up to date;
- Support the development and delivery of Bradford 2025's Community Engagement Programme;
- Be an ambassador for the whole of Bradford 2025's programme of activity and events and collect data, stories and feedback that help the delivery, promotion and evaluation of Bradford 2025;
- Follow the Health & Safety, Safeguarding, and GDPR procedures for the project (with training and support from the Bradford 2025 team) to ensure the welfare of community members and workforce is paramount;
- Contribute copy and images to social media posts, reports, press releases etc;
- Liaise with the Bradford 2025 Digital team on digital support and content;
- Contribute to evaluation throughout the project;
- Attend and contribute to end of project review and sharing events;
- Any other duties and responsibilities appropriate to the commission;

This role will require a DBS check and two references.

### **ESSENTIAL CRITERIA:**

#### **You will have:**

1. **A proven track record of delivering creative projects using socially engaged practice to collaborate with a wide range of different communities** – your practice should value process over product and demonstrate your ability to bring people with different backgrounds and interests together in harmony, managing people's expectations whilst also stretching their imagination and ambition.

2. **An assets-based approach** to working with communities and an understanding of the social model of disability and the positive impact of creativity on skills-building, place-making and wellbeing.
3. **Expertise in your artform/creative practice** which may be in a non-traditional field (such as gardening; make-up; drystone walling; curation; creative activism; baking; video; etc.)
4. **Experience of working to tight budgets and deadlines** – with creative and sustainable approaches to resourcing and problem solving.
5. **A strong track record in facilitating activity and events** – with keen attention to detail, a commitment to achieving excellent standards and experience of making activity and events accessible to all.
6. **Proven ability to learn through your process**, to reflect on and evaluate the impact of your work.

#### **ADDITIONAL ASSETS:**

##### **It would be great if you also have:**

- Personal and/or professional knowledge of Bradford District
- Experience as a mentor or in delivering training
- Experience in a role which included safeguarding responsibilities
- In addition to English, the ability to communicate using one of the 4 other languages most widely spoken in the district (Urdu, Panjabi, Bengali or Polish), or BSL

##### **We expect everyone working for BD2025 to:**

- Develop an understanding of Bradford City of Culture 2025, its values, the benefits it brings to the Bradford District and to funders and sponsors.
- Create a positive working environment, underpinned by our values.
- Act as an ambassador for Bradford City of Culture 2025.
- Drive change in our industry through actions and words that advocate inclusion and equality, creating a culture that recognises and celebrates diversity and sustainability.
- Be accountable for the safety of yourself and others by working safely and in accordance with our Health & Safety and Safeguarding Policies. Ensure we are collecting and using data from all activities to inform decisions, demonstrate our impact and fulfil our funding conditions in line with GDPR.
- Undertake relevant training and development as required.
- Be open to the opportunities to mentor, train and develop colleagues and participants in Bradford 2025.
- Carry out any other tasks that will be required on an ad hoc or continuing basis, commensurate with the general level of responsibility of your position.

We're committed to ensuring that everyone feels accepted and can be their true selves at Bradford 2025 and we want our team to reflect our district. We believe that diversity in our team is crucial to our success so we welcome applications from all races, genders, religions, ages, and sexual orientation as well as from people living with disabilities. We are proud to be an equal opportunity workplace and our ambition is to recruit and retain the best people regardless of background.

If your experience looks different from what we've advertised and you believe that you can bring value to the role, we'd love to hear from you. If you require any adjustments to the recruitment process, please let us know so we can help you to be at your best. This might be as simple as wanting sight of interview questions ahead of time – whatever it is, just ask and we'll see what we can do.

To apply for this role please send a copy of your CV along with a covering letter of no more than two sides of A4 to [recruitment@bradford2025.co.uk](mailto:recruitment@bradford2025.co.uk)  
You may include up to 3 links to online content that showcases your creative practice.

We are recruiting 5 Creative Practitioners, and each will be allocated to one of the 5 constituency areas:

- **Bradford East** – Bowling & Barkerend, Bradford Moor, Bolton & Undercliffe; Eccleshill, Idle & Thackley, Little Horton
- **Bradford South** – Tong, Wibsey, Wyke, Great Horton, Queensbury. Royds
- **Bradford West** – City, Clayton & Fairweather Green, Heaton, Thornton & Allerton, Manningham, Toller
- **Shipley** – Shipley, Bingley, Bingley Rural, Baildon, Wharfedale, Windhill & Wrose
- **Keighley & Ilkley** – Keighley Central, Keighley East, Keighley West, Ilkley, Craven, Worth Valley

Please tell us in your covering letter if you have particular knowledge of any of these areas and whether you would want to be allocated to a particular one.

**PLEASE NOTE:**

Your covering letter is an important part of your application. Please read through the ESSENTIAL CRITERIA (listed above) and ensure that your letter clearly sets out one or more examples of how you meet each of the essential criteria. Also tell us if you have any of the ADDITIONAL ASSETS.