

Cement Fields

New Art North Kent



Learning Curator

Recruitment Pack

January 2022

Deadline for applications: Monday 13 February 2023

Introduction to Cement Fields

Cement Fields is a visual art organisation working collaboratively with artists and communities to create ambitious new art along the Thames Estuary in North Kent.

North Kent runs alongside the River Thames from London out towards the sea, and encompasses vibrant towns including Gravesend, Chatham, Dartford and Whitstable, alongside rural areas including the Hoo Peninsula and the Isle of Sheppey. The North Kent Marshes are one of the most important remaining wetlands in northern Europe.

Cement Fields is a registered charity and company limited by guarantee, with a skilled board of trustees and small team of permanent employees, associate curators, and freelancers.

Our organisation values are:

- Generosity - providing a warm welcome to all, all aspects of our work are inclusive and accessible
- Experimentation - committed to supporting the creation of experimental, ambitious work; encouraging artists, participants and audiences to explore new ideas and take risks
- Complexity - embracing challenge and difference; committed to conveying the complexity of artworks and ideas in accessible ways without losing nuance
- Resourceful - valuing agile and independent thinking; finding creative solutions
- Exchange - encouraging and enabling collaboration between colleagues, artists, communities and partners; valuing and respecting expertise, welcoming different points of view

Cement Fields is part of Arts Council England's National Portfolio (NPO), with core confirmed funding in place from 2023-2026. We also receive strategic support from the University of Kent, where our office is based.



Shepherd Manyika working with young people from Northfleet as part of his *Do you have Snapchat? Mapping The Fleet* workshops in 2021.

Front page: Katrin Albrecht working with students at Ebbsfleet Academy in 2022 as part of *This Must Be the Place*. Photo: Samuel Taylor

Artistic Programme

Our work, always rooted in place, extends out from the Thames Estuary North Kent, a diverse area that stretches along the river from the outer edges of London to Margate and includes busy urban centres, seaside towns and rural communities.

At the heart of the organisation are projects with young people that develop skills, imagination and paths into creative careers; support for artists' development; and community engagement and place-shaping strategies. See our website for more information.

Our artistic programme over 2023-26 includes This Must Be the Place, our long-term project in the new Ebbsfleet Garden City working in collaboration with young people; long-term artist commissions; a new festival for North Kent, projects with young people not in education, employment and training; and work with schools across North Kent.

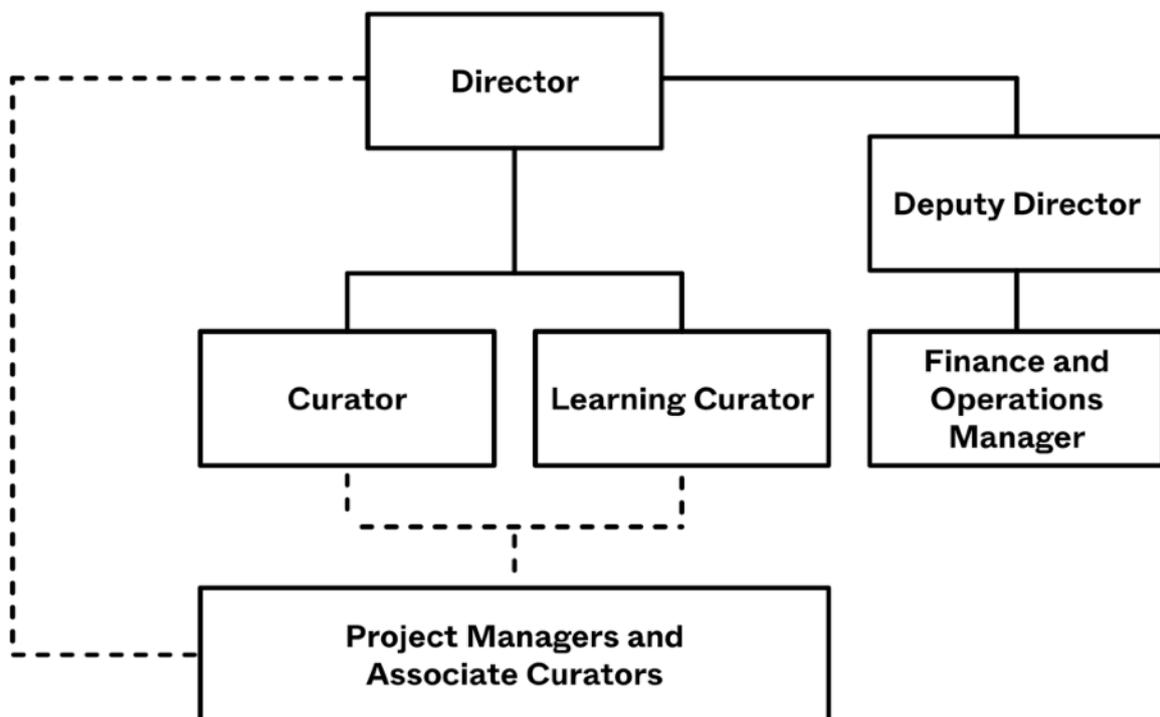
The Role

Working in partnership with artists, communities, schools, peer arts organisations, funders and stakeholders, the Learning Curator contributes to an ambitious programme which engages and inspires a wide variety of participants and audiences.

The successful candidate will have experience of working in education and engagement in the arts, and a passion for and interest in supporting and working with communities, especially with young people. You will bring to Cement Fields the skills and experience to develop and embed a strong learning programme in North Kent, shaping and developing our current and future offer for schools, young people, and communities.

You will be working within a small, friendly team, including our Curator who you will work closely alongside.

Organisational Structure





Mikhail Karikis' working with young people on the Isle of Grain in 2016 during the production of *Ain't Got No Fear*. Photo: Felicity Cranshaw

Key Areas

Programme

- Devise, develop and deliver ambitious and inclusive learning projects, with communities and participants, as part of Cement Fields' artistic programme
- Work with all ages from infants through to elders, with a particular focus on working with schools, and young people aged 16-25
- Lead on the development of strategic learning plans
- Develop and manage learning partnerships and networks
- Create accessible and innovative public programmes
- Actively contribute to audience development planning
- Actively contribute to diversity and access planning and delivery
- Work closely with the Cement Fields' team, and oversee and support associate curators, project managers and any other staff/volunteers where required
- Conduct strong evaluation of projects, ensuring that learning is incorporated into planning

Financial

- Research potential funders and develop programme funding applications, both independently and in collaboration, keeping colleagues informed of plans at all times
- Manage project budgets efficiently, ensuring records are kept up to date
- Ensure that funder requirements are communicated to colleagues, and that relationships with funders are well managed

Advocacy

- Keep up to date with developments in contemporary visual art learning and share information with colleagues
- Represent the organisation at internal and external events as required
- Act as an ambassador for Cement Fields and contemporary visual art learning externally, in talks, articles etc.

General

- Input to company reporting
- Attend regular staff meetings
- Attend meetings with artists, curators, venues and external partners as necessary
- A certain level of flexibility regarding availability outside normal working hours is required to attend events
- Carry out duties in accordance with our Equality & Diversity, Employment, and Health and Safety policies, and actively support and implement all Cement Fields' policies
- Any other duties that may be required from time to time

Person Specification

Relevant skills, attributes and experience

- Experience of devising and delivering ambitious arts learning programmes
- Experience within an arts/cultural organisation
- Experience of successfully engaging participants, audiences, and communities
- Experience of working with young people
- Experience of creating and being part of networks and partnerships, and managing relationships
- Experience of managing people
- Some experience in fundraising, and knowledge of the arts fundraising sector
- Knowledge of the UK arts learning sector and its role within a wider strategic and political environment
- Knowledge of best practice and strong commitment to equality, diversity and inclusion
- Experience of effective budgeting and financial management
- Commitment to Cement Fields' vision and values
- Ability to advocate both within and on behalf of the organisation with a wide range of people
- Excellent communication and problem-solving skills, and effective time management skills



Student from North Kent College on a site visit to Alkerden in Ebbsfleet as part of This Must Be the Place in 2022. Photo: Samuel Taylor

Summary of Terms

Job title

Learning Curator

Reports to

Director

Salary

£30k pro rata

Hours of work

Permanent post, at 0.8FTE (the equivalent of 4 days per week).

Evening and weekend work may be required at times.

Benefits

20 days holiday per annum plus public holidays. Pension scheme membership.

Place of work

Cement Fields has a flexible working policy which includes:

- Working remotely
- Working from our small office space, currently at the University of Kent in Canterbury (we plan to relocate to North Kent)
- Working on-site in North Kent
- Attending meetings and representing the organisation in North Kent and beyond

Probation

A 3-month probation period, terminable on one month's notice by either party. Notice period after probation will be 3 months.



Webb-Ellis' *This place is a message*, a film made in collaboration young people in Gravesend, installed at Whitstable Biennale 2022. Photo: Rob Harris

How to Apply

To apply, please email your completed application form and equal opportunities monitoring form to johnh@cementfields.org by **9am Monday 13 February 2023** with 'Application for Learning Curator' in the subject line.

- Application form ([download here](#))
- Equal opportunities monitoring form ([download here](#))

If you would like to ask questions about the role or have a conversation with us before applying, please get in touch by email at johnh@cementfields.org.

Cement Fields is an equal opportunities employer. We acknowledge the structural exclusion in the arts, and are committed to equality of opportunity for all, and are actively striving to make our organisation more inclusive. We actively encourage applications from those who face barriers to employment in the arts. We guarantee to interview anyone with a disability whose application meets the person specification. We welcome flexible working arrangements, including flexible working hours and job shares.

Selection Process

Interviews will take place online in the week commencing Monday 20 February. If you are shortlisted for the position you will be contacted by Friday 18 February to arrange an interview time.

Access

If you need this information in a different format, or if you need to submit your information in a different format to be able to apply, or require us to make any other reasonable adjustments to assist you in the recruitment process, please contact us on info@cementfields.org.



Visitors listening to Madeleine Ruggi's *TRANSMISSION—CARRIER* on a boat to the Red Sands Sea Forts at Whitstable Biennale 2022. Photo: Rob Harris

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cementfields.org

Cement Fields is a registered charity.

Charity Number: 1122498

Company Number: 6272178

Cement Fields
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