

Cultural Adaptations

Embedded Artist Brief (Scotland)

“...in many fields an unorthodox approach opens doors and offers usable solutions that would not have been recognized in conventional modes of thinking, such as those of science, social work or ecology.” WochenKlausur Artist Collective

Creative Carbon Scotland is the lead partner in an EU-funded project *Cultural Adaptations*. As part of this we are seeking an experienced artist to be ‘embedded’ within and to influence the work of Climate Ready Clyde as it develops and implements a climate change adaptation strategy for Glasgow City Region. This document provides a detailed description of the project, role and application process for those interested in applying for the role.

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Cultural Adaptations (EUCAN)

Cultural Adaptations is a Creative Europe project, led by Creative Carbon Scotland with partners in three EU countries, focusing on culture's role in society's adaptation to the changing climate and the adaptation issues that cultural organisations need to think about. Four cultural organisations will explore collaboratively how this approach can work in countries with similar climate challenges but differing cultural and socio-political frameworks.

In Scotland we will be working in collaboration with our [adaptation](#) partner [Sniffer](#) and the [Climate Ready Clyde](#) initiative on:

- Embedding an artist in Climate Ready Clyde's work to apply their unique set of skills and practices to tackling adaptation challenges in a non-artistic setting;
- Developing methodologies for cultural SMEs to assess the risks to their business from the impacts of climate change and to create strategies for adapting to those impacts.

These activities will be reviewed with our cultural and adaptation partners from Belgium, Ireland and Sweden and with two evaluators, to draw out the learning and good practice and create a Toolkit and supporting Digital Resource that will enable other cultural and adaptation actors to replicate them.

Partners

Creative Carbon Scotland

Creative Carbon Scotland believes that the practices of artists of all disciplines have a role to play in the transformation to a more environmentally sustainable Scotland. Since 2016 we have developed our knowledge and experience of working at the intersection of arts and sustainability through our [culture/SHIFT programme](#), inspired by the work of American civic artist Frances Whitehead and her [Embedded Artist Project](#) where artists working with environmental issues can have a significant influence on development and regeneration initiatives.

Climate Ready Clyde

"The Glasgow City Region faces numerous climate change challenges. Adapting to these challenges is easier, cheaper and more effective when we do it together. That's where [Climate Ready Clyde](#) comes in." Climate Ready Clyde

Climate Ready Clyde is a cross-sector initiative funded by the Scottish Government and 12 member organisations to create a shared vision, strategy and action plan for an adapting Glasgow City Region. Climate Ready Clyde is governed and steered by a board comprising senior representatives from each of the funding organisations. The board is supported by a small secretariat who lead the implementation on behalf of the board.

Glasgow City Region covers a third of Scotland, both by population and economic output. As with the rest of Scotland, it faces a range of disruptive climate changes including increasing precipitation, sea level rise and rising temperatures. These changes have the potential to have significant impacts on the health and wellbeing of the population and on economic investment and opportunities, and could exacerbate existing inequalities and raise the cost of doing business. But to become climate ready takes co-ordinated action and a clear strategic approach. Climate Ready Clyde aims to provide

this strategic approach and, in so doing, help to ensure the Glasgow City Region continues to thrive long into the future.

The [Board for the Climate Ready Clyde initiative](#) now includes representatives from 13 key organisations across the region: East Dunbartonshire Council, East Renfrewshire Council, Glasgow City Council, North Lanarkshire Council, South Lanarkshire Council, NHS Greater Glasgow and Clyde, Scottish Government, SEPA, Strathclyde Passenger Transport, University of Glasgow, University of Strathclyde, Transport Scotland and West Dunbartonshire Council.

Climate Ready Clyde will shortly publish its assessment of climate change risks and opportunities for Glasgow City Region. This will serve as a stepping-off point amongst senior decision makers on the overall approach to a City Region Adaptation Strategy and Action plan, which is due to be completed in March 2020. The Embedded Artist will be employed over the course of this period to apply their skills and experience to the more challenging and therefore interesting aspects of this process.

The Context

The urgency of climate change requires us all to think about sustainability in our practice and day-to-day lives. We at Creative Carbon Scotland believe that a wider cultural challenge prevents this from happening. Adapting to and mitigating the impacts of the climate we have created requires collaborative, interdisciplinary thinking as well as creative solutions – something which we are advocating for more of within both the sustainability and the cultural sectors.

We see an opportunity for artists, designers and other creative practitioners who live and work through creative and cultural practices to share their skills, knowledge and perspectives to not only address environmental sustainability, but also change the way we interact in society – thus re-imagining the culture and embedding sustainability within it.

The Concept of an Embedded Artist

“My question is, how do you change the culture, and what do artists know that can contribute to this.” Frances Whitehead

Based on the work of the [‘Civic Artist’ Frances Whitehead in the USA](#), an Embedded Artist works within non-arts institutions to bring different ways of thinking and working to bear on challenging projects and creatively solve systemic problems within local government and established institutions, generating new, creative perspectives when tackling concerns faced by these organisations.

They highlight an integrated approach, ensuring that environmental and social sustainability are considered alongside economics. They facilitate wider public participation and can break down professional, departmental and disciplinary boundaries. The Embedded Artist is comfortable with handling complexity and contradiction, combining research and innovation with implementation, thinking laterally, and inspiring a wide range of audiences, from city officials to local citizens to business people.

Examples of ‘Embedded Artists’ include the work of David Harding in helping to build [Glenrothes New Town](#) and the [Artist Placement Group in the 1960s](#), to Mary’s Miss’s [City as Living Laboratory](#).

An Embedded Artist is expected to contribute across all areas of the a project, attending meetings, contributing to decision-making and planning, helping to solve problems and bridge gaps. Depending on the context, this may or may not result in the production of artistic objects or works: their contribution will consist of the process, not particular artworks. Their work requires buy-in from the most senior people involved in projects in order to influence decisions and bring about change at a strategic level. The following diagram provides examples of how artists' ways of working can help solve challenging problems.



Cultural Adaptations Embedded Artist

The Wider Project

Cultural Adaptations is a unique Creative Europe small cooperation project spanning Scotland, Belgium, Ireland and Sweden, and focused on developing a new area of work for artists and the cultural sector and contributing to society's work on climate change adaptation.

1. It will put theory into practice by using the unique skills that artists can bring to adaptation work in wider society as well as the cultural world through **four embedded artist projects**;
2. It will help cultural organisations develop their own climate change adaptation strategies through **four workshops for creating adaptation methodologies for cultural organisation**;
3. It will provide a **Toolkit and Digital Resource** to build capacity and capability among cultural actors and adaptation organisations, increasing the sector's resilience at a time of great climatic, financial and social change, and developing awareness of the potential of the cultural sector and artists to contribute to this work through **communication and dissemination** with cultural and sustainability networks;
4. It will host a series of **four transnational** meetings with partners to continually evaluate and develop the shared learning from the project.
5. It will host a large scale **international conference** to bring together all the learning from the project, disseminating it to international partners.

Each cultural organisation is paired with an adaptation partner (an organisation working locally/nationally to prepare their community, city or country to the impacts of climate change).

- Creative Carbon Scotland will be working with [Sniffer](#) and the [Climate Ready Clyde Project](#);
- [Axis](#) (Ireland) will be working with [Codema](#), Dublin's regional energy agency;
- [Greentrack Gent](#) (Belgium) with the City of Ghent local authority; and
- [TILLT](#) (Sweden) with the City of Gothenburg local authority.

The Embedded Artist Role

As in (1) above, each country partnership will jointly research, develop, plan and implement their own **Embedded Artist Project** in which an artist is placed in an adaptation project in order to provide new ways of thinking, fresh perspective and different approaches to the complex and seemingly intractable challenges that climate change presents. The four Embedded Artist Projects will provide a core element of action research: practical examples of how cultural actors can contribute to wider climate change adaptation work. Materials and documentation from each Embedded Artist Project will be incorporated into the Toolkit and Digital Resource during the course of *Cultural Adaptations*.

This role is imagined for an experienced and established individual artist or cultural practitioner, working in any discipline, looking to use their creative skills to contribute to wider society.

The Embedded Artist will make use of their relatively autonomous position as an 'outsider' to help to provide new ways of thinking, fresh perspectives and different approaches to the challenges of adapting to climate change. The Artist will have a particular responsibility to combine the

environmental, social and cultural interests of the partners and ensure that this novel but crucial combination of fields is understood and made use of by the wider Climate Ready Clyde board, and interested parties. They will be an active participant in and contributor to Climate Ready Clyde meetings, events and activities with stakeholders and partners including the Board, and lead on key areas of work to address specific challenges and opportunities within the Climate Ready Clyde programme.

Envisaged outcomes

- New, imaginative and innovative understandings of adaptation amongst the Climate Ready Clyde Board and senior stakeholders and expressed in the Climate Ready Clyde vision document
- An awareness of and openness to the complexity implied by the interlocking fields of environmental, social, economic and cultural sustainability, and their importance to adaptation work, amongst the Climate Ready Clyde Board and senior stakeholders
- A wider range of, individuals and organisations accelerating the development and implementation of the Glasgow City Region Climate Adaptation Strategy and Action Plan

Key tasks

Climate Ready Clyde

Key tasks specific to working with Climate Ready Clyde will likely be defined in conjunction with the successful applicant, based on previous experience, skills, and proposed approach. However, these may include:

- Seeking opportunities to drive political engagement and ambition around the Glasgow City Region Climate Adaptation Strategy and Action Plan - notably through the planned refresh of the Climate Ready Clyde vision;
- Exploration and development of the right narrative(s) that inspire interest, ambition and commitment of organisational leaders in the CRC initiative
- Contribute to the refresh of the Climate Ready Clyde vision document
- Growing involvement and engagement in adaptation of a wider range of organisations in the Climate Ready Clyde partnership (beyond the board)
- Exploring creative solutions to financing/resourcing

The making of artworks might be part of this process but it is not the end goal, nor a primary task.

Cultural Adaptations

The Artist is expected to work with Creative Carbon Scotland (as the lead partner of the project) to:

- Attend and contribute to **four transnational meetings** (one in each partner country, between March 2019 and July 2020), each of which includes a workshop discussing, analysing and developing the local Embedded Artist Projects with all the partners and other relevant bodies;
- Attend and contribute to **one international Conference** (hosted in Scotland, in Autumn 2020) to disseminate the learning from the project to a wide audience;
- Contribute to the development of an online Creative Commons **digital resource**, which seeks to provide information and examples of good practice (e.g. documents, videos, interviews, reports) for international use.

- Contribute to the **evaluation** of the project working with the contracted evaluators (one cultural, one sustainability) to support the formative and summative evaluation of the project.

Skills and experience

The types of skills and experience that will be beneficial for this project include:

- **Interest and experience of working collaboratively with diverse groups and in non-arts contexts.** For example: regeneration, environmental, educational, social, healthcare contexts;
- **Experience of making strategic contributions to initiatives.** Synthesising diverse facts, goals and references, making connections and communicating with different 'audiences'. For example, being a Board member or Trustee of an organisation, being an active member of a union or membership organisation, contributing to policy consultations;
- **Experience of building engagement/ developing communications for socially or politically-challenging topics.**
- **Knowledge of or demonstrable interest in learning about sustainability-related issues, including climate change.**
- **Imaginative thinking** and the ability to work with complexity and varying degrees of scale.

Dates and Commitments

Duration of the Project

The *Cultural Adaptations* Project is 30 months in duration (beginning October 2018), in which the Embedded Artist activity is expected to take place from February 2018 - November 2020, with some flexibility.

Ways of working

Key to the success of the project will be Creative Carbon Scotland's and the artist's ability to gain the trust of the Climate Ready Clyde Board and managers and their support for what is an innovative way of working. Creative Carbon Scotland's Director Ben Twist and culture/*SHIFT* Producer Gemma Lawrence will support the artist in this, but the selected artist will need to demonstrate this ability in their experience to date and operate accordingly during their work on the project.

Time commitment

The anticipated total time commitment is around 28 days spread over the whole project. This will include:

- Preparing for, attendance at and participation in each of the four Transnational meetings taking place throughout the project (in Glasgow, Gothenburg, Dublin and Ghent, each lasting around 2 days)
- Preparing for, attending and contributing to various meetings and events of the Climate Ready Clyde partnership throughout the project, as agreed with Climate Ready Clyde.
- Preparing for, attendance at and participation in a final international conference in Autumn 2020
- Contribution to the project evaluation, the Toolkit and Digital Resource and the final report to Creative Europe

Estimated dates are summarised here:

	2018	2019	2020	2021
Jan		Artist Recruited/Induction with Climate Ready Clyde		
Feb			Workshop - Ireland	Digital resource and toolkit launched
Mar		Workshop – Scotland		Project completed
Apr				
May			Workshop - Belgium	
Jun				
Jul				
Aug				
Sep		Workshop - Sweden		
Oct	Project kick-off			
Nov			Conference - Scotland	
Dec				

- Blue= Artist in activity with Climate Ready Climate - schedule determined by all parties - and contributing to Toolkit and Digital Resource and final report as required
- Green = Transnational meetings, attendance required, dates provided in advance.
- Navy = Final meeting with partners, and communication and dissemination to collected international individuals/organisations.

Fees and Support

Fees

£9,200 to include the artist's travel to and around the Glasgow city region. Travel to, accommodation at, and subsistence costs for Transnational Meetings and the conference will be paid in addition to this sum. There is a small budget available for materials across the duration of the project (£400-£450).

Management/Reporting

The Artist will be formally employed by Creative Carbon Scotland with a joint steering group providing oversight and guidance.

The Artist will be supported during delivery of the project by the EUCAN Project Manager, Catriona Patterson, who will also undertake the administration and coordination of the project, and the Creative Carbon Scotland Director Ben Twist and culture/*SHIFT* Producer Gemma Lawrence. It is expected that the artist will also work closely with Kit England (Climate Ready Clyde) as the main point of contact for the content of the work.

The Artist will have access to work-space in the partners' offices, if required.

The Application Process

Application

Applications are invited from suitably qualified and experienced artists, likely those with at least 5 years experience working within the cultural sector. Applicants should complete the online application form by 5pm on **11th January** which requests include the following information:

- A CV demonstrating appropriate experience (max 2 pages)
- A covering letter (max 3 pages) which details:
 - How the applicant sees their skills and experiences contributing to the aims and tasks of Climate Ready Clyde (and the wider Cultural Adaptations project)
 - Up to 5 example of projects/contexts where the applicant has contributed to planning and decision making.
- Up to three examples or descriptions of relevant previous work (max 3 pages)

-For an informal conversation or to answer any questions, please contact Catriona on 0131 529 7909. Please note that the Project Office will be closed over the festive period.

Assessment of Applications

Application Assessment

Applications will be assessed on these criteria:

- The quality of previous work
- Experience of work in non-arts contexts
- Experience of making strategic contributions to initiatives/organisations
- Knowledge of/interest in climate change
- Evidence of flair and imagination

Informal Phone Call/Meeting

Shortlisted candidates will be asked to participate in a video/phone call or in-person informal meeting with Creative Carbon Scotland in order to discuss the project, answer any questions, and explore the practical delivery of the project.

Formal Interview

Following this, shortlisted applicants will be asked to attend an in-person interview (in Glasgow) with Creative Carbon Scotland, SNIFFER and Climate Ready Clyde.

All applicants will be informed as to the outcome of their application.