



Connecting Threads

An ambitious cultural vision for the River Tweed

River Culture Animateur p/t (0.6)

We are looking for an experienced and enthusiastic individual, with a background in cultural placemaking and/or participatory arts to develop and deliver this post. This is an opportunity to be part of a creative team, working alongside two other River Culture Animateurs, a River Culture Curator and a River Messenger. Connecting Threads' activity will take place along the length of the river Tweed, from beyond the source to the sea, and will be organised into three sections; the Upper Tweed (Moffat to Innerleithen), Middle Tweed (Innerleithen to Kelso) and Lower Tweed (Kelso to Berwick). The project is currently funded by the National Lottery Heritage Fund, Creative Scotland, The Hugh Fraser Foundation and the Fallago Environment Fund.

Introduction

Connecting Threads is the cultural strand of Destination Tweed, a landscape-scale project that aims to conserve and celebrate the River Tweed from source to sea. Destination Tweed promotes the role of culture in imagining and creating a more positive future. Weaving cultural activity through the Destination Tweed project, Connecting Threads is supporting engagement with and awareness of our environment and heritage through access to the arts.

Focussing on the Tweed as a cultural landscape, Connecting Threads' programme of activities is shaped by the river habitat itself. Our project is led by the seasons and the human and more-than-human communities which inhabit the river corridor. Working in partnership with local communities and cultural,



educational and environmental organisations, Connecting Threads will bring different knowledges and creative practices together in experiential ways to support a culture of stewardship and collaboration.

The cultural events, artworks and activities generated by Connecting Threads will invite local people and visitors to make deeper connections to the river, stimulate new relationships, strengthen cultural leadership and contribute to sustainable places. The long-term aim is to create a legacy of collaborative projects and well-integrated partnerships between cultural and environmental organisations to support the ongoing sustainable development of the Tweed.

The Southern Uplands Partnership (SUP) is a rural development charity, with over 20 years of experience of developing and delivering projects across the South of Scotland. The partnership represents everyone with an interest in the sustainable development of the region. More details of the Southern Uplands Partnership can be found at: www.sup.org.uk

More details about Connecting Threads can be found in the accompanying handbook which can be downloaded here: <https://sup.org.uk/projects/connecting-threads-tweed-river-culture/>

More details about the Destination Tweed project can be found at: www.tweedforum.org

Connecting Threads is a Southern Uplands Partnership project in partnership with Tweed Forum. This role is supported by the National Lottery Heritage Fund and Creative Scotland.



Job Description

Post Title:	River Culture Animateur
Base:	Studio 2, Lindean Mill, Galashiels, TD1 3PE
Responsible to:	Southern Uplands Partnership Manager
Salary:	£27-£30,000 pa fte (pro rata £16,200-£18,000 pa)
Pension contribution:	Employer contribution currently 8% of salary Employee contribution currently 5% of salary
Contract period:	Four years, subject to funding
Contract hours:	Part-time (0.6 fte) 3 days or 22.5 hours per week. Hours of work will be arranged by agreement and can be flexible. Weekend or evening working may be required from time to time, for which you will receive time off in lieu (no overtime is payable). SUP supports hybrid working.
Probationary period:	Three months
Notice period:	Minimum of one month's notice. This will increase by one week's notice per full year worked after four years' service.
Leave:	36 days per annum and 4 public holidays fte (pro rata 24 days)
Expenses:	Travel costs incurred in the course of work will be reimbursed monthly in arrears, currently at a rate of £0.45/mile.

Job Purpose

The focus of the delivery phase for Connecting Threads is to engage with communities of interest (cultural, heritage, environmental and educational organisations) and communities of place, to implement a four-year multi-stranded cultural programme (as described in the Connecting Threads Handbook) along the length of the Tweed Trail within the Scottish Borders, north Northumberland and Dumfries and Galloway. The River Culture Animateurs will work alongside and in collaboration with the River Culture Curator and River Messenger and will be expected to contribute to the successful delivery of the four-year programme and to secure additional match funding from other sources.

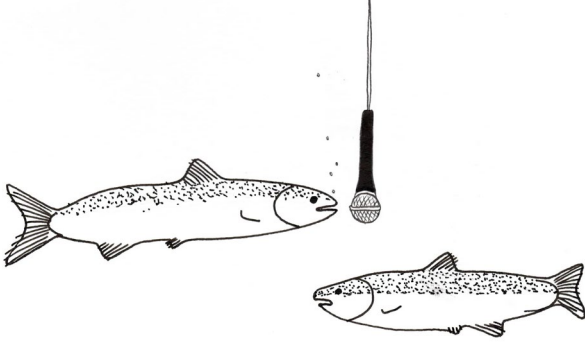
Regular liaison and close collaboration will be required between the River Culture Curator, the River Culture Animateurs, River Messenger, and Destination Tweed project partners and representatives of Tweed Forum, in particular the Destination Tweed Project Management team.

The whole Connecting Threads team will be expected to demonstrate a commitment to best practice around equalities, diversities, and addressing under-representation, and will work with an awareness of climate change and biodiversity loss within the project generally and in the design of activities.

Responsibilities

Devise, develop and deliver the cultural programme:

- Devise, develop and deliver seasonal programmes of cultural activity for either the Middle or Lower Tweed (an Animateur for the Upper Tweed area was appointed during the development phase for Connecting Threads), in collaboration with local communities, other creative practitioners and environmental, educational and cultural organisations.
- Work with an awareness of climate change and biodiversity loss, within the project generally and in the design of activities.
- Develop and support one artist residency per year, in partnership with local and national organisations.
- Work in collaboration with the Connecting Threads team to plan and deliver activities for the whole river, including cultural mapping workshops and biennial river conferences.
- Recruit and mentor one paid intern per year, to support you in the delivery of the cultural programme.
- Recruit and support a small team of volunteers, to support you in the delivery of the cultural programme.



- Work closely with the River Messenger to plan communications activity including social media and website updates and the production of newsletters and publicity materials.
- Demonstrate a commitment to best practice around equalities, diversities and addressing under-representation in all aspects of the planning and delivery of the cultural programme.

Collaborate with other Destination Tweed strands:

- With other Destination Tweed strand leads, identify opportunities for collaboration and partnership working which achieve mutual objectives, and plan and deliver activities accordingly.

Fundraising:

- Secure additional funding for the four-year programme on an activity basis.
- Support the River Tweed Cultural Curator in securing overall and annual funding.

Manage operational budget:

- Plan and deliver activities within annual budget.
- Report on budget to the River Tweed Cultural Curator.

Monitoring and evaluation:

- Participate in the development and implementation of an evaluation framework for Connecting Threads.
- Evaluate delivered activities and report on these to the rest of the team.
- Additionally, attend Destination Tweed monitoring and evaluation meetings and contribute to the Destination Tweed reporting process.
- Participate in regular meetings with the Connecting Threads steering group.

No Job Description can be entirely comprehensive and the post holder will be expected to carry out other duties from time to time that are commensurate with the above responsibilities and determined by the Partnership Manager or Project Management Team.

Skills and Experience

Essential

- A minimum of four years of professional experience of working in the cultural, arts or heritage sector.
- Excellent inter-personal and written communication skills.
- Ability to work on own initiative and operate as part of a team.
- Experience of managing budgets.
- Experience of partnership working and collaboration.
- Experience of initiating, organising and delivering public activities and events.
- Excellent administrative and organisational skills.
- Publicity, promotion and social media skills.
- Flexible working approach.
- Current UK Driving Licence and access to vehicle.
- PVG Disclosure Scotland Certificate.

Desirable

- Knowledge of the communities and environments of the River Tweed.
- Knowledge of arts, cultural and/or environmental sector in the Scottish Borders.
- Experience of fundraising.
- Experience of National Lottery Heritage Fund funded projects and activity planning.

Application Process

To apply for this post, please complete the Job Application form, which is available to download from the [open-access Google Drive](#). You can also access the application form from the Southern Uplands Partnership website at: www.sup.org.uk

Please submit your application form and supporting images by email to rachel@sup.org.uk by 9am on Monday 6th March. Interviews will be held on Wednesday 22nd and Thursday 23rd March.

Informal enquiries about the post can be made to Rachel Hunter, River Culture Curator, at: rachel@sup.org.uk.

We are able to accept applications in alternative formats. If you have any form of access needs please do not hesitate to contact Rachel to discuss your requirements.