

FRÄN WEN

HEAD OF ENGAGEMENT

SALARY: £35,000 - £40,000
CLOSING DATE: 03 NOVEMBER 2023
CONTRACT: PARHAOL



JOB PACK

**REDIFINING THE
FUTURE.
ONE SHOW AT
A TIME.**



HEAD OF ENGAGEMENT

This is a brand-new opportunity to play an integral role in how we operate, commission, develop and produce shows.

Its mission is clear - to work with us to break the boundaries of how theatre is made by placing theatre in community and community in theatre.

At Frân Wen, we collaborate with communities every day - listening to what people have to say through delivering creative activity in education, in communities and through our Young Company.



From spoken word shows in Maes B to the Welsh language's biggest musical to date - Frân Wen is producing ambitious, multidisciplinary work that is inspired by the people we engage with. Nyth, our new home in the heart of Bangor, along with our mobile Nyth, offers the best resources to engage with a wide range of people locally, nationally, and beyond.

The Head of Engagement will work closely with the Artistic Director and Producer to ensure this work is delivered with ambition and integrity whilst also setting it as the foundation of everything else that we do.

Key elements of this role is connecting the communities of North West Wales with the world, developing career opportunities for young people and fostering cohesive, happy communities.





31,702

WE ENGAGED WITH 31,702 PEOPLE THROUGH OUR ENGAGEMENT PROGRAMME IN THE LAST 3 YEARS



38,021

PEOPLE IN THE LAST 3 YEARS HAVE SEEN OUR WORK



GOVERNANCE

Frân Wen is a limited company by guarantee and a registered charity.

The company is led by a board of non-executive directors including 11 professional individuals with extensive experience.

Ensuring the voice and influence of young people on every aspect of the company's work is our Young People's Advisory Board which contributes significantly to artistic and strategic discussions.

Frân Wen is a small company of dedicated staff who work collaboratively to achieve the company's objectives.

Current staff include:

| | |
|-------------------------|-------------------|
| Artistic Director: | Gethin Evans |
| Executive Director: | Nia Jones |
| Marketing Manager: | Carl Russell Owen |
| Production Manager: | Lewis Williams |
| Administrative Officer: | Olwen Williams |
| Community Director: | Elis Pari |

Around 180 artists are employed or contracted annually to deliver the artistic programme.



YOU

We are looking for a Head of Engagement with passion and ambition. An exceptional individual who can offer a clear and compelling vision for Frân Wen's engagement programme. Someone who can combine artistic talent and sharp strategic thinking.

DO YOU HAVE...

- Admiration for Frân Wen's vision and work and a passion to play a leading role in shaping its future success.
- Imagination, ambition, and passion to be a key member of the company in an exciting time in its history.
- Experience of leading and implementing successful, high quality engagement plans of various scales for a range of people.
- Experience of establishing, fostering, and managing creative teams.
- Clear and convincing oral and written communication skills, in Welsh and English*.
- The ability to identify and nurture new voices, talent, and imagination.
- A commitment to maintaining and expanding cultural diversity and access across the company's work.
- Excellent interpersonal skills and the ability to empower, inspire and motivate others.
- Ability to manage people, delegate and resolve conflict.
- Excellent advocacy skills.
- The ability to collaborate with others, to develop, maintain and strengthen creative and strategic partnerships.
- Thorough knowledge and understanding of the arts sector in Wales and beyond.

**We welcome applications from new Welsh speakers and provide language training and support to enable you to deliver the role.*

- Genuine interest in the work of other practitioners in Wales and internationally.
- An interest in the social, cultural, and economic context in which Frân Wen works.
- Commitment and appreciation of the importance of Wales' culture and identity to all aspects of Frân Wen's work.
- Contacts within the theatre and arts sector in Wales and beyond.
- A positive attitude with a high level of personal motivation, the ability to work independently and in a team.

WE EXPECT THE FOLLOWING TO BE IMPORTANT TO YOU:

- Welsh language theatre which is progressive and relevant, and which pushes the boundaries and expectations of the audiences and participants.
- Cultivating talent and inspiring the next generation of artists.



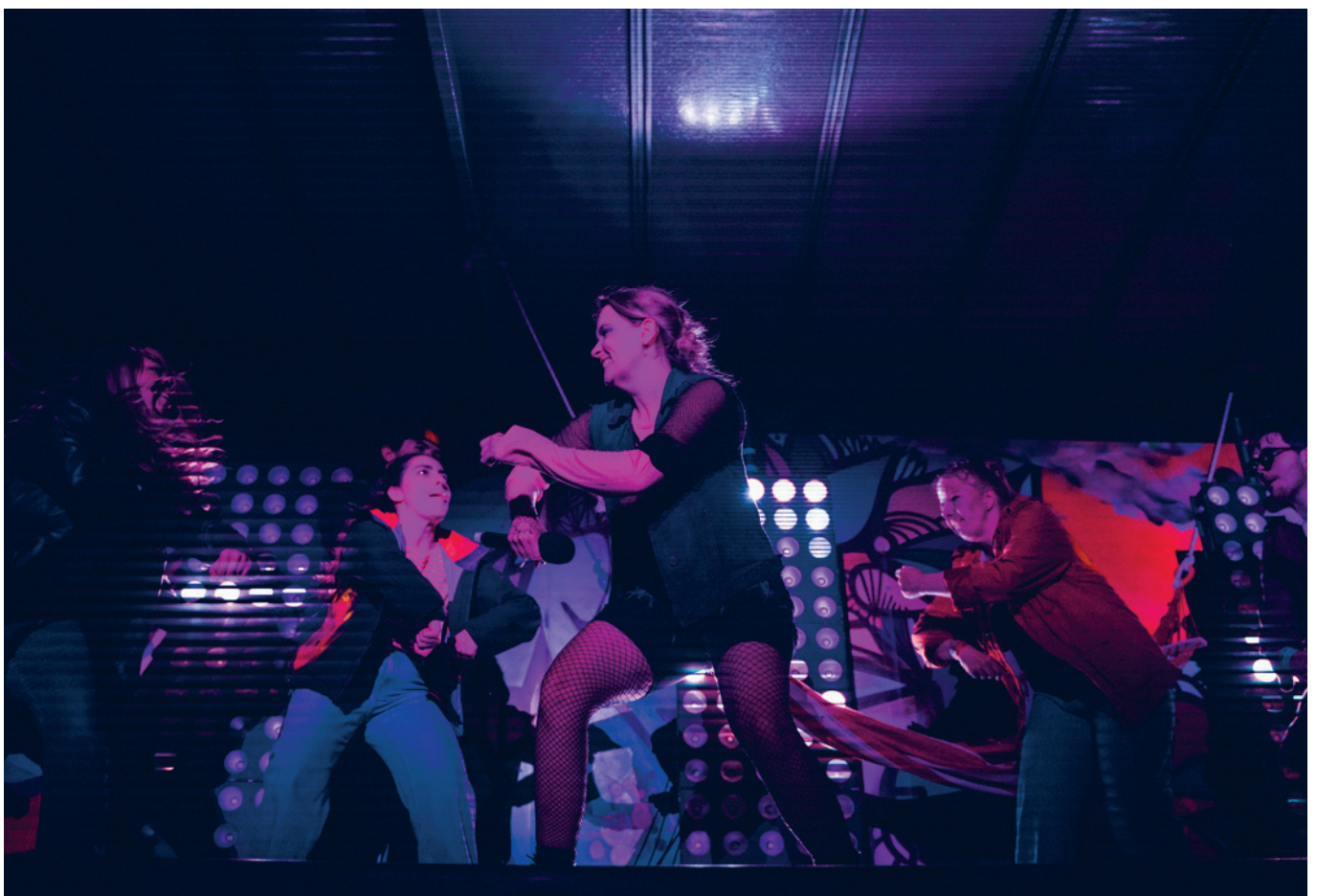
- Widening access to the arts by encouraging more participation.
- The transformative power of the arts.
- Young people.
- Inclusion and equality.
- Environmental sustainability.
- The identity of contemporary Wales.



JOB DESCRIPTION

The Head of Engagement will be responsible for developing our engagement strategy and overseeing programming, planning and the implementation of the engagement programme in accordance with the objectives of Frân Wen's Business Plan.

As a member of the company's senior management team, the post holder will collaborate with others to shape the company's artistic and strategic direction.





CREATIVE PLANNING

- Responsible for creating a programme of inspiring creative work that involves young people and all ages from the community and the arts sector.
- Collaborate with the Artistic Director and the Executive Director to develop and deliver a coherent artistic programme for the company.
- Lead on the development and direction of Frân Wen Young Company, Nythu our community programme and creative learning programme in schools.
- Ensure that Nyth is known as a vibrant artistic hub by a wide range of people, communities, and artists.
- Lead the Frân Wen engagement team and work closely with the Community Director and Young Company Director to plan and implement an exciting programme.
- Collaborate with the Executive Director to plan and implement a training and up-skilling programme for young people in the creative industries.
- Support the Artistic Director to plan and implement events and workshops and engage with emerging and experienced theatre makers.

- Oversee the Youth Advisory Panel to ensure that young people's voices are heard and integrate them into all aspects of the company's work, strategic planning and governance.
- Recruit and manage experienced creative practitioners and ensure that they are supported to deliver to the highest possible standard.

STRATEGIC PLANNING

- Collaborate with the Artistic Director and Executive Director to develop the direction and evolution of Frân Wen's engagement programme.
- Build and manage partnerships with external agencies and organisations to extend the reach of Frân Wen's engagement programme.
- Identify and develop opportunities to maximize the commercial potential of activities.
- Maintain and develop existing partnerships and establish new partnerships with local, national and international community organisations in order to extend reach.





ADMINISTRATION, MONITORING AND EVALUATION

- Embed evaluation into the planning process of all activities focusing on social and economic impact of our engagement programme.
- Collaborate with the marketing team to promote and celebrate the Frân Wen 'story' with its people both internally and externally.
- Collaborate with the marketing team to promote the widest possible access to Frân Wen's work.
- Explore new ways of working and engaging by delivering research and development projects.
- Keep up to date regarding local, national, and international developments in order to ensure that Frân Wen's strategies align with current priorities.
- Collaborate with the Executive Director to develop and monitor the annual engagement budget.
- Monitor engagement targets ensuring that they are reached or exceeded.
- Evaluate data to share internally and with key stakeholders.
- Lead the engagement team to identify opportunities for commercial work that supports Frân Wen's strategic and artistic vision.
- Collaborate with the Executive Director to identify new funding sources to support the engagement programme.

GENERAL

- Implement and contribute to the development of Frân Wen's policies, particularly policies relating to safeguarding, equality and accessibility.
- Maintain a detailed understanding of the company's wider artistic programme ensuring that engagement is embedded at every opportunity.
- Integrate anti-discriminatory practice into all aspects of the company's work and promote equality whilst implementing the engagement programme and in matters relating to staff, freelancers, and volunteers.
- Represent Frân Wen in meeting and external groups relevant to creative learning and skills, engagement, and participation at local and national level.
- Ensure that the culture in Frân Wen is inclusive, cohesive, safe, and supportive; as well as bold and ambitious artistically.
- Undertake any reasonable duties at the request of the Artistic Director.



TERMS AND CONDITIONS

| | |
|------------------------------|---|
| Job title: | Head of Engagement |
| Responsible to: | Artistic Director |
| Salary: | £35,000 - £40,000 (dependent on experience) |
| Contract: | Full time, permanent contract. (Part-time commitment considered) |
| Contract start date: | As soon as possible. If appropriate, agreement can be reached on how any work already committed to it can be managed. |
| Location: | Frân Wen, Nyth, Ffordd Garth, Bangor, Gwynedd. LL57 2RW. |
| Working hours: | 38 hours per week. Due to the nature of the work, unsocial hours will need to be worked in the evenings and at weekends. |
| Annual leave: | 25 days a year increased to 30 days per year after 5 years service. Statutory holidays are additional. |
| Probationary period : | The appointment will be subject to a successful six month |

probationary period.

Leave notice: 1 month's notice during probation period and three months thereafter.

Pension: Frân Wen is a member of the Gwynedd Pension Scheme. One of the best pension schemes in the country with an employer contribution of 18.5%.

Other benefits: Staff Wellbeing Programme.
Flexible working.
Childcare vouchers.
Tickets for productions and arts events.

Criminal Record : This post is exempt from the Rehabilitation of Offenders Act (1974). Due to the nature of the post Frân Wen will make enquiries through the Safeguarding and Barring Service regarding working with children, young people or vulnerable people.

References: An offer of employment will be subject to receipt of satisfactory references.

This post is part-funded by the UK government through the UK Shared Prosperity Fund.



Funded by
UK Government



CYNGOR SIR
YNYS MON
ISLE OF ANGLESEY
COUNTY COUNCIL



Cyngor Celfyddydau Cymru
Arts Council of Wales



Noddir gan
Lywodraeth Cymru
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ARIENNIR GAN
Y LOTERI
LOTTERY FUNDED



APPLICATION PROCESS

If you wish to apply, the following information should be submitted:

- Letter or short film outlining your suitability and the reason for your interest in the post.
- Please consider the job description and personal specification setting out how you can make a valuable contribution to Frân Wen during a key stage in its history.
- Equal Opportunities Monitoring Form.
- Current CV.

If you would like an informal and confidential discussion about the post, need information in a different format please contact Nia Jones on the email address below or telephone 01248 715048.

Please send the information to Nia Jones, Executive Director:

Frân Wen, Nyth, Ffordd Garth, Bangor, Gwynedd, LL57 2RW

or by e-mail to: **nia@franwen.com**

KEY DATES

| | |
|-----------------------|--------------------------------|
| Closing date: | 03 November 2023 |
| Interviews: | w/c 13 November 2023 |
| Commencement of post: | As soon as possible thereafter |

RECRUITMENT PROCESS

The recruitment process is being led by the Frân Wen Management Board in consultation with the company's Youth Panel.

Frân Wen does not allow discrimination on the grounds of gender, race, disability, ethnic or socio-economic background, age, family circumstances, marital status or civil partnership, religion, sexual orientation, gender reassignment, pregnancy and maternity or other irrelevant difference and is committed to working with diversity in a positive way.

Your application and any associated personal information will be stored and processed in accordance with our Data Policy and destroyed after 6 months. If you are appointed and employed by us, the information you submit will be held securely and will form part of your employment record.



FRÅN WEN



FRÅN WEN.COM