



Connecting Threads

An ambitious cultural vision
for the River Tweed

River Culture Animateur - Upper Tweed **p/t 0.6 (21 hrs per week)** **£30,000 (£18,000 pro rata)**

This is an exciting opportunity to join the Connecting Threads project team. We are seeking an experienced and enthusiastic individual, with a background in cultural placemaking and/or participatory arts, to develop and deliver a programme of cultural activities in the Upper Tweed area (Moffat to Innerleithen). The role is part of a creative team, working alongside two other River Culture Animateurs, a River Messenger, and a River Culture Curator.

Connecting Threads is the cultural strand of Destination Tweed, a multi-part, landscape-scale project that includes the development of a new River Tweed Trail from source to sea. Connecting Threads engages with communities of interest (cultural, heritage, environmental and educational organisations) and communities of place along the length of the proposed 113-mile River Tweed Trail within the Scottish Borders, Dumfries and Galloway and north Northumberland.

Connecting Threads is delivered in partnership with Tweed Forum and is funded by the National Lottery Heritage Fund (NLHF), Esmée Fairbairn Foundation and others. The programme is delivered by a team of five and is in the third year of a five-year delivery phase. The project is managed by the Southern Uplands Partnership (SUP), a charity with 25 years' experience of developing and delivering sustainable development projects across the south of Scotland. More details of the Southern Uplands Partnership can be found at www.sup.org.uk.

Introduction

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 supports engagement with, and awareness of, our environment and heritage through access to the arts.

Focusing 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, conservation and environmental organisations and the wider creative community, Connecting Threads brings different knowledges and creative practices together in experiential ways to support a culture of care and collaboration.

Our projects and programmes vary in size, scale, location and duration, from season-long artist residencies to one off community celebrations. Some activities are designed for a specific place or audience, while others span the whole river. In this way, our project aims to contribute to a rich ecosystem of cultural activity.

The events, artworks and activities generated by Connecting Threads invite local people and visitors to make deeper connections to the river, initiate new relationships, strengthen cultural leadership and contribute to healthy 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.

More details of the Connecting Threads project can be found at www.tweedriverculture.org and in the accompanying [Handbook](#).

More details of the Destination Tweed project can be found at www.destinationtweed.org. To learn more about Tweed Forum, the Destination Tweed project lead partner, visit www.tweedforum.org.

Terms and conditions

Salary: £30,000 pa fte (pro rata £18,000 pa). SUP does not operate an incremental salary scale, however minimum 3% annual inflationary increases are awarded, subject to availability of funds and SUP Board approval.

Contract hours: Part-time (0.6 fte) 3 days or 21 hours per week. Hours of work will be arranged by agreement and can be flexible.

Contract duration: This is a fixed-term contract to 7th June 2027, subject to funding and satisfactory completion of a 3-month probationary period.

Pension: There is an 8% employer pension contribution, linked to a minimum 5% (4% with tax relief) employee contribution.

Annual Leave: 40 days annual entitlement, incl. 4 mandatory public holidays (pro rata 24 days).

Location: The place of work is one of the Southern Uplands Partnership Offices:

Studio 1, Lindean Mill, Galashiels, TD1 3PE, or

Studio 1, Hillend Mill, Kirkcubright, Dumfries, DG2 8LA

There is a requirement to work in person at the Lindean Mill office regularly for in-person Connecting Threads meetings. This is combined with working from home and travel across the River Tweed catchment (including the Scottish Borders and Dumfries and Galloway).

It is anticipated that the successful candidate will live in the Scottish Borders or Dumfries and Galloway or be willing to relocate.

Essential car use: The rural location and limited public transport links associated with the project area necessitate essential car use in the post-holder's own vehicle. Mileage will be reimbursed at a rate of (currently) 0.45p per mile.

Flexible working: SUP operates flexible working hours, meaning that days and hours of work are flexible, provided that they meet the needs of the post and the organisation, comply with Working Time legislation, and are agreed in advance. Some evening and weekend working will be required, and time off in lieu may be taken by agreement.

Job Description

The River Culture Animateur for the Upper Tweed area (Moffat to Innerleithen) will produce and deliver seasonal programmes of cultural activity for the Upper Tweed, contributing to the successful delivery of the river-wide programme and the Connecting Threads project as a whole.

Reporting and accountability

The post-holder will report directly to the River Culture Curator. Regular liaison and close collaboration will be required with and between:

- The Connecting Threads team (the two other River Culture Animateurs, River Messenger and River Culture Curator)
- Other Destination Tweed project partners
- Tweed Forum, and the Destination Tweed Project Management team
- Other teams and projects within the Southern Uplands Partnership

Responsibilities

Devise, develop and deliver the cultural programme:

- Devise, develop and deliver seasonal programmes of cultural activity for the Upper Tweed area in collaboration with local communities, other creative practitioners and environmental, educational and cultural organisations.
- 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 river conferences.
- Support the recruitment and mentoring of project interns (paid) and volunteers, in alignment with programme aims and delivery.
- Work closely with the River Messenger to plan communications activity including social media and website updates and the production of newsletters and publicity materials.
- Work with an awareness of climate change and biodiversity loss, within the project generally and in the design of activities.
- 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:

- Support the River Culture Curator in securing overall and annual funding.

Manage operational budget:

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

Monitoring and evaluation:

- Participate in the on-going development and implementation of an evaluation framework for Connecting Threads.
- Evaluate delivered activities and report on these to the rest of the team.
- Contribute to end-of-grant evaluation reports for funders.
- Contribute to Destination Tweed monitoring framework and reporting.

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.

Person Specification

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 partnership working and collaboration.
- Experience of initiating, organising and delivering public activities and events.
- Excellent administrative and organisational skills.
- Flexible working approach.
- Current UK Driving Licence and access to vehicle.

Desirable

- Knowledge of arts, cultural and/or environmental sector in the Scottish Borders and/or Dumfries & Galloway.
- Knowledge of the communities and environments of the River Tweed.
- Experience of managing budgets.
- Understanding of rurality and interest in environmental practices and outdoor activities.
- Marketing, publicity and social media skills.
- Experience of National Lottery Heritage Fund funded projects and activity planning.

Application Process

If you have any questions before applying or wish to arrange an informal discussion of the role with Tiki Muir, the River Culture Curator, please contact recruitment@sup.org.uk.

To apply, please provide:

- A current CV, and
- A covering letter, of no more than 2 pages, indicating your reasons for applying and outlining how your skills and experience relate to the Person Specification.

Please submit by email to recruitment@sup.org.uk by **10am on Wednesday 9th October 2024.**

Interviews will be held in-person at the Southern Uplands Partnership office at Lindean Mill, The Scottish Borders, on **Wednesday 23rd October 2024.**

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



Image: Mirco Utopias Field Trip by (un)Trodden Paths Artists in Residence Robbie Coleman and Jo Hodges, Aug 2024



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