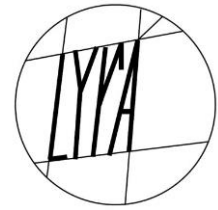


Job Description

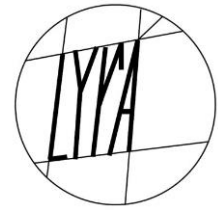
Engagement Director



Job Title:	Engagement Director
Reports to:	Artistic Director
Responsible for:	Engagement team (facilitators, artists, volunteers)
Contract:	Fixed term/Part-time. October 2016 – September 2017
Financial package:	£20,000 per annum, based on approx. 25-hours/week, including 18 days holiday entitlement and pension contribution.
Hours:	Flexible. Fundamental to the role is the ability and willingness to regularly work evenings, weekends, and school and statutory holiday periods. Also to travel if necessary to support working with project partners or residential trips with the young people. This may include overnight stays. There is no overtime pay; Lyra operates a TOIL arrangement should staff exceed their weekly contracted hours. Lyra aspires to extend this post to full-time, dependant on future projects and related funding restrictions.
Location:	Artspace, 11 Harewood Road, Craigmillar, Edinburgh EH16 4NT

The Company

Since 2012 Lyra has been building a community of children and artists who create and produce world-class live performance and art in Greater Craigmillar, Edinburgh, an area of multi deprivation in Scotland. Lyra is unique because all the company's work, from their groups to workshops to events to productions, are focussed on working side by side with the youngest members of one of Scotland's most disadvantaged, diverse and exciting communities, and introducing these young people to the very best artists and practitioners from around the world. The relationship between the artists and children is always one of equality, with children taking a leading and empowered role. Lyra is

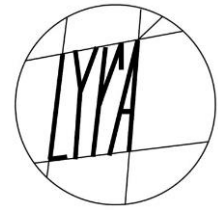


based in the heart of the community, enabling free access for local children to Artspace, a 116-seat theatre and flexible studio. By supporting participants' pastoral needs, our programmes allow young people to enjoy creative activity whilst learning new skills, raising aspirations and improving confidence and self-esteem, supporting them to *'Watch, Learn and Create'* across the arts.

The Role

The Engagement Director is responsible for the strategic planning and delivery of Lyra's engagement programmes.

As a member of senior management, the Engagement Director will be experienced in at least one area of live performance (e.g. dance, theatre, music, live art) and will have direct experience of working with vulnerable young people. The Engagement Director will work closely with the Artistic Director as part of a small arts organisation, nurturing participants and building relationships with the local community and the professional arts industry in Scotland, the UK and internationally. The Engagement Director will lead a vibrant programme that integrates the artistic ideas of the company with the needs and aspirations of the young people, developing supported provision by collaborating with partner organisations, funders and other stakeholders.



The Projects

1. **The Other Side of the Hill** is a year-long, multi-arts project to create a series of new performances, artworks, workshops and events centred around themes of connection and disconnection. Lyra will collaborate with girls and young women aged 8 to 25 and their older female relatives and friends. The project is led by Artistic Director, Jo Timmins, and the former CEO of Imagine, Tony Reekie. With the aim to connect participants to the cultural city of Edinburgh, the project will work in partnership with other organisations including Edinburgh International Book Festival, Imagine, Festivals Edinburgh and associate dance theatre company, Curious Seed.



ALBA | CHRUTHACHAIL

2. **Connections** is an intergenerational project led by young people ages 8 to 24. The groups will meet weekly to learn new skills in dance, theatre, music and multi-media and will create artworks and shows based on their research into the connections theme, leading events, talks and workshops for older generations.



KEY RESPONSIBILITIES



Project Delivery

- Design, deliver and produce the engagement programmes, reaching the target participants and ensuring the maximum impact of the work
- Direct weekly groups, delivering workshops and facilitating staff and collaborations with guest artists and companies
- Curate a variety of opportunities for participants to 'Watch, Learn and Create' across the arts, building on Lyra's relationships with festivals, artists and arts organisations
- Develop and deliver a mentoring programme for the *Young Partners** and other project participants

**Young Partners* is a peer led consultation group for the young people

Strategic Development

Create and implement a development plan for engagement that:

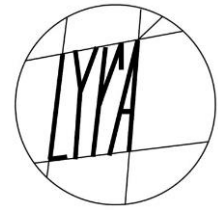
- Recruits and maintains a diverse range of participants, building on relationships with the local community and other agencies and organisations
- Provides ongoing and longer-term provision for participants beyond the scope of current projects
- Provides clear routes of progression for all young participants
- Creates systems and opportunities for ongoing consultation with the participants
- Nurtures relationships across the youth and professional arts industry, acting as an ambassador for Lyra and the young participants

Management

- Manage and lead engagement staff, freelance workers and volunteers
- Work independently and with the Artistic Director, other staff and Lyra's Board to identify and secure additional funding and other resources
- Responsible for front of house and duty management for engagement sessions and events

Administration

- Direct and deliver Child Protection policy and training across the organisation



- Oversee contractual arrangements with engagement staff and companies and partners working with children and young people
- Prepare reports as required by funders and other stakeholders
- Develop and manage systems for logistics and evaluation, ensuring that programme delivery and monitoring meets Lyra policies and funder conditions
- Set and manage programme budgets

PERSON SPECIFICATION - SKILLS AND EXPERIENCE

Essential

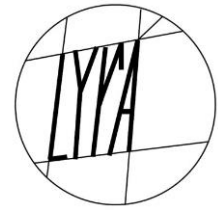
- Educated to degree level or equivalent in the arts
- Experience of working with vulnerable young people
- Skilled at delivering creative projects that meet targets within timescales, and achieve intended outcomes
- Proven people management skills
- Excellent interpersonal skills
- Excellent communication skills
- Knowledge of the effects of social disadvantage on young people
- A passion for professional live performance and art

Desirable

- Previous experience of working at a senior level within an arts organisation
- Experience of working within a community setting
- Experience of developing young talent

Personal Attributes

- A strong, collaborative team player with the ability and willingness to work flexibly as part of a small team within a growing organisation
- Self-starter with a talent for motivating others
- Remains positive and resilient under pressure and in challenging situations
- Ability to relate to people of different ages and backgrounds



Other Essential information

To apply please send your CV with a covering letter (no more than two sides of A4) outlining your suitability for the role to

lyra@lyratheatre.co.uk by **5pm on Wednesday the 5th of October**. Interviews will take place on Monday the 10th of October, at Artspace, 11 Harewood Road, Edinburgh EH16 4NT. To be considered for this post, candidates must be available on the interview date.

Lyra is an Equal Opportunities employer and welcomes applicants from diverse backgrounds. The successful candidate is required to join the PVG scheme (Disclosure Scotland).