



BRADFORD 2025
UK City of Culture

Bradford 2025 Young Creatives Programme

September 2024 - January 2026

Are you aged 18-24 years old and live, work or study in Bradford?

Are you creative and feel connected to and passionate about Bradford? Then our new Young Creatives programme may be for you!

Next year, Bradford 2025 UK City of Culture will be one of the biggest arts festivals in the world, with over 1,000 new performances and events across music, visual arts, theatre, film, museums, street art, libraries, photography, craft and far beyond.

The Young Creatives Programme is funded by Yorkshire based funders: the *Harry and Mary Foundation* and the *Charles and Elsie Sykes Trust*, who share our passion for creating life changing opportunities for Young People connected to Bradford.

Young Creatives is Bradford 2025's new 16-month work-based training programme that mixes paid work with study. Paid at the living wage foundation rate of £12 per hour (£23,088 per year) we are looking for young people aged 18-24 from a range of backgrounds who are enthusiastic, passionate about Bradford and bursting with creative energy.

What does it look like: 1 day of study and 4 days of paid work placement per week.

How long for? 16 months

When does it start: September 2024

When does it finish: January 2026

What is the point of the programme: To build skills and experiences for young people within a large arts and culture organisation and partner arts organisations.

Essential requirements:

- Minimum of 5 GCSEs at grade 4 and above or a range of Level 1 or Level 2 qualifications
- English and Maths at GCSE grade 4 or Grade C, or Level 2 functional skills

- Familiarity with common IT packages such as Excel and Microsoft word, and willingness to learn new systems
- Openness to new ways of working
- Willingness to commit to a programme of study with Bradford school of Art
- Willing to work collaboratively with others
- Able to work as part of a team, and to use your own initiative
- Willing to work flexibly, including occasional evening and weekend working

Desirable:

- A LEVEL or Level 3 qualification

More about the course:

The Level 4 Professional Diploma in Creative Enterprise has been designed to provide students with the skills, knowledge and understanding necessary to develop their careers as creative entrepreneurs.

The qualification is made up of three units:

1. The Creative Entrepreneur (this unit introduces the student to enterprise skills necessary to kick start a creative business venture)
2. The Creative Practitioner (this unit will provide the student with the opportunity to define their enterprise ambitions to develop their creative ideas)
3. The Creative Enterprise (this unit requires students to develop, formalise and present a sustainable creative enterprise business plan)

More about the work placement:

For the first six months, our young creatives will each work within our Bradford 2025 team and each young person will be matched to either our artistic programme; our community engagement and schools work; our audiences and online team; and our work with young people, and around health and wellbeing.

Examples of where our Young Creatives will be placed include:

Audiences: working with our Audiences team to support Bradford 2025's activities across our website, social media and associated platforms. This might include creating and planning social media content across Instagram, TikTok, X, Facebook, YouTube and LinkedIn (including photography, filming, editing, copywriting), as well as analysing performance metrics for our social media activity and using this learning to refine our future work. It may also include producing content across our website and other

platforms, including blogging, vlogging and supporting the production of Bradford 2025's regular radio show on Bradford Community Broadcasting (BCB).

Programme and Producing: working as part of the Producing team to support the development and delivery of the creative programme for Bradford 2025 across the year, including festivals, art exhibitions, music gigs, theatre performances and much more. This will include working alongside colleagues on artist liaison, arranging site visits, supporting events at venues on location, and developing strong links with creative partners.

Creative Engagement and Participation: working with our Community Engagement, Participation and Cultural Learning teams to liaise with schools, community groups, artists and facilitators. This will include administrative tasks such as creating schedules, developing Frequently Asked Questions, registers, sign-up information and information packs for participants to ensure projects run smoothly as well as practical activities such as supporting at events including trouble-shooting, setting-up resources and activities, welcoming and supporting facilitators and participants, talking to the public about how they can get involved.

Youth, Skills & Training: working alongside the Youth, Skills & Training Manager to develop a programme of events, visits and activities for the Bradford 2025 youth panel, and the wider young Creatives cohort; supporting the ongoing training and development of Bradford 2025's apprentices; and working alongside colleagues to explore and address other skills and training-linked opportunities for Bradford 2025, including - for example - the expansion of digital skills badges across the Bradford district.

Creative Health: working with the Creative Health Manager to develop Bradford 2025's plans at the intersection of arts, culture, health and wellbeing. This will include supporting the development of an 'arts on prescription' of funded grants and projects across the Bradford District; working to create a 'community of practice' for artists, cultural and healthcare professionals to learn together and collaborate; and exploring other routes for the health and wellbeing to be embedded within the Bradford 2025 programme.

From March 2025, our Young Creatives will then be placed out into our local partner organisations (those already signed up include Bradford Museums, Mind the Gap theatre and Common Wealth) to build their network, skills and experiences within the arts and culture sector.

Information sessions:

We will be running a series of information days over the next 6 weeks, so that you can find out more about Young Creatives (and other opportunities at Bradford 2025); and

also, meet some of the team. The current dates/times/locations are as follows:

Wednesday 17 July, 5-6pm (ONLINE)

Wednesday 24 July, 5-6pm (ONLINE)

Tuesday 30 July, 5-6pm (Bradford 2025 office, City Park, Bradford BD1 1SD)

Tuesday 6 August, 5-6pm (Bradford College, Great Horton Road, Bradford BD7 1AY)

Wednesday 7 August, 5-6pm (Bradford College, Great Horton Road, Bradford BD7 1AY)

If you are a young person who would like to come to one of these information sessions, please email youth@bradford2025.co.uk telling us which one you would like to attend, plus your name and any access requirements that you have.

If you're an organisation that supports opportunities for young people, and would like to invite one of the Bradford 2025 team to speak to the groups you work with, please also email youth@bradford2025.co.uk, telling us the details of your organisation; which groups you work with; possible dates/venues (including online); and how many young people would be likely to attend the session.

How to apply:

Please go to www.bradford2025.co.uk/young-creatives-application to submit an application form.

You will be asked a number of questions and to submit a CV. These questions are:

1. What makes you passionate about Bradford?
2. Can you tell us a time where you showed creativity and passion? This may be a school, college or university project, or something from work of volunteering,
3. Can you tell us a time where you worked well as part of a team? Mention where this was, what made it work well and what challenges did you face?
4. Can you share a piece of creative work that you have been inspired by? This could be a theatre show, spoken word, lyrics from a song, a dance piece a film or street art experience, or anything else cultural or creative. It could even be something you have created or produced. Please explain what it is, who made it and why you are inspired by it.

You can submit your answers via the application form or as a voice note or video. For voice note and video submissions, please send to youth@bradford2025.co.uk

What to expect next:

Applications open Wednesday 10th July 2024 and close Wednesday 14th August 2024. Successful applicants will be invited to **one** of our recruitment days, happening in the week beginning 16th September 2024.

Recruitment days include meeting the team and our partners organisations; and taking part in group activities, alongside a short 1-1 discussion. You will not need to prepare anything for the day. These sessions will last approximately 3 hours in total and may take place in either the morning or the afternoon.

At Bradford2025, we believe that you need to feel comfortable to thrive so please inform us of any access arrangements that will help you show your best self and feel confident in your abilities.

Applicants who identify as being part of the following groups, and who meet the essential criteria stated in the job description will automatically be invited to one of the selection days:

- Disability
- Global majority (*a term used to refer to the 85% of the global population who are not of White European heritage*)
- Low socio-economic background (*household income of £20,000 or lower*)

This is because people from these groups are still currently under-represented in the arts industry in the Bradford District, and we are committed to challenging and changing this.

We look forward to receiving your application.