

Lead Community Artist/s - We Contain Multitudes



Image credit: Right Up Our Street X Andro & Eve *Visible Rest* with Lady Kitt (2024)

July 2024

Andro and Eve is looking to work with one or two trans or non binary community artists/writers who are based in the North of England*, and who have well rounded experiences facilitating workshops with communities or members of the public.

Contract: Freelance

Fee: £275 per workshop (up to 2 hours delivery) + R&D time at £30/hr + travel expenses

Delivery: 9 workshops + up to 32 hours research and development time **

Project Dates: Late September - Early January tbc

Location: Sheffield and Doncaster

Thank you for your interest in this project. You'll find everything you need to know about the role and how to apply below. Should you have any questions or would like to have an informal conversation about the role before applying, there are further details in this pack about this.

* We use this phrase to encompass the East and West Midlands also.

** Split between two artists according to project need.

About Andro and Eve

Andro and Eve is a queer arts organisation based in Sheffield and working across South Yorkshire to support LGBTQ+ artists, connect communities and raise awareness of LGBTQ+ equality. We produce live performance events, workshops, co-create art with our community, and deliver Gender Awareness Training to workplaces across the UK.

Our Vision

Celebrating queer culture, connecting our community, inspiring your creativity.

Our Mission

Andro and Eve create unique, feel good events that celebrate queer culture where everyone is welcome. We programme arts and culture that focus on voices that are otherwise marginalised within the LGBTQIA community. We provide accessible opportunities for people to come together, develop their understanding, and share in memorable experiences.

Our Values

Unique & Playful

We create high quality events and products with a sense of play, and believe creativity needs space, time and resources in order to flourish.

Representative and Accessible

We programme artistic content that is representative of a broad range of identities and experiences, and aim to create spaces that are accessible to all.

Empowering and Proud

We are proud of our lived experiences and aim to create opportunities that empower others to embrace their full selves and develop their own creativity, skills and talents.

We are committed to working in ways that fight structural inequalities and systemic oppression, and support anti racist practices. We are continually developing as an inclusive organisation where access and care is embedded and people's needs are met.

About our Team

We are a small team supported by a Board of five Directors who have a wide range of business, culture, marketing, finance, academic, and HR experience. The current delivery team includes an Artistic Director / Chief Executive, Finn Warman, Creative Producer, Ibukhun Adebambo, Academic Lead, Jess Wild, and is supported by freelancers who work on specific projects. We also work with a core team of volunteers who support our events and marketing activity. All our team have lived experiences in common with the community we serve.

We ensure our team has adequate support and training to do their jobs effectively and we provide regular check-ins for all.

www.androandeve.com

About the Project

We Contain Multitudes is an exciting programme of creative workshops for trans and non binary people in South Yorkshire, funded by the Paul Hamlyn Foundation. We want to make space for trans and non binary people to be creative together in South Yorkshire and find out what is important to them, and what ways they would want their experiences to be represented.

The motivation for this project has come through our work with our community in Sheffield and Doncaster, where we have found a lack of understanding about the expansiveness of gender, and our Gender Awareness training, where we face challenges finding representation of non-binary individuals from Northern England. This representation is crucial for shifting perspectives and advocating for trans and non-binary rights in the UK, which is something we are both well placed and keen to do, given the growing attacks on the trans community and our legal protections.

As part of this project we want to co-create a creative output with the participants who take part in the workshops. This could be in any medium that can be distributed with our wider community, either physically or digitally. Additional budget is allocated for this, along with a celebration event at the end of the project to share this creative output.

We will also produce a policy briefing for local stakeholders in order for us to advocate in an authentic way on behalf of trans and non binary members of our community.

Wellbeing

We recognise that it is an incredibly challenging time to be trans / non binary in the UK. Artists working with us will be supported by members of the Andro & Eve team who are both trans / non binary. We have also budgeted for specialist counselling support, if needed, for participants or any delivery team member. We prioritise working in a way that is care centered and accessible.

About the Role of Lead Community Artist: -

The Community Artist/s will design and facilitate a series of creative workshops to be delivered in Sheffield and Doncaster between October - December 2025.

Responsibilities

- Liaising with core project team, attending planning meetings where appropriate and coordinating on schedule of workshops dependant on your availability and community partners.
- Design and deliver a series of creative workshops in either visual arts or creative writing to explore key concerns, hopes and wishes for adults and / or young people aged 16-18 who are trans / non binary / gender questioning.
- Support workshop participants to co-create writing or artwork that can be shared with the wider Andro and Eve community in early 2026.
- Contribute to risk assessments for workshop activity and supply any relevant health and safety information in advance.
- Contribute to the evaluation of the project through data collection and feedback.

Person Specification

These are the skills, experiences and qualities we think are either required or desirable for this Community Artist role.

Essential Experience

- Minimum 3 years experience designing and facilitating creative workshops focused on writing or visual arts with community participants aged 18+ **
- Experience of co-creation processes as an artist.
- Experience of working remotely as a freelancer.

Essential Skills and Knowledge

- Strong organisational skills, with the ability to plan, manage time and meet deadlines.
- Strong interpersonal skills with the ability to communicate effectively with a range of people.
- Familiarity with South Yorkshire communities and / or Northern LGBTQ+ communities.
- Understanding of, and commitment to Equity and Inclusion.
- Able to create inclusive, supportive and accessible spaces.
- Knowledge and understanding of safeguarding best practice.

Essential Qualities

- The lead artist/s need to identify as trans or non binary in order to build authentic connections with the community we serve. We work with the ethos - 'Nothing about us without us'.
- An interest in and enthusiasm for the work and values of Andro and Eve.
- Flexible and responsive with the ability to work to own initiative and navigate unexpected challenges.
- Awareness of your own strengths and how you work best.
- Willingness to work evenings and weekends and travel to different community settings.

You will also need to hold an enhanced DBS check. Andro and Eve can supply you with information to support an application or fees to cover additional admin costs if necessary.

Not Essential but Desirable

- Minimum 3 years experience designing and facilitating creative workshops with young people aged 15 - 18 **
- Experience working on projects that explore themes related to LGBTQ+ life (this experience does not need to be as an artist).

** We are aware we may need to recruit 2 artists depending on whether candidates have experience working with young people and / or adults. We therefore encourage you still to apply if you have only worked with adults **OR** young people. There may only be one or two workshops with young people, with groups we already have relationships with, as part of this project.

Contract Details

Responsible to: -

Artistic Director

Contract Type: -

Freelance, fixed term. Between September 2025 - Feb 2026. To be negotiated.

Fee: -

£275 per 2 hour workshop including prep time. Total workshop fee for 9 workshops - £2,475.
+ £30 per hr for R&D up to 32 hours (to potentially be split between two lead artists).

Benefits: -

Travel expenses will be covered.

Some overnight travel costs can be covered where appropriate.

Location

Sheffield and Doncaster.

We expect the successful candidate to be based in the North of England in order to be able to travel easily to different locations in Sheffield and Doncaster as well as build rapport with workshop participants in the project.

References

Any offer is subject to receipt of a satisfactory reference. We will request two references after offering the role.

Application Deadline: 9am Monday 28 July

Interview date: 7th August (remote). Please let us know when applying if you are unable to meet us on this date.

Start Date: Mid September to be negotiated.

As well as supporting a wide range of artists, our team have lived experiences that enable them to support inclusive practices. We particularly encourage applications from those currently under-represented within the UK arts sector, including those who are Black, Asian or of the Global Majority, those who have faced socio - economic barriers, and those who are disabled or neurodiverse.

We welcome applications from a variety of educational backgrounds and work experiences. You do not need degree level education for this role.

Access and Inclusion

If you require this Recruitment Pack in a different format please don't hesitate to let us know. Contact hello@androandeve.com

If you have any other questions or would like to discuss the role further, please contact Finn Warman Artistic Director / Chief Executive at finn@androandeve.com

To Apply

Please send us:

- CV (no more than 2 pages) outlining your relevant experiences and skills.
- A link to examples of your previous work or projects.
- Cover letter (no more than 2 pages) to tell us about:
 - Why you'd like to work with Andro & Eve on this project
 - If you identify as trans or non binary
 - Your experience working with communities as an artist
 - How you meet the other essential skills, knowledge and qualities as outlined above.

The cover letter could be sent to us as an audio file, no longer than 5 minutes long.

When applying, **please make it clear whether you have experience working with young people or adults only.** .

Applications to be sent to hello@androandeve.com with the subject marked - 'Application - Lead Artist - YOUR NAME'

Please ensure that your application is attached to your email and that documents have your name in the title.

Please also complete the online Equal Opportunities Monitoring Form.

<https://forms.gle/bKEHLwdQ8T1Q6Jsh9>

Checklist when applying

- A CV (no more than 2 pages) outlining your relevant experiences and skills
- A link to examples of your previous work or projects
- Cover letter (or audio file)
- Online Equal Opportunities Form (link above)

Deadline for Applications - 9am Monday 28 July

We encourage applications from those with less visibility in the arts and are committed to a policy of equal opportunities which requires that all staff, freelance contractors, volunteers and artists are treated fairly irrespective of their age, race, ethnicity or national origin, gender, sexual orientation or any disability. This is why we ask you to complete the Equal Opportunities Monitoring Form so we can check our impact in this area.

We look forward to hearing from you!