

## Beyond Face Recruitment Pack

# Justice & Empowerment Facilitator/Practitioner (0.4 FTE, 9 month fixed term contract)



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## 1. Our Mission

**Beyond Face** is a company based in Devon whose mission is to raise the profile and visibility of artists who are: African Diaspora people, South, East, and South East Asian diaspora people\*.

The Company engages with professionals, early career artists and young people, who through this work will engage with the wider community. We create high quality professional performances, as well as delivering projects bespoke to the South West.

The company was founded in 2015 by Artistic Director Alix Harris who, after working in Plymouth and running a series of consultation workshops with young people, recognised the need for a company such as Beyond Face to exist in Devon & the South West. Over the past 4 years the Company's reputation has grown and with this there has been an increase in demand for collaboration across partnership working, project delivery and commissioning of artistic activity. The Company is now at a stage of growth, looking to expand the team to sustain activity and increase impact.

\*We recognise that language is always evolving and as a Company we will evolve with the conversation. You can read more about terminology here from [#BAMEOver](#)

## 2. Context

This year has seen for the first time, arts and culture organisations in Plymouth and Devon beginning conversations around systematic oppression and Beyond Face has been called on to support. This new role supported by The Paul Hamlyn Foundation will help Beyond Face ensure that the spaces and relationships we work with are safe for **us** to be in. This is a new role and therefore will evolve over time with the learning from the work being delivered.



### 3. Job Description

**Role:** Justice & Empowerment Facilitator/Practitioner

**Location:**

**Contract:** 0.4FTE (2 days a week) Fixed term 9 month contract, with room for negotiation to extend.

**Salary:** £26,000 pro rata

**Reporting to:** Artistic Director

#### Key Support Functions:

This role will have two elements - inward and outward facing.

#### Inward-

The inward element of the role will provide support to the Artistic Director of Beyond Face, who supports both artist and young people's creative development while navigating mainly white spaces.

This role will also provide a safe space for artists to share their experiences and find ways in which they can build their resilience as creatives working in Devon. We hope this role will identify the support needs for the company also when making artistic projects.

#### Outward-

The outward facing element will be supporting the Artistic Director to deliver anti-racism training/ commissions from arts and culture organisations. We hope the candidate will bring possible suggestions of other interventions and initiatives that might support Beyond Face and help to develop new partnerships in an accountable collaborative framework.

## 4. Responsibilities

- Designing and facilitating a regular safe space for artists.
- Working with the Artistic Director to build new relationships that share the values of Beyond Face as a company.
- Supporting the delivery and creation of anti-racism commissions for arts and culture organisations.
- Working with Artistic Director and the advisory board to generate frameworks of working within Beyond Face.
- Working with the team and advisory board to investigate this post as long-term position.



## 5. Person Specification

Skills required	Essential	Desirable
Strong facilitation skills, the ability to hold a safe space for artists from ethnically diverse backgrounds.	✓	
Have experience in facilitating anti-racism training, or similar training.	✓	
Have knowledge and understanding of what the experience is like for ethnically diverse people living in the South West, furthermore Plymouth & Devon	✓	
Have strong experience in designing and delivering programmes that build upon the resilience that ethnically diverse people have,	✓	

whilst developing confidence, knowledge and representation.		
Have an interest/skill in the theatre and performance.		✓
Strong skills in having challenging conversations with organisations who are exhibiting behaviours of systematic oppression.	✓	
A strong ability to work independently and be proactive in driving things forward in an organisation with high demands.	✓	
Experience in fundraising, particular for wellbeing & support.		✓
Driver's License		✓

### What will Beyond Face provide to support this role:

- Therapy/supervision support to be arranged with selected candidate.
- Support from members of the Beyond Face advisory board.
- Birthday's as a paid day off!
- Opportunity for professional development.

## 6. How to apply:

Please send us an up to date C.V. and a personal statement (no more than 2 sides of A4 or a 5-10 minute video or audio file), to [info@beyondface.co.uk](mailto:info@beyondface.co.uk). This personal statement should detail your skills and experience and, ultimately, why you would like this role and how you would fit with the company.

We will let all applicants know whether or not they have been invited for an interview.

If applicants have questions about the role, we invite you to email them to us and we will post a FAQ's page on our website. Additionally to this we will be hosting an online Q&A session to invite people to join to ask questions about the role.

Our interview process will be conducted via Zoom and will involve a two-part process:

**Part 1:** a 30-minute conversation and a series of questions from our Artistic Director, Alix Harris, Executive Producer Helen Bovey, and some members of our advisory board. This will also be an opportunity for you to ask us any questions you may have about the role, or Company. It is important for us that you feel comfortable in this process, so although we are asking questions please view this more as a chance for us to get to know you and hear your ideas about the role.

**Part 2:** A 10-minute meet with the artists. You will get the opportunity to meet with some of the early career artist we work with and who this role will work closely with.

If you are sending in a video please share via WeTransfer, Dropbox or Google Drive with [info@beyondface.co.uk](mailto:info@beyondface.co.uk)

**Further details:**

**Q&A with Artistic Director & some members of advisory board:** 20<sup>th</sup> January 5pm via zoom.

**Deadline:** 29<sup>th</sup> January 2021

**Interviews:** 5<sup>th</sup> February 2021

**Start Date:** To be agreed with successful candidate.

If you have any questions or would like to talk to a member of the team about any requirements you have, please email [alix@beyondface.co.uk](mailto:alix@beyondface.co.uk)

## 7. Equal Opportunities

We are fully committed to the provision of equal access and opportunity, both through the lottery funds we distribute and as an employer. Applications are particularly welcome from people who identify as coming from backgrounds who are: African Diaspora people, South, East, and South East Asian diaspora people to align with our mission statement to align with the under representation in the industry, particularly in the South West of England.

Please complete the equal opportunities form by [clicking here](#)

### Accessibility

If you would like this document in another format please contact [helen@beyondface.co.uk](mailto:helen@beyondface.co.uk)

Photos on Recruitment Pack by Dom Moore Photography.