

Developing the Next Generation of the Cultural Education Workforce

Young Associates Recruitment

Applications are now open for this year's Young Associates programme. Curious Minds is pleased to offer a refreshed programme that supports early career professionals to build the skills and attributes needed to become the next generation of leaders and changemakers in cultural education.

Context

Curious Minds' vision is for a future where being creative and experiencing brilliant culture is a regular part of every child's learning and life. We work strategically across the North of England to tackle unequal access to creativity and culture for children and young people. For more information please visit www.curiousminds.org.uk

About Young Associates

Young Associates is Curious Minds' commitment to building a more diverse workforce for the creative and cultural education sector. It is a bespoke training and development programme designed to make pathways into working creatively with children and young people more accessible and visible. To meet our most recent cohort, please visit:

<http://curiousminds.org.uk/im-curious-about/young-people/young-associates>

Who we are looking for

We are looking to recruit a diverse group of ten early career professionals to help grow and develop their skills as the next generation of creative and cultural education leaders. The programme is designed for those aged 18 to 25 years old, who want to work creatively with children and young people. You could be starting out as a creative practitioner, a newly qualified teacher or a youth worker.

Essential Experience and Skills

- Passion and enthusiasm for working creatively with children and young people. This could be as a teacher or youth worker, or using your creative skills as a dancer, musician or storyteller.
- Leadership experience within an arts organisation, school or youth work setting. This could be leading a workshop, small event or project – whatever that looks like for you, we want to hear about it.

Desirable

- Flexible availability to attend wider Curious Minds meetings and events as appropriate.

As part of our commitment to diversity, we are focusing our energy on making sure our opportunities and offers reach far and wide. We are particularly keen to welcome applicants for this opportunity from people who are currently under-represented in the arts and culture sector. You can find more information about who is under-represented on [Arts Council England's website](#). We ask that you complete the inclusion survey as part of our recruitment process to ensure we achieve our aims.

How it Works

This year's Young Associates programme will take place from September 2022 to December 2022. Successful applicants will take part in high-quality training led by experienced industry professionals. Focussing on key areas such as project management, facilitation skills, access and inclusion, youth voice, to develop the skills and knowledge needed to work creatively with children and young people.

Learning will be recognised with our brand-new digital badge. This has been co-created with our most recent cohort to help articulate skills, knowledge and experience to future employers. The badge icon can be added to social media profiles and CVs to serve as a visual recognition of the skills gained and clearly illustrate your association with Curious Minds.

The training will be a combination of:

- In-person training days once a month on a Saturday 9:30am – 5pm. These will take place at different cultural venues across the North West.
- Online sessions on Thursdays 4:30pm – 6:30pm. These will be at regular intervals over the four month period.

All dates will be given in advance. It is expected that you will attend all of the training sessions unless you are ill or there is an emergency. Travel expenses will be reimbursed and refreshments will be provided for all of the in-person training days.

Please note that the Young Associates programme is a training and development opportunity, not a permanent job with Curious Minds.

Further Opportunities

Once you have completed the training period, you will be able to display your digital badge on your social media profiles and CV. You will be invited to join our wider networks, attend other training opportunities, and connect with creative and cultural education professionals across the North.

You may also undertake paid work opportunities by Curious Minds to ensure young people's voices are authentically embedded across our work. Examples include;

- being part of the advisory group for our careers & employability work
- attending careers fairs to represent creative careers
- helping with project coordination and administrative tasks

This will be offered as and when opportunities are available. It can be either on a freelance basis or as a temporary employee with Curious Minds. Rates of pay are between approximately £70 - £110 per day, dependent on the level of responsibility involved. Travel expenses up to £30 will be reimbursed.

Statement of Support

We want our investment in you as individual to benefit the wider creative cultural education community that we serve. With this in mind, we ask that an arts organisation, school or youth organisation that you are currently involved with endorses your application to become a Young Associate.

To do this, they need to provide a statement of support that includes the following;

- Confirms your involvement with them and gives brief examples of the work you have been doing with them. This could be paid or voluntary work.
- Agree to create an opportunity for you to present your learning back to the organisation

The Statement of Support must be submitted as a separate document on headed paper and should be no longer than one side of A4.

How to apply

Please complete the [online application form](#) and send your statement of support as a PDF document to info@curiousminds.org.uk. If accessibility is a barrier, we are happy to receive an audio application, no more than ten minutes long, as an alternative.

Deadline for applications is **12pm on Monday 20th June 2022**.

We also ask that you complete our [inclusion survey](#) to help us in our commitment to diversity. In the first question, please select 'applying for an opportunity' from the options given.

Following this, we will invite shortlisted applicants to attend an in-person recruitment workshop on **Saturday 2nd July 2022**. This will include participating in an arts activity, team games and an informal one to one interview. If you already know that you are not available on this date, please state this with your application and we will make alternative arrangements. Otherwise we will expect you to be available barring any illness or emergencies.

Need more information?

If you have any questions and would like an informal chat before applying, please get in touch with Holly Ball, Head of Careers & Employability, at holly.ball@curiousminds.org.uk or 07545 421 210.