



Even Here, Even Now Artist Associate Job Pack

October 2026 - May 2027 | Fee: £6,000 (£1,000 per month)

3 x 6 month freelance contracts

Overview

Shetland Arts has received funding from Creative Scotland's *Culture Collective Fund* and the Scottish Government to support Even Here, Even Now.

Even Here, Even Now has Island based artists at its core, delivering work in and with their communities and advocating for the work happening in rural, island communities, forming a network.

It will deliver on inter-island connectivity across cultural sectors, providing support and funding for:

- Development of island based creative practitioners
- Showcase events nationally in Scotland
- Facilitating connections between island-based artists
- Advocacy of island-based artists and their work across our islands, highlighting their value within our communities and beyond.

To deliver this, we have several roles and opportunities across the coming years, including, but not limited to:

- Delivery of a Mainland Showcase
- Participation of a PRACTICE lab
- Artist Associate roles
- Creative Advocacy Group member roles
- International Opportunities
- Arts Marketing roles

All roles are delivered on a freelance basis.



The roles

Even Here, Even Now, through Shetland Arts Development Agency, has 3 job roles for Artist Associates.

These roles will be in:

- **Orkney** (in partnership with The Pier Arts Centre)
- **The Outer Hebrides** (in partnership with An Lanntair, Taigh Chearsabagh)
- **Shetland** (in partnership with Shetland Arts)

The roles are for local creative practitioners to deliver in-person workshops within their local communities and to develop and deliver a practice model for 'island art in and with communities'. They will meet regularly to facilitate knowledge exchange and co-design the project.

We are looking for artists who wish to not only deliver regular (1 per month) workshops within their varying communities, and regular (bi-monthly) Artist Meet Ups, but also who wish to feed into the programme and advocate it within their networks.

These 6-month freelance roles anticipate delivery from October – May.

We will start with three Artist Associates and grow to six, from islands across Scotland.

The Artist Associate roles will be managed by the Project Manager: **Kathryn Gordon**, Creative Project Manager for Shetland Arts.

Please note: There is no travel and accommodation budget. We do have an Access Costs budget.



Delivery

The delivery of the roles will involve:

Delivering 1 monthly workshop which will be in-person, hybrid and online (varying) for and with your community

These can be with your local community (island specific) and for the artistic community in your island or for an online, hybrid community. We anticipate 1 workshop a month for the duration of your contract.

We anticipate that these are a co-creation of activity between creatives and communities that will enhance resilience and increase their confidence to contribute to local, regional and national debates.

Regular meetings for all Artist Associates

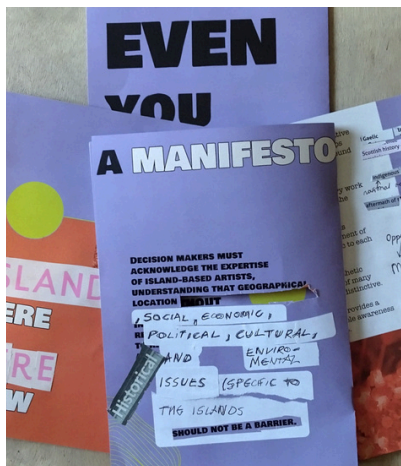
We anticipate that Even Here, Even Now Artist Associates will meet regularly, as an ideas development forum and for some of the ideas generated to be delivered during your role. These meetings will help shape the programme, the delivery of it and the partnership between islands.

We anticipate that each Artist Associate will work 1 day a week, delivered flexibly.

There is a small materials budget that can be used for workshop delivery.

Delivering and hosting 'Artist Meet-ups'

These are an opportunity for the artist community to come together to shape and feed into the Even Here, Even Now programme. It is anticipated that the Artist Associate will manage and deliver these, as well as capturing responses. These will be every second month.



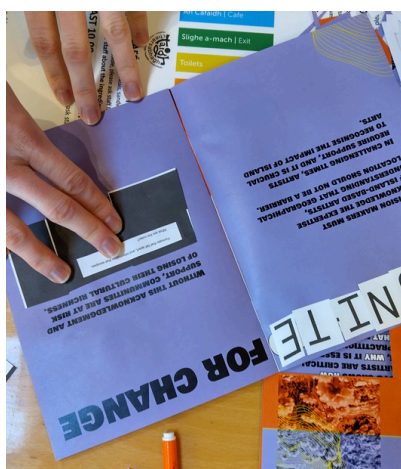
Involvement in recruiting and appointment

Even Here, Even Now has several freelance job roles that shall be advertised and decided upon during the Artist Associate tenures. There is opportunity here for the current Artist Associates to feed into the future iterations of the roles.



Advocacy work for the Even Here, Even Now programme

Artist Associates will have the responsibility of encouraging engagement and advocating for Even Here, Even Now. It is a continually shaping programme, shaped by the people working on the project and the impact within its communities. You will find and utilise connections where you can advocate for the programme and artists within island communities.



Marketing

We want to market the work delivered by Artist Associates. We anticipate you working closely with your host organisation and Shetland Arts marketing team to record your activity to share with others. Even Here, Even Now will have its own website and social pages, which will be created for this next iteration of the project.



Reporting

We require all activity to be recorded and fed back on, in relation to Shetland Arts Social Impacts.

Who you are



We are looking to work with island based experienced artists who have an interest in participatory practice and advocacy work.

We will appoint 1 artist in Shetland, 1 in The Outer Hebrides and 1 in Orkney, at this time.

We are looking for you to show us that you have the following experience:

- A reflective approach to community participatory arts practice
 - Experience in delivery of community arts based workshops
 - An understanding of inclusive practice with an understanding to accessible delivery
 - Strong communication and interpersonal skills
 - Experience of team working to contribute to a collective voice
 - Experience of delivery of collaborative practice
 - An understanding of working and living as an artist in an island community
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How to apply

Please fill in the application form and send it to *Kathryn.Gordon@shetlandarts.org*.

Deadline for applications: Monday 14 September.

Your application will be scored by a panel, against the criteria given in the “who you are” section of the job pack.

Interviews will happen in September.

If you have any questions about the role or would prefer to submit the application in an alternative format, please contact Kathryn.Gordon@shetlandarts.org.

We look forward to hearing from you!

