

*OCCUPY!*

**Govanhill Baths Community Trust  
Job Description  
Moving Image Artist,  
Culture Collective Project**

**Starting Oct/Nov 2021 for 12 months  
£18,000 per annum plus 4% pension  
(£30,000 full-time equivalent)  
3 days (22.5 hours) a week**

This document is accompanied by a description of the Culture Collective project and a short introduction to the Govanhill Baths. If you do not have them, please contact us immediately. Some sources may have all the documents combined in a single file.

Govanhill Baths is a grassroots, activist-based, organisation in the heart of Glasgow's Govanhill delivering wide ranging health, wellbeing, arts, environmental and heritage projects. We are employing five artists or creative practitioners to join us in that delivery, as part of the national Culture Collective project of Creative Scotland. This position is one of those 5 artists. The successful candidate will have at least 5 years experience and a proven record of committed socially engaged practice.

In response to the ravaging effect that Covid-19 has had on the creative sector, Govanhill Baths Community Trust (GBCT) will provide stable PAYE employment to five artists for 12 months to embed them within the Govanhill community. The artists will be working flexibly with that community to co-design and co-create an artistic programme of work over the course of a year. The work will begin in a placement with an established organisation and its progress will be managed with the project manager and community representatives.

Govanhill Baths has a unique history of working collectively to inspire social change, with art and creativity at the heart of our

approach. These new roles come at an exciting time for Govanhill Baths, 2021 marks the 20th anniversary of the community occupation of the Govanhill Baths building, the longest occupation of a public building in British history and what led to the creation of Govanhill Baths Community Trust.

The re-opening of the Govanhill Baths building as a community-led Wellbeing Centre is due to take place in Summer 2022 following major capital redevelopment. Creativity and art play a key role in the vision for the Centre.

'Occupy' is the overarching theme of the programme and while this directly references the Baths heritage and highlights what can be achieved through community activism and solidarity, the concept and politics of what it means to 'occupy' (as a form of protest and resistance) can be applied more broadly. An important principle to be followed is the activism and pursuit of social change that exists at the core of all activity by Govanhill Baths.

### **Govanhill Baths Culture Collective Project Aims:**

- To work in a democratic and collective manner that distributes and challenges conventional practices of ownership and authorship of art, challenging the traditional power balances between artists, community and organisations.
- To respond to pertinent questions around visibility, ownership, empowerment and the right to take space.
- To deliver a new approach to artists' employment and residency models, striving for a more sustainable, nourishing and holistic approach to socially engaged arts practice.
- To produce high quality, socially engaged, activist based work which responds to the aspirations of the local community

### **Role description**

Govanhill Baths is seeking an experienced moving image artist or creative practitioner to work on a part time basis within the organisation for 12 months.

## Moving Image Artist, Culture Collective Project

It is expected that this role, and the other roles in the project, will expand upon existing artist residency and commissioning models to test new, more sustainable and meaningful, approaches to socially engaged arts practices for artists, organisations and communities.

The role includes contributing to the national Creative Scotland Culture Collective programme and working in a team that includes the other artists, the project manager, volunteers, and other members of staff from the Baths.

The position is line managed by the Arts Project Manager.

### **Moving Image Artist**

This artist will be working with people of colour and representative organisations. Govanhill has a richly diverse population and the largest Roma population in Scotland. Participants will come from this, other groups, and open calls.

#### **Duties:**

- Creation of work plan with the Arts Project Manager and community groups
- Regular and sustained engagement with community groups
- To deliver work publicly in the context of the 'Occupy' theme for the GBCT anniversary year and the derived from community engagement
- To document project according the needs of GBCT and Creative Scotland
- Input into evaluation
- Engagement and input into Creative Scotland national project when required

It is essential for the successful candidate to remain flexible in the approach to the work and to respond to any changing situations with imagination and enthusiasm.

**Essential skills and experience:**

- At least five years experience of working collaboratively with communities, ideally of the role being sought
- Proven experience of delivering ambitious, high quality, socially engaged arts projects
- Excellent understanding of the local artistic and cultural scene
- Excellent understanding of the role of the arts within community activism and social change.
- Experience of working in a diverse community and a commitment to diversity, equality and justice
- Ability to develop strong working relationships and communication skills within a wide range of settings including community groups and individuals and stakeholders, arts and third sector organisations
- A proven ability to work alone as well as part of a small team and to prioritise and organise your own workload
- An ability to work to agreed targets and timeline and to monitor progress against an action plan
- Strong IT and organisational skills
- A proactive, flexible and open approach to work
- Experience in active listening and responsive working practices
- Knowledge and understanding of Govanhill and surrounding areas and communities
- Knowledge or experience of grassroots activism

**Desirable skills and experience:**

- A clear understanding of safeguarding
- Experience of leading socially engaged arts projects
- Providing documentation and/or evaluation in forms that reflect the artistic form or other context

**Additional Information:**

The artist may need to be checked by Disclosure Scotland and/or membership of Protection of Vulnerable People (PVG) scheme.

The post reports to the GBCT Arts Project Manager

Due to Covid-19 homeworking is to be expected, however office access can be provided as necessary

The successful candidates must be ready to start in Nov/Dec 2021

Salary £18,000 per annum plus 4% pension (pro-rata from £30,000 full-time equivalent)

**Access**

The project has a designated Access Budget, please get in touch as soon as possible if you require this application in other formats or if we can make this opportunity more accessible to you.

**Application**

Applicants are required to send a covering letter attached to email, of no more than ONE side of A4 using Arial 12 point, referring to the job description and outlining their relevant experience and information as to why they believe they are the right person for the post. Applicants should also refer to the description of the project and introduction to Govanhill Baths. PDF format is preferred and please include your name in the file name.

Alternatively, applicants can send a link to a maximum 3 minute video that outlines the above information.

CVs can also be sent but are not compulsory.

Anything else included with the application will not be considered.

All applicants should include internet links for up to 3 examples of previous work. If it is impossible for you to submit work examples online please email us at [info@govanhillbaths.com](mailto:info@govanhillbaths.com) as soon as possible.

Closing date for applications is

12noon, Wednesday 15 September 2021.

Applications will only be accepted by email.

Please send them to [info@govanhillbaths.com](mailto:info@govanhillbaths.com)

and include 'Artist Application' in the subject bar.

We will shortlist for interview as quickly as possible after the deadline.

## **Interviews**

### **Stage 1**

Candidates will be invited for interview on

Wednesday 29 September 2021.

Following interview, candidates will be shortlisted for Stage 2.

### **Stage 2**

The afternoon of Wednesday 13 October 2021.

Applicants will be asked to deliver a 10 minute presentation.

Requirements for the presentation will be sent out with the invitation to attend. Artists will receive payment to prepare.

Stage 2 will include meeting representatives of community groups who can ask their own questions about your artistic process and the ways you intend to approach this project.

## **Summary of Relevant Dates:**

15 September, 12noon - Deadline for application

29 September - Stage 1 interviews

13 October - Stage 2 interviews

Nov/Dec - Start date

## **Please Note:**

These are the only dates and times available. Unfortunately, we cannot offer interviews on other days. Please let us know in your application email if you require a specific time of day for access reasons and we will do our best to accommodate you.

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## **The Govanhill Baths Culture Collective Project 2021/22**

For twelve months from summer 2021 five artists will be working with the community of Govanhill, Glasgow, as part of the national Culture Collective scheme. Govanhill Baths Community Trust is one of 26 hosting organisations spread throughout Scotland. This project falls on the 20th anniversary of the Govanhill Baths occupation and at a time of rebuilding and reassessment following the Coronavirus pandemic. The artists will be working with people living under shifting demands and pushing back against negative influences in this dynamic area of Glasgow.

### **National Culture Collective**

The Culture Collective project has been established by Creative Scotland and the Scottish Government as a response to the necessary rebuilding of the arts post-pandemic. The project will focus on arts with community at its root, through actual engagement and creation. At least half of the overall funds will be spent on the employment of artists.

Culture Collective is a network of 26 organisations or hubs across Scotland with a central support team. Everyone in the network is engaged locally and nationally with each member organisation designing and producing their own interpretation of the brief. It is hoped that the network will remain in place as part of the legacy of the project along with new thinking about participatory, community focussed art. The network meets online monthly, in a full day Open Space event every few months and constantly via Slack.

### **Govanhill Baths**

Govanhill Baths is a member of Culture Collective and has committed to employing five artists for 12 months, a photographer and video maker to document the project and a coordinator for 18 months to recruit the team, manage and evaluate the work.

Govanhill Baths has a unique history of working collectively to inspire social change, with art and creativity at the centre of its approach. It is a grassroots, activist-based,

organisation in the heart of the local community and responds to the needs of that community.

This project also includes leading arts organisations The Work Room and Tramway. During the project period Tramway will host the Dance International Glasgow festival in addition to the core programme. Subsidised opportunities will be available for the creative practitioners. The Work Room has a regular schedule of artist development and support which artists will be able to access.

## **The Community**

Govanhill is a unique community in Scotland, being the most ethnically diverse outside London, with 81 languages spoken by 52 ethnic groups. Govanhill's culture and heritage has been greatly enriched by migration over time. It is a dynamic area and in recent years has had an influx of younger people, particularly from the creative sector. This recent change has led to the opening of cafes, restaurants, and small businesses but increased rents have brought pressure on the incumbent population.

The Culture Collective project will follow the established lines of support and communication from Govanhill Baths into the community. Regard will be given to shifting populations, intersectionality of interests and change in this dynamic area that has particularly suffered during the Coronavirus pandemic and from Brexit.

## **The Artists**

Five artists will be employed to 'produce high quality, socially engaged, activist-based work which responds to the aspirations of the local community'. They will establish how this will happen in the very early days of their employment, in liaison with the coordinator, after first contact with the community and after some research.

The introduction to the community will be with five established groups and the recruitment of the artists has been done with this in mind. They are:

- 1 Dance Artist to work with a group over 65 years old linked to a community centre,
- 2 Artist with an environmental focus to work with a LGBTQI+ gardening group,
- 3 Film / Moving Image Artist to work via a group representing people of colour,
- 4 Visual / Multi-disciplinary Artist with a self-help group of people recovery from mental illness, and
- 5 A Woman Artist with women living in the asylum system.

Govanhill Baths are giving the artists a great deal of discretion over the process adopted, within the brief of social engaged, activism based art. The community will be

at the core of the work and it will be determined as the project progresses what parts of the community that will be. Equally no specific requirements have been made for creative outcomes and they will be addressed along with other plans. Not demanding prescriptive outcomes and allowing time to embed in the community will not only benefit the artistic process but also provide a more meaningful community experience.

Freelancers are also being employed for photographic and video documentation of the project. A substantial investment is being made in this documentation to allow for a creative, storytelling, approach with opportunity for interpretation.

The project will work collectively, distributing the ownership and authorship of art, challenging the common roles and hierarchies adopted between artists, communities and host organisations.

### **Occupy theme**

The theme 'Occupy' will provide a rich framework for the overall programme, highlighting what can be achieved through community activism and solidarity. While 'Occupy' directly references the Baths heritage and can draw inspiration and connection to the community occupation of the building, the concept of what it means to 'occupy' can be applied more broadly. What does it mean to occupy or to claim identity, space, to be visible, to be heard? How will the community occupy the new Wellbeing Centre?

The theme Occupy is particularly relevant to Govanhill, the arts sector and the wider political, cultural and economic sphere. The 20th anniversary of Govanhill Baths Occupation is a monumental community achievement. This anniversary along with many other prominent occupations mark historic achievements of positive social change through collective community action.

The project aims to collectively respond to pertinent questions around visibility, ownership, empowerment and the right to take space.

### **Artist development**

Throughout the year, the artists will benefit from opportunities to connect, share learning, and support one another, while gaining insight into a variety of approaches, across disciplines. We will foster mutually supportive relationships and co-learning between artists, organisations, and communities, promoting future creative employment. We will also investigate training and mentoring, the latter particularly involving Tramway and The Work Room.

## **Govanhill Baths development**

The next few years will bring change to the work of the Baths as the organisation and programme of work move back into the building. This will have significance for the arts work with a dedicated space to present work and the resources the building will inherently create.

Govanhill Baths has a rich history of working with the arts and during this year through that experience, the current investigation with this project and a sharpening of future goals it is aimed to consolidate the arts vision of the organisation with an artistic policy and plan.

To join a national network, focused on strengthening collaborative creative practice to benefit communities impacted through Covid-19 is particularly pertinent for Govanhill, which continues to be disproportionately impacted.

## **Our role in national development**

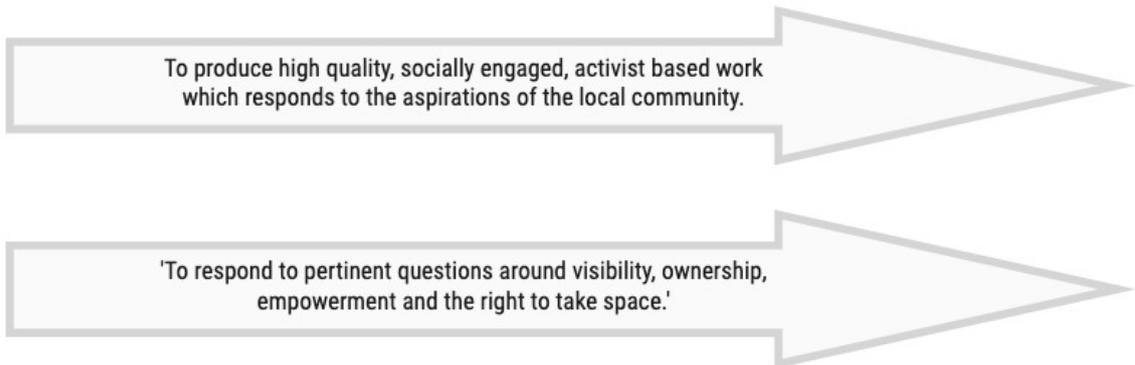
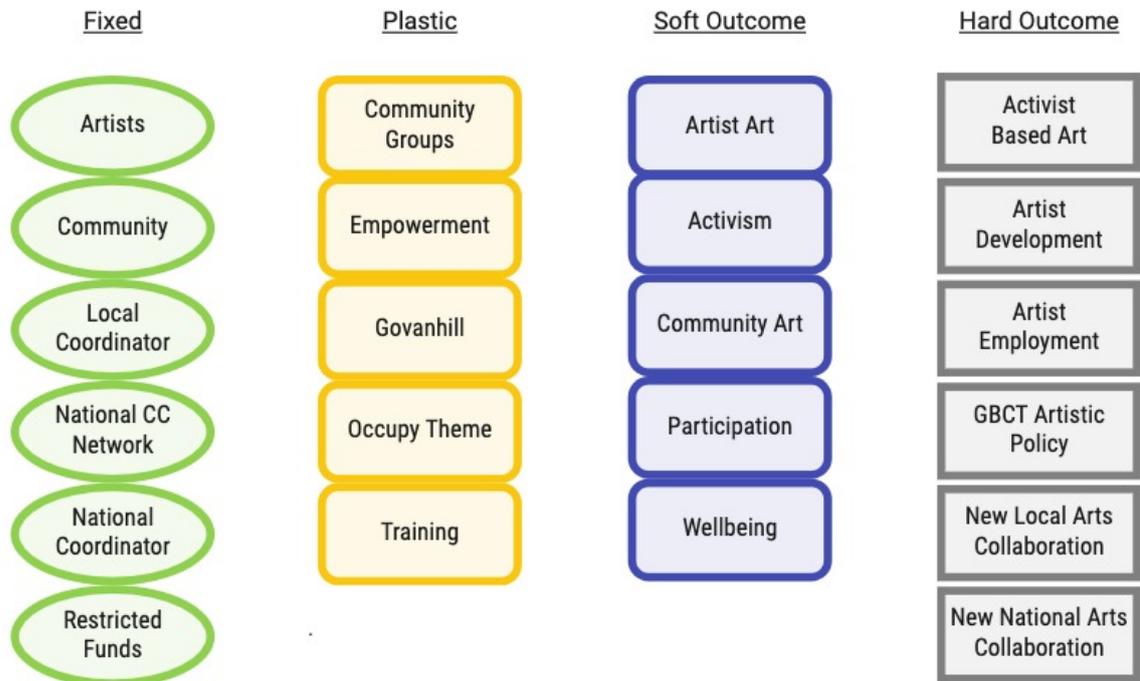
Through the Culture Collective network, Govanhill Baths will share extensive knowledge and experience of community engagement and empowerment within the most diverse neighbourhood in Scotland. The five artists will be sharing their experience contemporaneously with the network as it grows through the year.

Much of the opportunity from the network will be pursued by the Govanhill Baths coordinator who will be responsible for maintaining a strong position for the organisation, keeping channels open for all communication, identifying potential and profitable working relationships and informed about the general direction and development of the network post-project.

Being a part of the national network will enable us to learn from dedicated arts organisations in relation with the very different environments in which they work. That learning will happen in large fora, new one-to-one relationships, and small groups with mutual interests.

Govanhill Baths will be part of the process reconsidering national support for the community and participatory arts and, it is hoped, will then remain within that support.

## Govanhill Baths Community Trust Culture Collective 2021-22





## *OCCUPY!*

### **Govanhill Baths is a community hub for arts and wellbeing.**

Govanhill Baths is a unique organisation working collectively to inspire social change, with art and creativity at its heart and delivering wide ranging health, wellbeing, environmental and heritage projects.

Govanhill Baths is a grassroots, activist-based, organisation in the Southside of Glasgow, Scotland. The Baths itself was a busy community building with a swimming pool, steam baths, personal baths and laundry facilities. It was built at a time when the surrounding homes were unlikely to have hot water or any decent plumbing.

In 2001 the local authorities tried to close The Baths and the local community refused to leave, starting the longest continuous occupation of a public building in British history. Twenty years later those community activists have raised the funds to renovate and reopen The Baths as centre for wellbeing. Govanhill Baths have regularly collaborated with the National Theatre of Scotland, Glasgow International art festival, Dance International Glasgow as well as many local and international independent artists.

Govanhill has been described as the Ellis Island of Scotland. It has been characterised by a series of immigrant populations as a dynamic and shifting area. The latest influx is a wave of young creatives bringing cafes and international eateries. Govanhill is also home to many Roma people who have settled there in the last 15 years from EU countries.