

JOB PACK

Venue Provocateurs



Breaking
the Box

Torri'r Bocs

Background

What is Breaking the Box?

We need more Deaf, disabled, and neurodivergent creatives bringing their talents and skills into theatre in Wales. Not just on stage, but backstage, across producing and arts management too. To make this happen we need an informed and aware theatre and arts sector, with its working cultures and environments ready to support everyone to do their best work.

Breaking the Box (BTB) is a connected and committed consortium of partners. Together we are testing and learning new ways of working together. Through this, we model how to create opportunities and the changes needed to make the arts a more viable place of work for everyone. The project partners are a collective including Taking Flight Theatre (as lead partner), Hynt (Wales' national access scheme) and Disability Arts Cymru (advisory partner) Awen Cultural Trust, RCT Theatres, Carmarthenshire Theatres and Pontio. Together they are committed to running the project collaboratively to test and learn new ways of making and modelling the change that's needed to make the arts a welcoming and viable place of work for everyone.

In its initial phase, BTB placed strong emphasis on fostering a culture of inclusivity and embracing accessibility as a core value. It also sought to address the disproportionate representation of Deaf and disabled backstage creatives in the sector, through career development opportunities. We worked with 6 Early Career Creatives (ECCs), to explore the different backstage skills and disciplines open to them. So far, the project has seen enhanced levels of awareness, improved accessibility and stronger relationships fostered with Deaf, disabled and neurodivergent creatives and communities.



Venue Provocateurs

The next 12 months will see phase 2 of Breaking the Box rolled out and we are now looking for two Deaf/disabled or Neurodivergent change makers 'Provocateurs' to join us on the journey, to amplify access across all departments within their matched venue and to give access issues a place at the table and to provoke and challenge usual ways of working.

The Provocateurs will play a key and pioneering role in challenging and reshaping accessibility practices within arts and cultural venues. This role focuses on embedding inclusive approaches, amplifying accessibility across all departments, and creating opportunities for Deaf, disabled, and neurodivergent creatives.

The successful provocateurs will be matched with one of our partner venues depending on the location, experience and area of expertise/career interest of that individual. We are keen for this to have a positive impact on someone's career development and aspirations and are committed to being as flexible as possible to eradicate any barrier to access.

What is the purpose of the Venue Provocateur?

The Venue Provocateurs will be based at partner venues as part of the Breaking the Box programme. Their mission includes running creative community sessions and workshops, engaging Deaf and disabled audiences, advising on access and inclusion in departmental meetings, and sourcing opportunities for Early Career Creatives (ECC). Provocateurs will support ECCs, report to the Project Coordinator, and attend regular network meetings. They will also advocate for Taking Flight's mission, amplify inclusion and access efforts across partner venues, and engage with the Breaking the Box communications strategy.



Who we think you might be.

This is an exciting role for someone with a passion for inclusivity and making impactful changes within arts and cultural venues. You are driven by a commitment to accessibility, connecting with Deaf, disabled, and neurodivergent creatives, and fostering an environment where everyone can thrive. You relish the opportunity to challenge traditional working methods and embed inclusive approaches across all departments.

You are empathetic and can understand the diverse needs of individuals, advocating for their unique motivations and work styles.



Job Description

Breaking the Box is a complex and far-reaching project involving many partners. Because of this, communication, collaboration and cooperation are at the heart of achieving what we've set out to do. We are looking for two people with a passion for inclusivity and making change and who will reflect the project's core values of openness, authenticity, solidarity, realism, and legacy.

There are a number of venues within the partnership you could be placed at and depending on your experience, we will do our best to match you to a venue who can support you in the role. We anticipate that some of the Key Responsibilities of the role may include:

- 1. Advocacy and Influencing
- To contribute to conversations around accessibility within the venue partner's organisational leadership and relevant departmental meetings by providing guidance, advice, and collaborating with staff to develop creative and practical solutions and encourage venues to take risks with access initiatives.
- To advocate for the needs of Deaf, disabled and diverse communities (Artists or audiences) and influence organisational decision making around this.
- In collaboration with the Project Coordinator, actively support our venue partners in fulfilling their obligations under the partnership, by encouraging them to:
 - Promote the programme's work within the sector.
 - Complete Access Audits, staff training, and audio descriptions.
 - Create opportunities and resources for Early Career Creatives.



Job Description

2. Seek Creative Opportunities for Early Career Creatives (ECC)

- Identify and develop creative placement opportunities for ECCs within the venue or local creative networks and in areas such as design, technical, marketing, programming, backstage, workshops, residencies.
- Support ECCs during placements, acting as a mentor and point of contact (with additional support from the BTB Project Coordinator)
- Facilitate introductions to and relationships with relevant local creative organisations, ensuring meaningful professional development for the ECCs.

3. Community Engagement and Workshops

- Organise, run, or source workshops and creative community sessions.
- Work with the venue's engagement teams to attract and retain Deaf and disabled and neurodivergent audience members.

4. Evaluation and Reporting

- Assist in collecting documentation for workshops, placements, and project outcomes as required by external evaluators.
- Maintain clear records of progress for reflection and evaluation purposes.
- Attend regular project update meetings with partner venues and organisations
- Regularly meet with the BTB Coordinator to feedback any issues and developments



Experience & Skills

Essential:

- Experience as a creative practitioner or in arts and cultural project management.
- Deaf, disabled or neurodivergent lived experience
- Strong advocacy and communication skills.
- Knowledge of accessibility standards and inclusive practice in arts settings.

Desirable:

- Experience delivering workshops and community engagement programs.
- Familiarity with project evaluation and reporting processes.
- The ability to communicate both written and verbally in Welsh

What You Can Expect from the Work Environment

- Flexible, Hybrid Work, combining remote meetings, on-site engagement, and occasional travel. All digital platforms will be accessible, with assistive technologies if needed.
- Wellbeing Support will be available to ensure you are not a single voice.
- Venues will be wheelchair accessible, with accessible desks and nearby toilets.
- Quieter or low-sensory environments can be provided if required.
- Training will be provided, along with regular meet-ups

Potential locations of work:

- Y Muni Pontypridd
- Maesteg Town Hall
- Theatr Ffwrnes, Llanelli

Responsible to: Project Coordinator, Taking Flight Theatre

Supported by: Daily and weekly support from personnel within the venue

Hours: Approximately 2 days a week 9 for a period of 9 months

Evening and weekend availability may be required for specific events and workshops.

Salary : £180 per day for 72 days = Total £12,960

Timeframe: 1st April – 31st December

Travel: Will be reimbursed on production of receipts



Application Process

Recruitment timeline:

Application deadline: Midday - Sunday 16th Feb 2025

Interviews: w/c 17th Feb 2025 & 24th February 2025

Appointments: w/c 24th February 2025

Start date: Tues 1st April 2025

How to apply:

We have tried to make applying as straightforward as possible. Simply let us know who you are, how we can contact you, answer **THREE** questions and upload a CV and referee details.

We welcome applicants to submit using BSL, Welsh or English.

The application process is an online form which you are required to complete and submit by the deadline. Within the form, you will be given the option to type your answers in the boxes, or you can upload your answers in video/audio format. Please have your CV and referee details ready too.

Please complete this online [APPLICATION FORM](#) and separate [EQUAL OPPORTUNITIES FORM](#) by Midday Sunday 16th February 2025.

(See the guide before you begin, preview of the questions and Q&As below)



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Application Process

Before you begin the form:

- Prepare your CV and save it to the device on which you will complete the form so it can be easily uploaded.
- Read the 3 questions below and prepare your typed or recorded answers and save them to the device on which you will complete the form. There are some useful tips on the Q&A section below about this.
- Contact someone who can provide you with a reference and get their permission to pass on their preferred contact details to us. You will be asked to provide this on the form.

Question 1

Why are you interested in this project and what do you feel you could bring to the role?

150-200 words max or 1-2 minute max video/audio answer

Question 2

Reflecting on your lived experience, what one thing would you like to see change about the theatre sector in Wales through the Breaking the Box project? Please provide reasons for your answer and examples where possible.

150-200 words max or 1-2 minute max video/audio answer

Question 3

Considering your previous answers, if you were a Venue Provocateur, can you briefly describe how you would go about implementing the change you would like to see? Please include any potential issues you may face and how you would overcome them?

150-200 words max or 1-2 minute max video/audio answer



Q&As

Q: Can I prepare my text answers beforehand?

A: Absolutely! If you have chosen to type your answers, we would recommend you do prepare them outside of the form first, but you don't have to. Text can be copied and pasted from word into the form fields. (Just note the 200 word limit)

Q: Can I send you all my answers in one Video or audio?

A: You can of course answer ALL three questions in one video or audio if you'd prefer, but please communicate which question you are answering, to mark the end of one answer and start of another. There is an option on the online form to submit a 1-2 minute video or audio for all questions. Just check 'yes' when you are asked and the correct field will show up for you.

Q: Can I send you three separate files for each answer?

A: Yes you can. When you go into the online form, you will be asked if you want to do this, be sure to check the 'yes' button and the upload fields will be there for you.

Q: Do I have to answer ALL the questions in the same format (Video, audio, text) ?

A: Yes, if you choose to answer with text, this will apply to ALL of your answers. The same applies if you choose video or audio.

Q: What formats should I use for my video or audio?

A: The form will accept MP4, MP3 and WAVs.

Q: What happens if my file won't upload to the form?

If you run into any problems and you need to email it to us, that's fine. For sharing files that are too large for emails, we would recommend <https://wetansfer.com/> which is easy to use. You just need our email address amy@takingflighttheatre.co.uk Please note, if you send a video this way, we cannot guarantee its safety. It is much safer to upload it to the form, which has end to end encryption.

Q: Can I save progress on my online form

You can save progress on the form, once you save, it will send you an email link to retrieve your form, so please ensure your email address on the email form field is correct.

Got any other questions? Give Amy a message at amy@takingflighttheatre.co.uk who will be happy to help.





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Taking
FLIGHT



Theatrau
Sir Gâr

awen
Ymddiriedolaeth
Ddiwylliannol
Cultural Trust

THEATRAU
RHONDDA CYNON TAF
THEATRES



 Cyngor Celfyddydau Cymru
Arts Council of Wales

ARIENNIR GAN
Y LOTERI
LOTTERY FUNDED 

 Tudor gan
Llywodraeth Cymru
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