

# WATERSHED

## Job Description

**Job title:** Environmental Emergencies Action Researcher, Creative Technology

Dear Applicant

Thank you for your interest in the above position. Please find enclosed a job description including person specification and terms and conditions of employment. Please consider these carefully and decide whether you wish to apply.

Watershed's first value is ***Inclusive - We are people led***. *We listen to and engage with the broadest range of people*. This letter lays out some of the steps we are taking to create a more inclusive recruitment process. Many of these steps are new to us, so feedback and questions are very welcome.

### **Before you apply**

Our current Creative Technology team is majority white, cisgender and non-disabled. We believe our work will be stronger with greater diversity and welcome applications from those who bring difference. Watershed welcomes the whole person to work, and we understand that each of us bring our experiences, our backgrounds and our own unique lens to what we do. Supporting our staff means they are not appointed to represent specific groups or organisation.

You may not have worked in a cultural organisation before, or in an organisation like Watershed. Perhaps you have worked in music, fashion, design or in technology - these are all very transferable contexts. If you are from a background that is underrepresented in the culture sector (for example you are from a community of colour, did not go to University or had free school meals as a child), and you would like support to articulate how your experience is transferable to this role, you can book time with one of our [Producing team](#) (we will ensure the person you meet is not involved in the recruitment process). They would be pleased to help you think this through. Please request this by emailing Fern Dunn at [fern.d@watershed.co.uk](mailto:fern.d@watershed.co.uk) (we will not ask you to disclose your background).

### **Timeline**

The closing date for all applicants is: **5pm on Thursday 15 October 2020**

We will contact all long-listed candidates before: **5pm on Wednesday 21 October 2020**

In order to broaden the field of candidates, the Watershed team will aim to meet all candidates who meet the basic criteria) for a short online interview during the week of **19 October 2020**. This will be an opportunity for you to ask us more about the role, and for us to hear more about your approach.

We will then hold second interviews during the week of **26 October 2020**. We will aim to hold these interviews in person at Watershed and will send you the list of questions in advance.

### **Our forms**

Please DO NOT include your CV as it will not be considered. Please put all relevant information on your application form.

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We are striving to understand more about who applies to work with us. We invite you to complete our anonymous equal opportunities monitoring form, which will not be shared with anyone involved in the recruitment process.

Watershed will work with candidates to ensure their access needs are met during the interview process and will ensure access requirements do not factor in decision making.

Thank you for your interest in Watershed.

Yours faithfully

**Jo Lansdowne**

**Executive Producer, Watershed**

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<b>Position:</b>	Action Researcher, Environmental Emergencies
<b>Grade:</b>	2
<b>Responsible to:</b>	Executive Producer, Pervasive Media Studio
<b>Salary:</b>	£36,000 per annum
<b>Contract:</b>	18 months full time (we are open to negotiation about working hours)

Watershed is looking for someone with excellent organising and empowerment skills, to implement an ambitious programme of work about how creative companies face climate emergency. You may be a researcher or producer, but you will understand how to design and deliver a programme that will apply industry and university research in a real-world context.

### Background

[Bristol+Bath Creative R+D](#) is a £6.8 million collaboration that aims to raise the bar for the region's creative industries. The five-year programme seeks to forge connections and partnerships in Bristol and Bath, sharing knowledge, creating crossovers and opportunities in what's already one of the most vibrant clusters in the UK.

This collaboration between the region's four universities (UWE Bristol, Bath Spa, the University of Bath and the University of Bristol) and Watershed intends to break down the doors, connecting the worlds of university research and creative business to develop a shared vision for tomorrow's creative industries. We are also host to [Creative Workforce for the Future](#), working with cultural organisations and companies across the region to connect them to exceptional talent from underrepresented backgrounds.

Our four Universities in Bristol and Bath, Watershed and many other cultural organisations have declared a climate emergency. However, there is limited existing evidence and understanding of the impact on and innovation potential of climate crisis on small creative companies. There is a need to not only measure and reduce carbon impact, but to find new ways to create positive and structural impact.

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### **A Framework for Climate Action**

We want to work with an Action Researcher to explore the following questions through an action research approach:

- How are small creative companies and freelancers adapting already, and how might they?
- How do we support our cluster to make a real impact, bringing in those who wouldn't necessarily identify with a 'green agenda'?
- How do responses to the climate crisis intersect with our focus on inclusive innovation?

We will use Watershed and Pervasive Media Studio as a test case for the sector. We will then share our learning with the creative cluster of Bristol and Bath, and further afield, through the development of a Framework for Climate Action.

1. Changing internal practices: agree short/mid- and long-term actions on the categories of energy, water, procurement, waste, travel, nature and biodiversity.
2. Models for decision making: develop dialogues with the aim of changing who we work with; exploring how we make ethical choices within our supply chains and stakeholders; what are the trade-offs, how are we clear about expectations?
3. Spheres of influence: Empowering organisations to take others on the sustainability journey with them by sharing information (and applying friendly pressure) to partners who we want to keep working with. Building on our existing connections and networks to lobby for change.
4. Business resilience: Starting from the premise that conventional organisational values and goals are flawed, we will co-design new ones; experimenting and testing them with a focus on building ecological and financial sustainability.
5. Regenerative systems: We will work with partners to create frameworks for thinking about long term systemic change alongside more tactical, or nearer-term measures.

We will proactively connect to (among others); Rubber Republic, the International Futures Forum, Knowle West Media Centre, Dot Projects, The Bristol African Caribbean Culture Space, the Engaging Environmental Humanities group at Bath Spa, the Faculty of Environment and Technology at UWE, Climate Action Group at University of Bristol, Kaleider, Global Systems Institute at Exeter University and the Met Office, Bristol and Bath local Authorities.

### **Job description for the Action Researcher**

This role will be based in Watershed's Creative Team and will work closely with the Research Lead, Executive Producer and General Manager to design and deliver the work.

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We are looking for someone who will be self-motivating and nuanced in their understanding of the issues at play and work collaboratively to see how changes can be facilitated, or toolkits shared. You may not have worked in a cultural organisation before or a setting like Watershed but have transferable experience from other sectors or places. We want someone who is sensitive to the community but isn't afraid to ask uncomfortable questions to consider how that community might flourish under a climate emergency.

### Principal Responsibilities

- Undertake desk based research into current practices and frameworks across sectors and places including the stories that encourage people to change behaviour
- Lead workshops, consultations and planning within Watershed to scope and co-design a way to address the issues
- Identify and broker expert advice support across the network.
- Develop and share of a Framework for Climate Action in the form of plain English guides, models and replicable toolkits that reflect the limited resources (time and money) of our community
- Conduct interviews/surgeries and mentoring for companies and knowledge sharing events for wider community
- Host workshops and networking events and support the selection process for new participants.
- Support peer learning across the Producers based with Bristol+Bath Creative R+D Partners to further the aims of the project.
- Liaise with the Bristol+Bath Creative R+D Evaluation team at Watershed and UWE in recording evidence of participants' activities.
- Represent Bristol+Bath Creative R+D at events/receptions/conferences.

### Key Performance Indicators

- An original Framework for Climate Action is designed and produced in response to the research questions
- Outcomes from the research are captured, codified and shared across the partnership
- Outcomes are accessible and inclusive
- Documents are informative and well presented
- Stakeholders in the research understand its aims, feel engaged and find value in their participation
- Budget is well managed, financial transactions are accurately recorded and budgets are effectively monitored.

### Skills & Experience

- Demonstrable interest in issues around Environmental Emergencies
- Demonstrable experience of designing, and delivering research programmes
- Knowledge of and commitment to action research methodologies
- Demonstrable experience in conducting interviews, focus groups, workshops and their analysis
- A flexible and positive approach to work.
- Highly organised, self-motivated and self-administering

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- ICT literate and able to develop new skills quickly
- Experience of project management
- Experience of relationship management and partnership projects
- Understanding of digital media/creative SMEs and cultural organisations
- Presentation, report writing and public speaking ability.
- Able to work as part of a team.
- Able to inspire and motivate colleagues

### *Watershed Values*

The Watershed brand is unique, trusted and respected and is driven by the following shared values which are clearly articulated. Ability to master and represent Watershed's Vision and Values is therefore important.

Watershed is:

Inclusive	We are people led. We listen to and engage with the broadest range of people.
Open and Honest	We provide a culture and environment that is trusting, trusted and trustworthy.
Make Things Happen	We approach Opportunity and Challenge creatively, collaboratively and with a can do attitude.
Entrepreneurial	We are inventive, try new ideas, experiment, learn and share.
Celebratory	We celebrate culture, creativity and wonder.

### **Additional information:**

- The post-holder is expected to wear clothing appropriate to their post.
- The post-holder will be required to undertake such other comparable duties as may be required by the Head of Department'.
- Watershed is open seven days a week, including Bank Holidays (Christmas Day and Boxing Day are the only exceptions). Watershed is a public building, which operates a diverse range of cultural and commercial activities. The post holder will need to be comfortable working in this environment.



Watershed is a Social Enterprise Mark holder. Social Enterprises are businesses whose products and services create both social and environmental benefits.