

Fairbeats!

Fairbeats Artistic Director role description and application process

Please also refer to the accompanying 'About Fairbeats' document for more information about our vision, values, programmes and organisational culture.

Introduction to the role

In 2023, we restructured the Fairbeats core team in support of the next phase of working towards our vision, and set bolder aims for how we live our values and ethical principles - particularly youth voice, decolonisation and being led by people with lived experience relevant to our programmes. After 13 years of leading Fairbeats' creative vision and direction, Co-founder and Artistic Director Catherine Carter took on a new role leading our research and development work and Co-founder Jennifer Raven became CEO. As a result we have re-imagined the Artistic Director role. We are also re-working our strategic plan, which will go hand-in-hand with a framework for ethical practice and decolonisation, we've doubled the size of our Board of Trustees, and will be recruiting two new Co-Chairs.

The new Artistic Director will be a key member of the Fairbeats leadership team with overall responsibility for defining and overseeing Fairbeats' creative aspirations based on the hopes, ideas and experiences of Fairbeats children, young people and families. The role will involve working closely and collaboratively with the CEO, other Directors, Coordinator and Trustees to deliver and develop the programme.

This role description sets out our aspirations for the role, and highlights the importance of it being another step of fostering equity across our work.

What we are aiming to achieve in the next 5-10 years

- To be widely **known by children and young people** who have experienced displacement, and have recently arrived in South London, as a **safe, caring, joyful and inspiring place**.
- To have **young people, and people with lived experience of displacement, involved at every level** of Fairbeats, from programmes to governance - for our future to be powered by their vision, hopes and needs.

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- To be **well-respected nationally as a leading organisation working ethically and creatively** with children and young people who have experienced displacement and forced migration - to influence change through sharing practice and creating a platform for Fairbeats children and young people to share their music and other creative outputs publicly.
- To actively **decolonise our practice** and continually work on our commitment to **tackling oppression and injustice** in all its forms.
- For all Fairbeats children and young people to have access to 1) **regular/consistent music provision**, 2) **opportunities to progress** should they wish to (e.g. to individual instrumental tuition or creating their own music), and 3) **one-off inspiring events and projects** in partnership with other creative and cultural organisations.
- For our practice and programmes to be underpinned by **research, evaluation and frameworks** that enable us to deliver our values and principles meaningfully.

Our aspirations for the programme in the next 5-10 years

We anticipate our core programme in South London will include:

1. Regular, consistent provision in partnership with four to five organisations that support refugees and asylum seekers (currently Action for Refugees in Lewisham, Love To Learn at the Katherine Low Settlement, Refugee Action Kingston and the Southwark Day Centre for Asylum Seekers).
2. Future Leaders in partnership with up to three centres.
3. Wide range of progression routes and progression partners (Music Hubs, other music organisations, venues etc).
4. Special/celebration projects and events with public creative outputs one to two times per year (past projects include [They're Playing My Song](#)).

Our action research and development plans include:

1. A new Early Years programme.
2. Ongoing development of ethical and values-based practice and toolkits.

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3. Ongoing development of an organisation-wide culture of youth voice and leadership.

We also have a new ambition to equip organisations across the country with the values, skills and resources to welcome children and young people who have been displaced and experienced forced migration into their work. We hope to do this by working in partnership with Music Hubs, and other national providers and strategic organisations:

1. Action research-based pilot with Music Hubs to develop an integrated approach to partnership working and supporting children and young people who have been displaced and experienced forced migration to access music and creative opportunities.
2. Based on the pilot, rolling out resources, training, development and partnership programmes for organisations nationally including Music Hubs.
3. Scoping other community organisation partnerships in London and beyond.

What we need in an Artistic Director

- **Artistic and creative vision** – you can see and are excited by where our work could go in future, and have experience bringing artistic and creative ideas to life.
- **Youth voice** - you are experienced in listening to young people and putting their experiences, ideas and opinions at the heart. You are committed to our vision and future being powered by young people’s hopes and dreams.
- **Safeguarding** - you are experienced in fostering a culture and environment where safeguarding is paramount and embedded across all aspects of an organisation.
- **Passion** - you care about Fairbeats and its mission, and are committed to making a tangible difference to our work and future.
- **Collaboration** - you enjoy working collaboratively with all those around you, with empathy for other people’s needs.
- **Leadership** – you are a proactive leader with the confidence to make decisions and offer direction when needed.
- **Music practice** – you have experience in a relevant field(s), e.g. participatory music, music education, music for social justice, forced migration sector.
- **Ethics and values** – you are committed to working in an ethical way driven by our shared values.
- **Reflective practice and personal development** - you are reflective and self-aware, open to ongoing learning and development.

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Main areas of responsibility

Programme

- Provide artistic leadership (designing and overseeing the programme) for the core programme (currently Action for Refugees in Lewisham Rainbow Club, Future Leaders, Love To Learn, Refugee Action Kingston and Southwark Day Centre for Asylum Seekers) so that there are meaningful outcomes for all children and young people involved. Work collaboratively with the Programmes and Operations Director and Coordinator to implement the core programme.
- Building on our existing youth voice practice, create and deliver a plan for listening to children and young people across Fairbeats projects and bringing their creative/artistic wishes and vision to life.
- Imagine, propose and oversee special/celebration projects one to two times per year (past projects include [They're Playing My Song](#)) - including commissioning guest artists where needed.
- Build partnerships with other organisations and projects in order to support children and young people to progress and connect with progression opportunities.

Team and organisational culture

- Play an active role in developing Fairbeats' practice, principles, and a culture of inclusivity and fairness.
- Champion excellent safeguarding practice; play an active role in fostering a culture of safeguarding and wellbeing, and be a role model for following safeguarding policy and procedure.
- Design music leader/trainee roles and support music leader/trainee recruitment.
- Provide induction, training and ongoing mentoring to music leaders and trainees - making sure in particular that they are confident to embed Fairbeats principles and values in their work.
- Identify training and observation needs of music leaders, trainees and other visiting artists; deliver training and observations; and involve external facilitators/observers where needed.

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External communications, advocacy and practice sharing

- Play a leading role in shaping communications/social media strategy so that Fairbeats is recognised and respected nationally, whilst also respecting and honouring how children and young people at Fairbeats want their work and voices to be shared.
- Lead the creation/curation of recordings, films etc that publicly celebrate Fairbeats.
- Attend meetings, events and conferences to connect with other organisations and share Fairbeats' work.

Finance and fundraising

- Work collaboratively with the CEO and Programme and Operations Director to build annual programme budgets and allocate money to programme activities appropriately and in line with funder restrictions.
- Work collaboratively with the CEO, Programme and Operations Director and fundraisers to shape and write funding applications.

Strategy

- Collaborate with the CEO, other Directors and Trustees to shape future strategy.
- Provide information and insights to support needs analysis and strategic planning.

Research and evaluation

- Provide advice about appropriate, ethical and creative evaluation tools, and support evaluation data collection as required.
- Contribute to research projects as required.

Year one of the Artistic Director role

In the first year, we anticipate the Artistic Director's main tasks will be as follows:

- Artistic direction and oversight of Future Leaders at Action for Refugees in Lewisham, and potentially scope new Future Leaders programmes in other locations.
- As needed, working with the Programme and Operations Director to review and develop core programme delivery.

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- Design and oversee the delivery of one special/celebration project.
- Design and begin implementing a new/updated plan for ongoing consultation and co-production with children and young people across Fairbeats - and through this work with the CEO to create a 5-year artistic plan and vision, accompanied by a phased implementation plan.
- Identify inspiring partners and opportunities to support Fairbeats participants' progression.
- Act as an advisor for projects in development, specifically the Early Years programme; evaluation practice; and a new ethical framework.
- Learn about Fairbeats finance and fundraising, specifically how the budget is created, allocated and tracked; and who our funders are and what restrictions they place on funding.
- Attend internal 1:1 and team meetings (usually up to four times per month).
- Attend Trustee meetings (up four times per year).
- Attend Fairbeats sessions approximately two to three times per month.
- Attend external partnership and networking meetings approximately one to two times per month.

Training and support

We are a very reflective organisation and are keen that anyone who works with Fairbeats has the support to reflect on their practice and the opportunity to learn and grow. Through the application and interview process, and once in post, we will consider training, development and support needs in collaboration with the Artistic Director. Potential development includes mentoring with external practitioners, training (e.g. members of the team have recently participated in decolonisation training via Future Learn and one of our music leaders has delivered training in trauma-informed practice for our Future Leaders team), and supervision to support psychological wellbeing and safety at work. We also share resources like articles and podcasts as a team so that we are constantly refreshing our perspectives and learning from each other. We apply our vision of a more caring and compassionate world to our working environment as much as our programmes, so we continually reflect on the wellbeing of the team and work in ways that honour people's needs. Balancing workload is a particularly important priority for us as a part time team; we regularly review capacity and make adjustments where necessary.

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Contract terms and details

The role is offered as a part-time position (1.5 days/10.5 hours per week), subject to successful completion of a three-month probationary period. There is scope for the role to grow in future subject to fundraising and there are sometimes short-term or ad hoc opportunities to work additional hours for particular projects.

Our core working hours are between 10am and 6pm during weekdays, though this post will require flexibility and some weekend and evening work. We are a flexible organisation supportive of working patterns that meet the needs of the successful candidate and Fairbeats - we all work part time and balance our Fairbeats commitments with other roles, freelance work, family commitments etc. We plan regular time as a team (in-person and online) to bring us together, connect and collaborate.

The Artistic Director will work in various locations: at our office (The Albany, Deptford), at our centres across South London, other venues (usually in South London) and at home. The successful candidate will need to be comfortable working in-person and online.

The salary offered is £38,000-£43,000 pro rata (£11,400-£12,900 for 1.5 days per week) plus a pension contribution (4% employer contribution). Our pension provider is Nest.

We offer 25 days of annual leave per year (pro rata) plus statutory bank holidays. Trustees usually also grant an additional period of leave over the Christmas period. In 2023 we trialed a three-week office closure over the Christmas period, with two weeks of this granted by Trustees as additional leave.

The period of notice for this role is 8 weeks.

The successful candidate will be required to complete an enhanced DBS check and safeguarding training.

Our recruitment values

Fairbeats aims to foster a culture where people can be themselves and be valued for their strengths. We want our team to represent the same diversity of people we work with in our projects. We are keen to hear from a diverse range of candidates from all backgrounds drawing

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on different perspectives, experience and knowledge. We particularly want to encourage people with lived experience of migration or displacement to apply for Fairbeats roles.

We are a thoughtful and caring organisation, and hope that this is demonstrated throughout the application process. Our principles when recruiting are:

- To be transparent and supportive every step of the way
- To welcome and respond to requests for support or adjustments that will help you access the recruitment process and feel comfortable
- Prior to interviews we share our questions with you so that you know what to expect and can prepare in a way that suits you
- We don't usually offer feedback to applicants who aren't shortlisted for an interview, but we always offer feedback for anyone who is interviewed
- We continually reflect on our recruitment practice and welcome feedback at any point in the process

Application process

Please submit (1) a **CV** of no more than **two pages** in length and (2) a **covering letter** of no more than **two pages** in length or **video presentation** no more than **five minutes** long that responds to the following questions:

- What excites you about this role?
- How do your experience, skills, interests and characteristics fulfil the responsibilities of this role?
- How could Fairbeats best support you to thrive as Artistic Director?

Applications should be sent by email to jenn@fairbeats.co.uk

Key dates

- Deadline for applications: 5pm, Monday 29th April 2024
- Interviews: Week commencing 13th May 2024

We welcome questions about the role and if you would like to have a discussion with us prior to submitting an application, please contact Jennifer Raven (CEO) on jenn@fairbeats.co.uk