



THE GARAGE
NORWICH



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THE WORKSHOP
KING'S LYNN

Post Title:	Agent For Change
Salary:	£7000 (per annum)
Hours:	To be negotiated (flexible)
Contract Type:	Freelance - 3 years
Location:	Norfolk
Reporting to:	Executive Producer
Leave:	N/A
Responsible for:	N/A

Purpose:

The Garage Trust Limited wishes to transform how we engage with and develop opportunities for people from ethnically diverse, socially diverse, economically diverse, neuro diverse, physically diverse and culturally diverse backgrounds to enjoy, take part and work in the arts.

About this post:

Our vision is to Change People's Live through art.

The Creative Industries is considered to be un-diverse, catering for and made up of a majority of white, middle class, educated people. We want to help be the change that opens up the creative industries to everyone, regardless of background and experience, so that it is richer, more vibrant, with more stories being told and more voices being heard.

As an Arts Charity we want to find ways to give a more diverse range of people opportunity to access, engage with, take part in, enjoy and forge careers in the arts.

We are looking for an Agent for Change to help support us to do this over the coming three years.

The Agent for Change will work with our Senior Leadership Team to interrogate, challenge and agitate our work with the aim of diversifying our organisation across all elements including our Board of Trustees, our Workforce, our Participants, our Students, our Volunteers and the Artists we work with and support.

The Agent for Change will look to develop and implement diversification strategies in all areas of our work: Governance, Management, Participation, Education, Inclusion, Artistic, Marketing, Venue.

If you feel you have the skills and experience to drive these changes, we would like to hear from you.

The Work

We are asking the Agent for Change to call out the barriers that prevent inclusion and develop actions for change: to lead to a cultural change within the organisation supporting the awareness and development of our existing staff.

The Role and programme of work will include the following:

- Initiating and leading work to make our policies, plans and activities more accessible to a more diverse range of people
- Developing networks with individuals and organisations representing minority groups.
- Identifying and implementing ways to diversify our Board of Trustees and our Staff Team
- Identifying and developing appropriate training for our staff
- Identifying improvement areas and developing practical solutions

We understand that change is not always a comfortable process, but we are ready to be challenged, and accept that addressing our own structures of privilege and power, institutional culture and deepening our understanding will be part of this process.

We recognise that change takes time and that there will be a period of research and acclimatisation at the start of this journey.

Your Skills

You will be an exceptional individual, passionate about human rights and enthusiastic about the diversification of the Creative industries.

You will be able to use your experience and ability to engage with a diverse range of people and communities and come up with practical solutions in those areas of work where we need to do better.

You will be confident to challenge the status quo with an ability to resolve conflict in a constructive and positive manner.

You will be able to think objectively, with the ability and skills to make the case for change through imparting knowledge and understanding

How to apply:

In order to be considered for this position, you can either email an expression of interest, your CV and how you feel you meet the specifications to recruitment@thegarage.org.uk or send in a video expressing your interest, telling us about your experience and why you feel you meet the specifications to recruitment@thegarage.org.uk

Application deadline: 19/11/2021

Interviews: W/C 22/11/2021

Start Date: December/January 2021

We encourage applications from all backgrounds and communities and are committed to supporting the diversification of the Creative Industries. We actively encourage applications from people who consider themselves to be part of minority groups. We are committed to equality and diversity within our workforce and all opportunities provided by the Garage Trust Limited.

Please note, this post will be subject to Enhanced Disclosure and Barring Service check