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## Creative Community Workers x 3 Culture Collective

### The Brief

Open Road is working in partnership with the Fittie Community Development Trust SCO46775 (FCDT) a charitable organisation established to support the harbourside community of Footdee (known locally as Fittie) in Aberdeen (see below for more information). The FCDT was established to purchase an old Gospel Hall leading on developing it as an accessible community owned venue for the wellbeing of residents and benefit of visitors. The Trust aims to do this by taking a community development approach and working in partnership with others to achieve its aims.

Fittie is an historic planned village and home to a small, but diverse community of around 160 people and encompasses a wide range of ages from 0 to 90 and over. In summer Fittie can receive up to 1,000 visitors a week. As a small community this creates complex relationships between locals and visitors. Fittie sits at the mouth of a global oil port. Complexity also exists between the heritage of the past, the current reality of a city pivoting away from an economy dependant on oil and gas. And, as a coastal community, the impacts of climate change on the future of the village.

The Hall is a place for residents and visitors to come together. Lockdown imposed by COVID-19 meant the Hall, which had only hosted a first few events, had to close, halting much of the Trust's work. Also to protect vulnerable residents, COVID-19 signage encouraged visitors to use alternative routes around the village. These restrictions have prevented the community coming together and put out a message that visitors are not welcome.

With the aim of addressing the impacts of COVID-19 and wider social, economic and environmental influences on community and city, this project will contract three Creative Community Workers.

#### Post One: The Fittie Community

This post will create a programme of creative initiatives and participatory events to bring the Hall and community connections back to life.

#### Post Two: Visitors and Migration

This post will further a project focusing on stories of migration in Aberdeen, linking with visitors, other harbourside communities and Aberdeen Harbour.

#### Post Three: Climate Ready Community

This post will focus on the impacts of climate change for coastal communities and the transition to net-zero carbon emissions, including community owned energy.

Through collectively developed briefs the Creative Community Workers will reach across the generations of residents, linking aspects of community heritage with the impacts of the current pandemic and environmental issues with visioning for a new future. The Hall will be a focus of the project, but you will be encouraged to work across, but be



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respectful to, the physical footprint of the community. Planning will be responsive to ongoing COVID-19 guidelines with digital spaces part of delivery.

These roles are imagined for experienced artists and creative practitioners who are looking to bring their creative skills to contribute to wider society. The project will also contract an early career Creative Producer to work with the Open Road team, learn from and help support all three Creative Community Workers and about community practice and producing skills. They will also contribute their own creative ideas to the project. While materials budgets are available, please be aware these roles are not offering individual commissions. Working creatively in partnership with the company and community is the priority and all individual briefs will be collectively created.

### Envisaged Outputs

The project will support the FCDT to develop a meaningful balanced cultural programme for the Hall that meets the needs of residents and attracts an external audience without putting pressure on local neighbours, bringing it back to life as a community hub after over a year of closure due to COVID-19. We envisage some one off events such as a celebratory summer event, and trialing regular events to continue beyond the life of the project (e.g. community choirs, up cycling workshops). Each Creative Community Worker is likely to create two one off events and two regular events each over the course of their residency. Activity could also include community mapping and creating guided walks of the village. We also plan to reach out and work creatively with other harbourside communities, this could include a series of podcasts setting local stories against wider historical and social narratives or a joint heritage group. All dependent on ongoing social distancing guidelines.

### Fee and Support

Each Creative Community Worker post is offered as a freelance contract for six months full-time with a total fee of £18,932 each, paid in monthly instalments in arrears. Contracts are flexible and can be spread out part-time over the course of a year. Joint or group applications for each post are welcome. Applicants are asked to state which post they are applying for, but can apply for more than one within the same application. Although no applicant will be offered more than one post.

All posts will be supported by Open Road and a dedicated Project Co-ordinator who will provide oversight and guidance, as well as a dedicated Trustee of the FCDT. There will be regular individual and project meetings and project planning includes a budget to create events and activities. Studio and working space can be made available if required.

### How to Apply and Timescales

To apply please submit:

- A CV demonstrating appropriate training and experience (max two pages).
- A covering letter (max two pages) which details how the applicant sees their skills and experiences contributing the project.
- Up to three examples or descriptions of relevant previous work.

Responses can be in written, audio or video format.



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- Completed applications should be emailed to: [info@openroadltd.co.uk](mailto:info@openroadltd.co.uk)
- Please use “Creative Community Worker [YOUR SURNAME]” as the subject/title of your email.
- For submissions over 5MB, please submit via [www.wetransfer.com](http://www.wetransfer.com) to the above email address

If recorded:

- Please ensure that you still submit a written CV which includes contact details.
- Please ensure your recording is **no more than ten minutes long**, which is the equivalent to the word limit for written applications.
- A recorded application should not be overly produced. We will not assess your application on your video or audio production skills, but through your response to how you see your skills and experiences contributing the project.
- Your recorded submission should be saved in MP3 or MP4 format. Please ensure your message title includes “Creative Community Worker [YOUR SURNAME]” and the name of your file includes [YOUR SURNAME]

No postal applications will be accepted.

Deadline for applications: **5pm Monday 3, May 2021**

Interviews: w/c 10 May 2021. In person if restrictions allow or online.

Envisaged start date: June 2021

For further information, if you would like this information in an alternative format, or if you would like help with your application:

Contact Lesley Anne Rose [info@openroadltd.co.uk](mailto:info@openroadltd.co.uk) or 0771 934 3805.

### Assessment of Applications

Applications will be assessed on these criteria:

- The relevance and quality of previous work
- Experience in a community context
- Experience of working in collaboration
- Knowledge of community working, place based creative work and/or climate change
- Imagination and passion

Any offer is conditional on checking references and a DBS check.

### About Culture Collective

The Culture Collective is a pilot programme which will establish a network of creative practitioners, organisations and communities, working together to create a positive difference locally and nationally in response to COVID-19. The programme will focus on community engaged creative activity, supporting participatory approaches and



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projects where creative practitioners and communities work collaboratively. A key element of this will be proactively responding to the impact of COVID-19, providing employment opportunities for creative practitioners and actively engaging people in shaping the future cultural life of their community.

For more information on the Culture Collective programme see:

<https://www.creativescotland.com/funding/funding-programmes/culture-collective>

## About Open Road

In line with the Culture Strategy for Scotland, we believe that culture and creativity inspired by people and place, transforms lives.

Our mission is to be a creative, entrepreneurial organisation rooted in North East Scotland ('the North'), but with a global vision: using arts, culture, heritage and the natural landscape to contribute towards health and wellbeing, tourism and environmental sustainability.

Our company culture favours authentic, open and friendly. We believe in being positive and championing a 'can do' approach and encourage those who work with us to take time to ensure pride in your work and attention to detail, along with a focus on the big picture aims of a project or event. We uphold a no blame culture and treat everyone as an equal. We prioritize wellbeing and make time and space to support each other and those we work with. We favour straight talking and avoid jargon, and aspire for everyone to have a positive memory of working with, or for, us and look forward to doing so again.

For more information see:

[www.openroadltd.co.uk](http://www.openroadltd.co.uk)

## About the Fittie Community Development Trust

The Fittie Community Development Trust (FCDT) is a charitable organisation established to develop an accessible, community owned Hall as a community hub to improve the wellbeing of residents. The Trust's work includes making community facilities available for the benefit of residents and visitors, championing the intangible cultural heritage of Fittie, and, as a coastal community at the forefront of the impacts of climate change, pursue environmental sustainability.

For more information see:

<http://fittietrust.org.uk>

