

PERSPECTIVE(S)
ARTIST COMMISSIONS

INFORMATION AND APPLICATION PACK

SUMMARY

Perspective(s) is a new collaboration between the Arts Council of Wales and Amgueddfa Cymru-Museum Wales, with other arts organisations across Wales, which seeks to bring about a step change on how the visual arts and heritage sector reflects the cultural and ethnic diversity of our society. Over a two-year period, creative professionals from culturally and ethnically diverse backgrounds will work with the museums and visual arts organisations, to platform untold stories, create artistic responses and act as an agent for change. The programme seeks to challenge current ways of thinking by engaging with communities to explore the visual arts and heritage sector through an anti-racist and de-colonial lens.

INTRODUCTION

Artes Mundi is the key internationally focused flagship visual arts organisation in Wales generating unique opportunities for individuals and local communities to engage creatively with the urgent issues of our time in ways which resonate with us all. We are committed to stimulating dialogue and debates, internationally and locally, that develop greater understanding of ourselves, of others, and of the relations between familiar and distant cultures.

For *Perspective(s)*, we are partnering with the National Roman Legion Museum at Caerleon. Wales was the Roman Empire's furthest outpost. The National Roman Legion Museum lies within the ruins of a Roman fortress which offer the only remains of a Roman Legionary barracks on view anywhere in Europe and the most complete amphitheatre in Britain. The Museum has been displaying a rich collection of Roman finds for over 150 years.

THE OPPORTUNITY

Perspective(s) is a two-year project for creative professionals and provides an annual fee of £12,500 plus funds toward travel, material/production costs, fees for mentorship etc, which will be agreed with you. On completion of the work, Amgueddfa Cymru will also contribute additional funds toward the outcomes of your research to enable its public presentation.

It is expected that the person appointed will:

- Act as an agent of change
- Challenge organisations/institutions ensuring equity in heritage and arts sector
- Actively be interested in work, events and activities that contribute to decolonising public spaces

In practical terms, the opportunity will be delivered by:

- One hundred days' work across two years split between working with Artes Mundi and the National Roman Legion Museum
- Partaking in community engagement
- Participating in networking events with other creatives
- Involvement in planning and evaluation

Creative Professionals will be required to contribute to the planning and evaluation process throughout the commission. At its conclusion, to assess the impact of the *Perspective(s)* programme the following six building blocks will be used in the evaluation process and serve as project outcomes:

- **Space:** To decolonise public spaces, such as museum and galleries
- **Community:** Facilitate deeper and wider community engagement
- **Learning:** To use collections, displays and exhibitions as catalysts for learning, especially in relation to colonialism, slavery and Empire
- **Creative Practitioner Development:** To facilitate the development of Creative Professionals from culturally and ethnically diverse backgrounds
- **Sector Development:** To develop visual arts organisations and a heritage sector in Wales that is actively anti-racist and more intersectional
- **Democratise and Decolonise:** To develop processes and new ways of working that are democratic and intersectional working towards an anti-racist arts and heritage sector

THE PERSON

Artes Mundi seeks to appoint a creative professional who is a visual or performing arts practitioner, a curator or a writer, working within any media. You will be:

- A Welsh or Wales based practitioner
- Culturally and ethnically diverse

We are working to the definition of 'culturally and ethnically diverse' as provided by Arts Council Wales which is:

- Anyone from the African, Asian, Caribbean, Hispanic, Latino, Eastern European or Middle Eastern diaspora in Wales
- Anyone who identifies as being from an ethnic group that is not exclusively White
- Anyone from Gypsy, Roma and Traveller Communities

We recognise the intersectionality of issues and so particularly welcome applications from other individuals from under-represented backgrounds. Under-represented could mean people who face barriers to opportunities due to their sexuality, ethnicity, social and economic background, or a disability.

SELECTION CRITERIA

Applications will be assessed using the following criteria:

1. The quality of creative practice and evidence of track record
2. The extent to which the proposal meets the purpose of the project
3. The viability of the proposal within the time and resources allocated
4. The perspective that the proposal brings through lived experience or genuine enquiry

In addition to this selection criteria, the selectors will take into consideration the potential for the award to impact on the applicant's creative development, the mix of practices and career points of the cohort and the contribution that it is envisaged the commissions will make to the visual arts in Wales in the future.

The Artes Mundi curatorial team and an invited professional working in the visual arts will be responsible for selecting the successful candidate. We aim to notify all applicants of the decision of the panel within one week following the interviews. For those selected for interview, if you've not been successful, we'll write to explain why and offer an opportunity for feedback.

HOW TO APPLY – PROPOSAL

The application is structured in order to be as straightforward as possible. It comprises submission of a written proposal alongside completion of the form below with personal details and your background/experience. Your written statement should indicate the concept, possibilities for a work proposal, context within your practice and the broader field of visual arts and any access needs in order you can participate in *Perspective(s)*. The range of means to format and structure your application, and further specifics with regard to the proposal, are below and in the Guide Notes.

Given *Perspective(s)* centres on lived experience, decolonising and anti-racism is central to this work. Therefore, you should consider to include the following within your proposal:

- Tell us why you want to take part in the *Perspective(s)* programme
- What do you hope to gain or achieve
- Let us know about your experience in working on the following:
 - I. Anti-racist/de-colonising projects
 - II. Engaging with community groups/individuals from culturally and ethnically diverse backgrounds

Please note, alongside this you should also submit supportive materials of up to eight high-res images of past work in TIFF or JPG format with each file no larger than 5MB, and/or video/audio files if working within moving image/sound, or up to three examples of essays, texts and writing produced/published. Given audio and/or video files are often large scale, please send us links and/or passwords to your files on either Youtube, Vimeo or Soundcloud as well as a link to your website if you have one. Alternatively, only send audio/video files via Wetransfer of preview quality, and of no more than 10MB each.

ELIGIBILITY

- Applicants must be Welsh or Wales-based and be able to apply in the legal name of the individual making the application
- Have a bank account in your legal name
- We will not accept proposals from applicants currently in full-time formal education, including postgraduate study

INCLUSIVE PRACTICES

Artes Mundi aims to become a truly inclusive organisation with a workforce and audience whose lived experience is as diverse as the communities it serves. This is fundamental to our future success and ability to continue to contribute to culture and society in Wales and the UK.

Artes Mundi is fully committed to ensuring equality in all our work and we are actively collaborating to create inclusive working cultures. We recognise that there are many people whose experiences and perspectives are not well represented in our work or in the arts sector in Wales, this includes people of Global Majority, Disabled people and people from working class communities. We are especially encouraging applicants who can speak to one or more of these experiences and cultures, including Welsh speakers.

Please note that all interviews will take place online, using Zoom or alternative platforms on request. Further information and instructions will be given to applicants who are invited to interview. Financial support is available to anyone who requests assistance that will help them to participate with the interviews online.

TERMS OF APPOINTMENT

Regular studio visits and check in support and project development as part of the broader curatorial conversation will be provided by the Artes Mundi curatorial team. Studio feedback sessions will also be provided as an essential contribution to the development of the work to be produced. Details of content and structure include:

- Two-year commission contract
- Annual fee of £12,500
- Funds for travel, production, materials, mentorship etc over two years
- Support toward care, be that an identified mentor, involvement and contribution to other Artes Mundi networks and alumni, or funds for individual artists' access requirements to participate in the project
- Opportunities for further artistic and professional development
- Dedicated funds to realise the public outcome, intervention or final presentation
- Evaluation of what you have achieved and learnt, as detailed above

APPLICATION TIMELINE AND KEY DATES

Candidates should apply for this role using the **Application Form** and **Equal Opportunities Monitoring Form** and submit by email to opportunities@artesmundi.org quoting 'Perspective(s)' in the subject line. Alternative options for application are detailed in the guide notes in this document below.

Closing date for applications: **18 June 2023 at 5pm**

Interviews will take place: **Week commencing 26 June 2023 at times to be notified**

Commission start date: **Week commencing 12 July 2023**

Successful practitioner notified: **Week commencing 3 July 2023**

First group networking event in person: **12 July 2023** (this involves all seven successful creatives and representatives of the seven host organisations, Amgueddfa Cymru and Arts Council Wales, place to be confirmed)

Meeting for all creatives online: **19 July 2023** (half day, times to be confirmed)

End of Perspective(s): **31 March 2025**

We look forward to receiving your application.

GUIDE NOTES

Thank you for your interest in this opportunity with Artes Mundi. Please read through these guide notes and then complete the Application Form and Equal Opportunities Monitoring Form.

For any queries concerning the application, the forms or interviews, please contact Nigel Prince, Director, at opportunities@artesmundi.org and we can assist further.

Completing the Form

Please do not attach CV, testimonials or copies of educational certificates to your application.

It is important to remember that those involved in the selection process cannot guess or make assumptions about your practice. Make sure you tell us everything relevant to your application and that you complete all the sections on the form. Please read the instructions on the application form, which are designed to assist you in providing us with the information we need.

The section headed 'Proposal' is a very important part of your application. In this section you are asked to provide the essential background, ideas and production notes relevant to the opportunity. This is your chance to tell us specifically what you propose to do, why you wish to apply for the opportunity and what it will mean within the greater framework of your practice. Don't merely state that you have the qualities, knowledge, skills and experience required but provide us with specific information in terms of what you are proposing and what benefit to your practice this opportunity will provide.

Don't forget to proof-read your form and check for any errors before submitting it to us.

Alternative Formats

With regard to your proposal, you may wish to submit a video or audio recording as an mp4 file and of no more than 10 minutes duration in total instead of a written piece. Make sure that the recording has minimal background noise and that you speak clearly. Further information regarding this can be found under the section headed Proposal.

If you opt to use this alternative format, the first part of your Application Form and Equal Opportunities Monitoring Form must still be returned to us via email. If you require any assistance with this, please do get in touch.

Interview

The short, informal interview conversations for the project will take place in the week commencing 26 June 2023 at times to be arranged.

All interviews will take place online using Zoom or alternatives if necessary.

If you are unable to make this date or need to use a different platform, let us know and we will work with you to look at an alternative.

Further information and instructions will be made available to applicants invited for interview. At this stage you will be able to give details of any special arrangements or adjustments you would require enabling you to participate in our interview selection process effectively.

Equal Opportunities Monitoring Form

All applications must be accompanied by a completed Equal Opportunities Monitoring Form. The form will be separated from your application when received and will play no part in the process.

If you are applying for a post involving working with children/vulnerable adults, your offer of employment may be subject to a satisfactory disclosure from the Disclosure and Barring Services (DBS). Failure to reveal information relating to any convictions could lead to withdrawal of an offer of employment.

Application Form

Reference no For office use only

Perspective(s)

First name(s)	Surname
Address	
Post Code	
Telephone	Mobile
Email	

How did you hear about the opportunity?

This section will be separated from your application form when received and will play no part in the application process

PROPOSAL

This is your opportunity to tell us specifically why you wish to apply for the opportunity with Artes Mundi and to work specifically on the *Perspective(s)* programme.

Tell us how you would approach the project and what you propose to do. Use your previous and current knowledge, skills and experiences to demonstrate how you would apply these to ideas, context and production of your proposal as pertinent to your broader practice. Refer to the Guide Notes above for further assistance and the separate document providing additional information about the Roman Legion Museum and the site of Caerleon.

Overall, your statement should be no longer than two sides of A4 at a minimum of 11pt font size. Alternatively, as detailed in the Guide Notes, this information may be submitted as a video or sound recording. If you use this method, then it should be no longer than 10 minutes maximum in duration.

If you decide to submit a video or audio recording, make sure that the recording has minimal background noise. Please do not add additional effects to these submissions – just speak directly and clearly into the microphone or camera. Video and audio recordings can create large files which might be challenging to send by email so please send us links and passwords to your files on either Youtube, Vimeo or Soundcloud or alternatively email them to us using Wetransfer at opportunities@artesmundi.org with 'Perspective(s)' in the subject line.

Reference no For office use only

EDUCATION AND TRAINING

Please give details of any qualifications obtained and those currently being pursued, and any training that you have undertaken or that is continuing.
Please list the most recent first

School/College/ University/Training Provider	Subjects and grades and/ or Course title	Dates obtained

EXHIBITIONS, PREVIOUS COMMISSIONS, COLLECTIONS

Please give details of any solo or group exhibitions, previous commissions, work in collections that is forthcoming and over the last three to six years or a link to your website if you have one. Do not submit a CV.

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CURRENT OR MOST RECENT EMPLOYMENT (PAID OR UNPAID)

Name & address of employer	
Job title	Dates employed
Give a brief outline of your main duties and/ or responsibilities	

KNOWLEDGE OF SPOKEN WELSH OR OTHER LANGUAGES. Please specify language and level (e.g. entry, foundation, intermediate, advanced, proficient)

A second language is not necessary for this post

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**OTHER EMPLOYMENT, EXPERIENCE AND VOLUNTEER WORK
(PAID AND/OR UNPAID)**

Please list the most recent first

From To	Name & address of employer	Role and responsibilities	Reasons for leav- ing/ moving on

VERIFICATION

- I confirm that to the best of my knowledge the above information is correct.
- I confirm that I am not in full time education (12 hours or more formal study a week)
- I confirm that I am entitled to work in the UK

Data Protection Act

Please note that when you sign this form it gives permission for the application form to be used for recruitment processing. All details will be kept confidential.

Signed:

Date:

Please note that our Equal Opportunities Monitoring Form will have to be completed separately and will not be used for shortlisting in line with our Equality and Diversity Policy. Completion of this will assist Artes Mundi in their commitment to being an equal opportunities employer.

REFEREES

Please give the details of two referees, one of which should be your current, or most recent employer if you are currently not employed. The other could be a person who can express a professional opinion on your work and your ability to perform the job for which you are applying. We will not contact referees before an interview.

Name	Name
Job title	Job title
Name of organisation	Name of organisation
Address	Address
Contact Tel	Contact Tel
Contact email	Contact email
How long have you known this person and in what capacity?	How long have you known this person and in what capacity?

Thank you for your interest in Artes Mundi and for taking the time to complete this application form