



Connecting Threads

An ambitious cultural vision
for the River Tweed

River Culture Curator

p/t 0.8 (30 hrs per week)

£35,000 (£28,000 pro rata)

This is an exciting opportunity for an experienced project co-ordinator / curator, with a background in culture and the arts, to oversee delivery of a varied and innovative cultural programme.

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, north Northumberland and Dumfries and Galloway.

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 second 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.

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, 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 will 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 in the accompanying [Handbook](#).

More details of the Destination Tweed project and the project lead partner, Tweed Forum, can be found at www.tweedforum.org

History and context

The project has been in development since November 2020 and commenced its Delivery Phase in spring 2023, with the appointment of the three River Culture Animateurs, each working with a geographic focus on the upper, middle and lower reaches of the river respectively. The River Culture Messenger provides communications support for the team across all areas and audiences. The project's first year of delivery has been highly successful, far exceeding Funder and Partner expectations.

The Southern Uplands Partnership (SUP) is undergoing a refresh of its strategy and structures, following the recent appointment of its first Chief Executive and retirement of its founder after 24 years. The Connecting Threads team was initially established with a flat non-hierarchical structure. A process of internal review has identified a need for clearer separation of roles and responsibilities and a single point of co-ordination and management for the team. The post is being advertised as a management role for the first time.

The successful candidate will therefore be comfortable with managing and responding to organisational change, and will be able to work empathically and flexibly in supporting the team transition to a new structure, whilst maintaining the collaborative team-working ethos.

Terms and conditions

Salary: £35,000 (£28,000 pro rata). 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 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: The annual entitlement is 40 days, including 4 mandatory public holidays (pro rata 32 days).

Location: The place of work is the Southern Uplands Partnership Office, Studio 2, Lindean Mill, Galashiels, TD1 3PE. There is a requirement to work in person at the office, and across the River Tweed catchment, which necessitates travel across the Scottish Borders, North Northumberland and Dumfries and Galloway. Some administration work may be done from home, and hot-desking from other locations is also available. It is anticipated the successful candidate will live in the Scottish Borders or Berwick area, or be willing to relocate.

Essential car use: The rural location and poor public transport links associated with the project area necessitate essential car use in the postholder'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 Curator will work alongside and in collaboration with three River Culture Animateurs and a River Messenger. Their role will be to co-ordinate the team and project.

Reporting and accountability

The post-holder will report directly to the Chief Executive of the Southern Uplands Partnership. Regular liaison and close collaboration will be required with and between:

- The River Culture Animateurs and River Messenger
- Other Destination Tweed project partners
- Tweed Forum, and the Destination Tweed Project Management team
- Other teams and projects within the Southern Uplands Partnership
- The external project Advisory Group

Responsibilities

Project co-ordination:

- Co-ordinate the overall delivery of Connecting Threads with the team of River Culture Animateurs and the River Messenger, to ensure delivery of project objectives and cohesion, breadth and reach across the whole project area.
- Lead on delivery of river conferences (dates TBC).
- Collaborate with other Destination Tweed strand leads and other relevant SUP and Tweed Forum projects and teams.
- Lead on funder relationships and reporting (NLHF quarterly progress reports and reports to other funders as required).
- Provide project leadership and drive development, e.g. maintaining/adapting strategy in line with changed circumstances and opportunities.
- Co-ordinate and support team and individual work

planning and provide line management support for 4 team members.

National and regional partnerships:

- Raise awareness of Connecting Threads to build support for the overall programme and to generate collaborations for delivery of specific elements of the programme.

Funding and strategy:

- Secure remaining match funding necessary for the completion of the full five-year programme. The majority is secured, with only around 10% remaining.
- Develop a fundraising strategy beyond the NLHF funded period (June 2027) and/or an exit strategy/ legacy plan.

Budget:

- Agree devolved programme budgets with Animateurs.
- Maintain oversight of overall project budget and monitor spend.
- Report on budget internally and externally, to NLHF and other funders as required.

Monitoring and Evaluation:

- Contribute to Destination Tweed monitoring framework and reporting.
- Produce end-of-grant evaluation reports for funders.

Person Specification

Essential

- A minimum of four years professional experience of people and project management / co-ordination in the cultural, arts or heritage sector.
- Strong, imaginative curatorial, programming and/or creative placemaking experience.
- Excellent inter-personal and written communication skills.
- Proven record of successful fundraising, ideally for cultural and arts activities.
- Experience of managing budgets.
- 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 events, activities, festivals and/or conferences.
- Excellent administrative and organisational skills.
- Flexible working approach.
- Current UK Driving Licence and access to vehicle.
- Knowledge of the communities and landscapes of the River Tweed.

Desirable

- Experience of NLHF funded projects and activity planning.
- Knowledge of the arts, cultural and/or environmental sectors, in the Scottish Borders and Northumberland.
- Understanding of rurality and interest in environmental practices and outdoor activities.
- Marketing, publicity and social media skills.
- Understanding and experience of working with neurodiversity.

Application Process

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

To apply, please provide:

- A current CV, and
- A covering letter, of no more than 4 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 Monday 18th March 2024.

Interviews will be held on Thursday 28th March 2024.

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



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