



Welcome from the Director and CEO

Hello, and thank you for your interest in joining [Rural Arts](#)!

Rural Arts is a brilliant organisation, bringing creativity to communities across **3,500 square miles** – a geography eight times the size of Greater Manchester.

We're also unique, as the only [Arts Council England annually funded organisation](#) in North Yorkshire to work **across the county and across all disciplines**.

And, like all arts and cultural organisations, we face **unprecedented challenges** – and perhaps opportunities – as we emerge from the COVID-19 pandemic.

One thing is certain: Rural Arts is **more vital than ever**, and by pursuing our vision and practising our values, we'll play our part in the cultural, social and economic recovery and future of our region and industry.

We're thrilled to be adding a new fulltime **Community Artist** to the Rural Arts' team who will design and deliver ArtBeat, our new one-on-one and small group creative wellbeing programme for vulnerable and isolated people across the county.

We look forward to receiving your application, which we're asking you to submit by **23.59** on **Wednesday 13th July 2022**.

Best wishes,

Max May
Director and CEO



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The Old Courthouse
Westgate, Thirsk
North Yorkshire, YO7 1QS
Charity Reg No. 1081007



Before you start...

We hope this pack gives you all the information you need.

There's a lot of information we want to share with you, so we've split this document into the following sections:

Section	Page
Rural Arts	2
North Yorkshire	3
The Role: Community Artist	4
About You: Person Specification	6
How to Apply	7
What happens next?	8
What We're Offering	9
Championing Diversity	10
Accessibility	10

If you have any questions, please email Operations Manager Angela Holt (angelaholt@ruralarts.org) or call 01845 526 536.

Rural Arts

Rural Arts is a registered charity that delivers inspiring and inclusive creative opportunities that enrich lives and connect communities. Working across 3,500 square miles of England's largest county, our vision is **creativity in every community in North Yorkshire**.

We provide over 400 events and activities each year at **[The Courthouse](#), North Yorkshire's only professionally-run, cross-discipline arts centre**, which is also home to an award-winning café, an artisan shop and rooms to hire.

We programme **[70 professional performances](#)** per year in rural venues and lead a range of **[wellbeing and skills programmes](#)** to support isolated and vulnerable people.

Rural Arts was **founded in 1993** and is an **[Arts Council England National Portfolio Organisation](#)**.



Rural Arts

North Yorkshire



Top: A view across the North York Moors National Park. Bottom left: Whitby, a historic seaside town in the eastern district of Scarborough. Bottom right: The town of Skipton in the western district of Craven.

North Yorkshire is **England's largest county**, spanning over 3,500 square miles – that's three times the size of Luxembourg. 85% of this area is classified as **'super sparse'** due to its intense rurality and low population density.

The county is home to **stunning scenery, incredible artists**, and very **friendly folk**. It also faces significant and unique challenges: a ['digital deficit'](#), an older population double the national average and three of England's most deprived wards.



While 78% of people in North Yorkshire live rurally – **four times the national average** – North Yorkshire is home to a number of market towns and is easily accessible from towns and cities in neighbouring counties. You can **find out more about North Yorkshire** [here](#).

Rural Arts is based in **The Courthouse, Thirsk**, which reopens to the public on Tuesday 18th May 2021. [Thirsk](#) is 15 minutes on the train from **York** and around a **30-minute** drive from other towns such as **Middlesbrough**. The Courthouse is a **short walk/cycle** from Thirsk train station.

We are adopting a **blended approach to remote working**, whereby staff whose roles can be completed outside the office are able to balance their time between working from home and at The Courthouse. All roles are required to spend at least half of their working time in The Courthouse.

The role: Community Artist (ArtBeat)

ArtBeat is an exciting new programme that provides free creative wellbeing sessions to people living in care homes, extra care facilities, or who are housebound.

We are looking for a dynamic, well-rounded community Artist to lead to programme's design and delivery. It will be a fast-paced, ever-changing and very rewarding role that would suit a multi-talented artist looking for a varied full-time role that will make a significant difference to people's lives.

Artistic Design and Delivery (75%)

- Design and deliver monthly art sessions at 10 care homes and extra care facilities across North Yorkshire to small groups and individuals
- Design and deliver one-on-one creative wellbeing sessions to housebound people across North Yorkshire
- Incorporate the needs of individuals in the design and delivery of sessions
- Incorporate robust monitoring and reporting practices into you session design and delivery
- Develop further opportunities for participants where appropriate, such as exhibiting their work, or looking into other cultural experiences



Project Administration (25%)

- Developing and maintaining excellent working relationships with participants, stakeholders and partners
- Managing and maintaining communication with participants, venues and their support networks as required
- Support the Senior Creative Producer (Visual Arts) to manage and monitor the delivery of ArtBeat against agreed targets
- Managing and monitoring resources, materials and equipment needed for ArtBeat sessions, alongside their relevant budget
- Producing copy and images for Rural Arts' website and printed materials to showcase and market the ArtBeat project
- Managing any volunteers as required
- Any other day-to-day administrative duties as required by the programme

The following commitments are **required of all Rural Arts' staff**:

- Adhering to Rural Arts' policies and procedures
- Celebrating and championing diversity in all its forms
- Working collaboratively and supporting other staff in their areas of work when required
- Any other duties that may from time be required by the Director and CEO or Board of Trustees

About you: Person Specification

Essential

- Professional experience designing and delivering creative sessions in a community setting
- Professional experience working with older people and vulnerable adults in a community setting
- Professional experience successfully managing multiple / wide-ranging creative activities
- Excellent project management skills
- Excellent communication, time management and organisational skills
- Experience building relationships, collaborations, and partnerships



- An enhanced DBS certificate (or willingness and ability to receive one)
- Experience of safeguarding processes and procedures
- A driving licence (or funded transport via Access to Work)
 - Unfortunately, North Yorkshire's public transport infrastructure is limited and therefore it will not be possible to undertake this role without access to your own transport
 - Rural Arts has secured funding for a shared van, which you may have use of once purchased. Until then, mileage will be reimbursed at the standard rate

Desirable

- Professional experience successfully managing budgets
- Professional experience leading reporting and monitoring processes, embedding evaluation methods throughout a project's lifecycle
- Understanding of rurality and the cultural landscape of North Yorkshire

How to Apply

We've been thinking about traditional recruitment practices, and how these may at best inconvenience and at worst exclude some potential applicants.

Ultimately, we want to know **why you'd be great at this role**, and we don't mind how you share this with us.

You may decide to apply by:

1) Submitting a CV and supporting statement (written / recorded)

These should demonstrate why you'd be great at this role.

We don't anticipate your supporting statement needing to be longer than **500 words** or **4 minutes** of audio/video.

2) Downloading and completing the 'Person Specification Tables'

This will allow you to demonstrate why you'd be great at this role by sharing your skills and experience in **direct relation** to each element of the Person Specification.



3) Another way that you decide

We want you to be able to demonstrate why you'd be great at this role in **the way that best suits you**, your experiences and your access requirements.

If there's another method you'd prefer, **use it**. Don't feel that you have to check this with us first.

Submission by this method **shouldn't take you any longer** than you would usually spend on a more traditional job application process.

Whichever way you decide to apply, we would strongly encourage you to share with us any feedback you have about the application process.

Once you've created your application, please send it to recruitment@ruralarts.org or

Recruitment
Rural Arts
The Old Courthouse
4 Westgate
Thirsk
YO7 1QS

We'd like to receive your application by **23.59** on **Wednesday 13th July**

If you have any questions, or need to submit your application in another way, please contact Angela Holt (Operations Manager): angelaholt@ruralarts.org or 01845 526 536.

What happens next?

We recognise how much time and effort goes into crafting and submitting an application, so **we'll review each with the same care and attention**. We do this by anonymising applications and scoring them using a set of guiding principles. These processes also help us to **avoid bias**.

We currently anticipate hosting interviews **week commencing 18th July**



We hope to conduct interviews in person however will accommodate virtual interviews where required.

If this date or method does not suit you, **please tell us** in your application.

We hope to let you know by **Friday 15th July** if you are being invited to interview for the role. We will let you know if our timelines change, and you will hear from us no matter what the outcome of your application.

If your application is unsuccessful, we are happy to share with you the areas in which we felt your application could have been stronger.

What We're Offering: Terms, conditions, and benefits

Annual Salary: £20,000 per annum

Hours: 37.5 hours per week. We can be somewhat flexible about how this is achieved. All Rural Arts' staff may occasionally be asked to work at one-off evening or weekend activities.

Employment type: 12 months fixed term (with the possibility of joining the team permanently).

Annual Leave: 24 days, three of which must be between Christmas and New Year. This is not inclusive of Bank Holidays.

Remote Working: This role requires extensive travel across North Yorkshire. Most of your working time will be spent off site in care homes, extra care facilities and the homes of housebound people. You will also be required to attend The Courthouse in Thirsk at least once per week.

Training and development: Annual training budget plus the opportunity to participate in wider staff training.

Staff discount: 25% off in our artisan shop and award-winning café, free tickets to performances and workshops when available.



Championing Diversity

Rural Arts strives to champion diversity in all its forms.

People from the global majority*, who are LGBTQIA+, disabled and/or from low socio-economic backgrounds are particularly encouraged to apply.

*This includes, but is not limited to, people of Black Caribbean, Black African, South Asian, East Asian, South East Asian, Middle Eastern, Arab, Latinx, Jewish, Romany and Irish Traveller heritage.

People from these groups are currently under-represented in the arts nationwide, and Rural Arts is committed to challenging and changing this.

We are also particularly keen to hear from people who have lived experience of or affinity with rurality, rural isolation and/or the work we do to enrich lives and connect communities.

Accessibility

If you require this or any further information in an alternative format, please contact Angela Holt (Operations Manager): angelaholt@ruralarts.org or 01845 526 536.

You are encouraged to share any access requirements you may have at the interview stage in the covering email/letter of your application. This includes whether or not you're able to attend an in person interview at The Courthouse.