

Seas of the Outer Hebrides creative practitioner brief

Summary

The MarPAMM – Seas of the Outer Hebrides project is seeking a creative practitioner or creative team, to deliver a visual and written vision for marine stewardship in the Outer Hebrides, co-produced with local residents. This is an exciting opportunity to engage communities in creating a powerful vision for the future of the OH marine environment which will inspire action and inform marine stewardship at a regional scale.

Eligibility: Open to experienced creative practitioner(s) of any discipline based in Scotland
Time commitment and fee: £7300 for 24 days’ work, plus materials/expenses and translation budget
Application: 2 question online form; Equal Opportunities monitoring form
Deadline: 11:59pm, 25th August

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MarPAMM – Seas of the Outer Hebrides

The MarPAMM – Seas of the Outer Hebrides project aims to deliver a community-led vision and recommendations for the stewardship of the marine environment and Marine Protected Areas in the Outer Hebrides. Since 2019 Creative Carbon Scotland has partnered with the project to deliver creative, inclusive engagement activities which have explored communities' relationship to the sea and their visions for the future marine environment alongside other project deliverables.

We are now entering the phase of the project which will bring together community priorities and recommendations into a powerful message which will inform future policy and action.

The project is delivered by a partnership of local and national organisations:

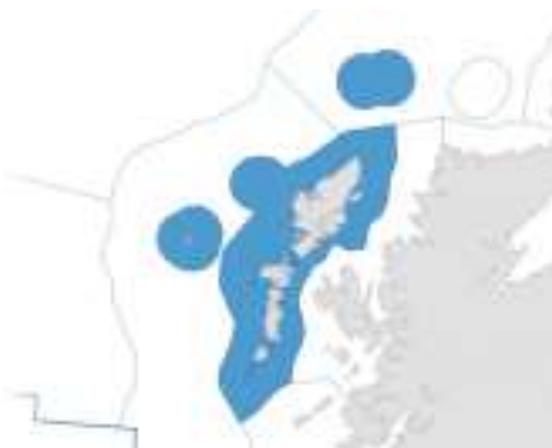
Comhairle nan Eilean Siar, Marine Scotland, NatureScot and the University of the Highlands and Islands and is funded by INTERREG.

More information is available via the below links:

- [Seas of the Outer Hebrides storymap](#) sharing key information on Marine Protected Areas in the Outer Hebrides and community stories about the sea
- [Short film](#) and [full report](#) sharing back key findings from 2020 community survey and engagement events
- [Blog sharing key themes and learning](#) from recent digital engagement workshops exploring future visions of the seas

Community-led vision for marine stewardship

We are seeking to work with an experienced creative practitioner(s), skilled in facilitation, to co-produce a visual and written creative work with local participants, reflecting a community vision for the future of marine stewardship in the Outer Hebrides. The vision will encompass the Outer Hebrides marine region which extends to St Kilda, Sula Sgier and Rona.



Map showing the Outer Hebrides Marine Region

The vision will provide an accessible, positive message for the future, addressing key concerns identified by communities in the Outer Hebrides to date including:

- Climate change and biodiversity loss
- Marine stewardship
- Better involved communities and local decision making
- Sustainable marine jobs
- Better managed seas
- Cultural and spiritual significance of the sea

Other key elements to be included in the creative work:

- Some form of written text combined with some form of digital visual which powerfully communicates key messages to a wider OH audience
- Inclusion of Gaelic language in some way. This could be dual language, translation into Gaelic if suitable, or the presentation/use of subtitles/captions provided where appropriate
- Representation of perspectives from across the islands of the Outer Hebrides (Harris/Lewis/North Uist/South Uist/Barra)
- Accessible to all ages (5 years+)
- Any film or visual work includes subtitles/captions

The opportunity

Opportunity to create change

This role is an opportunity to contribute to a project seeking to deliver positive change for communities and the natural marine environment in the Outer Hebrides.

- In working with participants, you will be helping to gather, synthesise and present their vision for the marine environment to a local audience
- In producing a compelling creative work, you will be helping to inform future policy and action to support a healthy marine environment in the Outer Hebrides (see diagram at the end of this document explaining how we hope this work will help to influence wider action)
- It may also be an opportunity to learn about how to work creatively with communities and policy makers to achieve a shared goal

Key activities

The format and approach taken to delivering the vision will be co-designed with the project team depending on the skills, experience and approach of the creative practitioner(s). They may choose to work with participants individually or as a group.

We anticipate that key tasks will include:

- Preparation and planning an approach which effectively engages participants and communicates the key messages of the project to an OH audience
- Supporting the recruitment of participants to take part in the project, in collaboration with the project team
- Delivering creative, digital activities which support the development of the final work.
- Collating and synthesising materials produced by participants into a digital work
- Maintaining communication with participants for the duration of the project to share updates on activities and invite feedback on the work produced

- Contributing to project learning, evaluation and debrief meetings
- Contributing two short blogs which document the project journey, to be shared via CCS's website

Rough timeline of activities (subject to agreement with creative practitioner(s))

- September: induction, planning approach and inviting participants
- October – mid-November: delivering activities
- Mid-November: feeding back creative work to participants and project team
- Early December: final revisions and completion of project

Where helpful, the Seas of the Outer Hebrides project team is available to participate in activities, provide information about the project and marine stewardship, and to answer any questions that participants might have. Written and visual materials, as well as survey responses, produced to date will be available to the practitioner(s) to inform the work.

Creative practitioner specification

This role is imagined for an experienced and established creative practitioner(s), looking to use their creative skills to contribute to wider society. We anticipate a practitioner(s) with 5 or more years of experience in the cultural sector will be most appropriate for this role. It is possible to apply to the role as a partnership or collective.

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

Experience

- **Experience of working successfully with groups or communities from diverse backgrounds to produce creative work.** For example, working in environmental, educational, social, healthcare, community contexts.
- **Experience of producing impactful, visual and written work,** which can be shared digitally and appeals to a broad audience.

Skills

- **Skilled in successfully facilitating non-arts groups in digital and in person contexts:** ability to communicate concepts clearly and facilitate a creative process in an accessible and inclusive way.
- **Ability to generate participation from residents of the Outer Hebrides:** ability to design and communicate about activities which appeal to a broad audience.
- **Project delivery:** able to demonstrate effective partnership working, ability to plan and manage the delivery of key tasks on time and within budget, and adapt plans in line with COVID safety regulations and guidelines.

Knowledge

- **Knowledge of and a proven commitment to Equalities, Diversity and Inclusion,** particularly in community engagement and island and rural contexts.

- **Knowledge of or demonstrable interest in learning about the marine environment and climate change.**

Dates, fees and support

Duration

The project will run from September to November with final delivery due on 6th December 2021.

Fee

- £7,300 for 24 days' work. This fee is fee with the Scottish Artist Union recommended rates of pay for an artist of 5+ years' experience. If choosing to apply to this role as a team or collective, the fee will be split between the appointed practitioners according to their proposed approach.
- A budget of £800 is available for engagement activity materials and production costs, which will be covered in agreement with the project team.
- The creative practitioner is expected to provide their own overheads and equipment (e.g. a laptop; internet connection). However, support is available to accommodate reasonable adjustments for the appointed candidate.
- Due to COVID-19 restrictions we are focusing on digital engagement to minimise physical interaction between participants. However, recognising the easing of restrictions, if proposals require travel to or within the islands this will need to be discussed and agreed with the project team.

Management/support

The creative practitioner(s) will be supported by Creative Carbon Scotland, as well as the overall project team. They will work as part of the project team and directly with community members and relevant stakeholders to deliver the work.

Application process

Applications are invited from creative practitioners. The deadline for applications is 25th. Late applications cannot be accepted. If you need support in completing your application, please get in touch to discuss this.

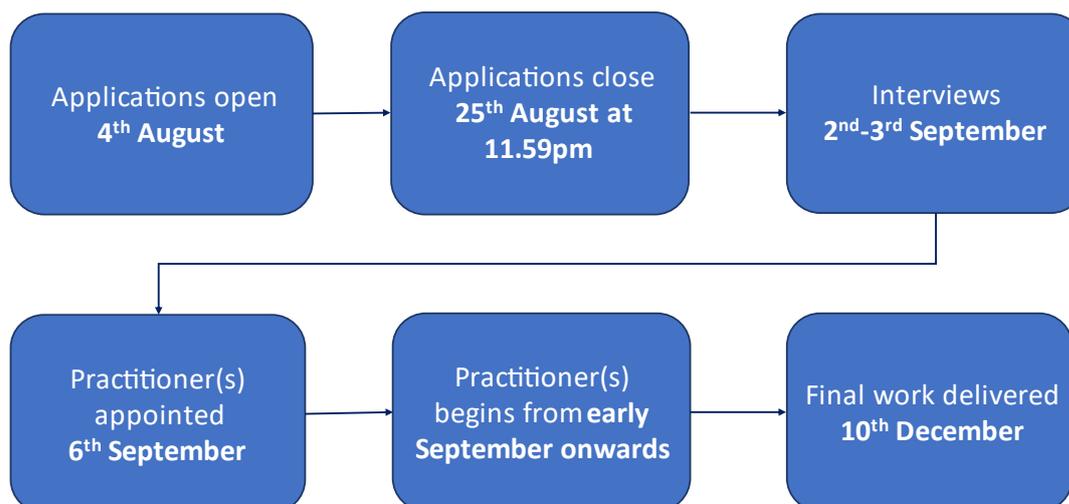


Diagram shows recruitment timelines. Applications open on 4th August and close on 25th August at 11:59pm. Interviews will be held between 2nd – 3rd September. The creative practitioner(s) will be appointed on 6th September and will begin in early September by arrangement with the team. Project completion date is 10th December 2021.

Application

Please complete the short online application form on the Creative Carbon Scotland website. If you are not able to complete the online form, please get in touch to request a Word document version: gemma.lawrence@creativecarbonscotland.com

- Name, Email, Phone number
- How did you hear about this opportunity? [list of options]
- Please tell us why you want this role? [300 words maximum]
- Describe how your experience and skills and knowledge relate to the person specification, giving examples of when you have applied them. [800 words maximum]
- Please confirm you have completed the Equal Opportunities Monitoring Survey <https://www.surveymonkey.co.uk/r/DXDGLBM> (this is anonymous and will not affect the outcome of your application)
- Please confirm you are based in the Scotland and have the right to work in the UK without further sponsorship

Interviews

Shortlisted candidates will be contacted by email to invite them to an interview on 2 – 3rd September.

- Interviews will take place on Microsoft Teams/Zoom and last around one hour.
- Interviews will seek to explore the creative approach of the candidate(s) and answer any questions you might have.
- The interview panel will include a member from each of the core project partners: Creative Carbon Scotland and the Seas of the Outer Hebrides team.

Equalities, Diversity and Inclusion

Creative Carbon Scotland is committed to climate justice: addressing the climate emergency in a way which makes society fairer and more equitable, and which includes all parts of society in deciding this future. We recognise that a diverse and inclusive movement is critical to solving climate change and that we must ensure that those directly impacted – particularly those who have been excluded in the past – are at the centre of the movement for change. We therefore want to increase the diversity of our team to widen our range of views and experiences, and particularly encourage applications from disabled people, those who are D/deaf, Black/+ People of Colour, those from minority ethnic communities, or from a low-income background.

Creative Carbon Scotland is committed to actively promoting equality and diversity in all of our work. All applications will be anonymised during the initial shortlisting to guard against unconscious bias, and our Equal Opportunities Monitoring Survey is anonymous and completely separately from your application. [You can read our Equalities policy on the Creative Carbon Scotland website.](#) If you need support in completing your application please get in touch with Gemma Lawrence for an informal, confidential conversation: gemma.lawrence@creativecarbonscotland.com

Further project information

Project outcomes

We have identified a number of short, medium and long-term outcomes that we are seeking to achieve through the project.

Short term outcomes

- Engage participants in co-producing a visual and written creative work, reflecting a community-led vision for the future of marine stewardship in the Outer Hebrides
- Deliver a compelling, creative work that touches on the majority of themes raised through engagement to date, evoking strong emotions and thought for an OH audience
- Inspire engagement with the actions being recommended in the marine management plan and relate to people living and working in the OH



Medium term outcomes

- The creative work will be used as part of public engagement and consultation events in early 2022 to help inspire engagement of communities in the future of their seas.
- The work may inform other areas of policy development and actions as outlined in the below diagram.
- Other opportunities for sharing and inviting responses to the work produced may be identified by the creative practitioner(s) and community members involved in its making during the project.





Long term outcomes

- The community-led vision sits at the front of the recommendations/management plan, helping to frame the overall document.
- The vision influences future OH management decisions. Ideally all future decisions, regardless of where the decision is taken, will work towards achieving the vision.

How the community-led vision is intended to influence future policy and action

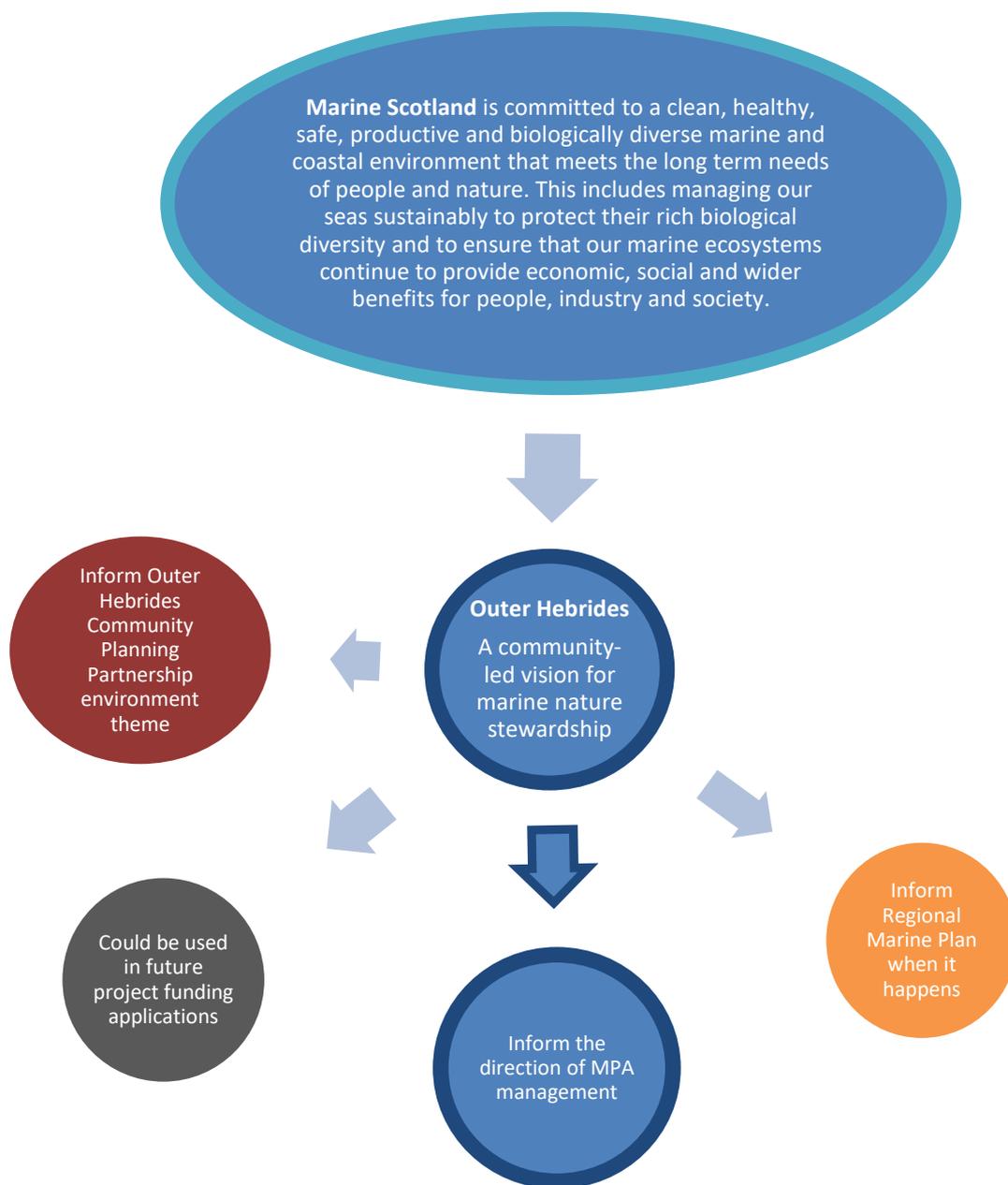


Diagram explaining the way in which the community-led vision is intended to help inform and influence marine planning and conservation in the Outer Hebrides.