

WATERSHED

Job Description

Job title: Research Lead, 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 (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 **2 November 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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Position:	Research Lead
Grade:	1
Responsible for:	the Research team (currently four Producers and a Communications Co-ordinator)
Responsible to:	Executive Producer, Pervasive Media Studio
Salary:	£38,750
Contract:	Full time, permanent

Background

'the Digital Placemaking fellowship was the first time I have experienced the skills & insight I bring to the table being welcomed as part of the delightful queer, disabled, neurodiverse self I bring. No one has tried to manipulate, minimise, exclude, or marginalise me. It's unprecedented.'

Grace Quantock, Bristol+Bath Creative R+D Fellow

Over the past 15 years Watershed has worked in partnership with Universities to think differently about research. We believe that knowledge is produced in all parts of our sector and society, and that by bringing together different skills perspectives and experiences our understanding of the world will be richer.

We draw on a depth of local connection and international collaboration to support thinking about the future of art, technology and society. This is always changing but our current research questions focus on: how to develop more inclusive and responsible forms of innovation, the impact of climate breakdown on the cultural industries and on hybrid digital and physical products and experiences.

The Pervasive Media Studio (itself an ongoing collaboration with both the Universities in Bristol) has developed a reputation for facilitating cross-disciplinary innovation at the intersection of culture, media and technology. Our community work across the cultural and commercial sectors and produce practice based research, research and development projects and more traditional research thinking in the creative economy.

Watershed are currently partners on the AHRC funded Bristol + Bath Creative R+D and the Research England funded South West Creative Technology Network which have a combined value of over £11m; producing Fellowship and Prototype development programmes around key themes as well as undertaking our own research. We are also partners on the recently announced £46m Strength in Places project led by University of Bristol which will begin this year and expect to be bidding for more funding in the coming months.

Overview of the role

The Research Lead will develop and oversee delivery of Watershed's Research partnerships and programme. They will approach this in ways that are critical, creative and inclusive; celebrating new knowledge and challenging established hierarchies of how it is generated, and for whom. They will have an editorial voice, spotting themes and trends across the

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programme and from further afield. They will ensure that thinking is captured and shared across the organisation and with the wider community. They may not have worked in a cultural organisation before or a setting like Watershed, we are very interested in transferable experience from other sectors or places.

They will nurture a culture of shared responsibility in the Research team, supporting Producers to have agency in their work and to be fully engaged with and reflective about the programme. Working with the Executive Producer they will lead a process of co-design to set and share an annual research strategy, and agree associated targets against the Watershed Business Plan - striving for the best balance between sustainability, experimentation and innovation. Our current Business Plan identifies extending our work with Black and Minority Ethnic communities and Deaf and Disabled communities as a focus and we are committed to foregrounding this as a priority within our research work.

The Research Lead will combine team leadership with producing key projects (agreed as part of their annual objectives). They will hold the budget for the Research programme; working with colleagues to direct investment, track spend, identify possible savings and respond to income generation opportunities.

Key Responsibilities

- Co-design an annual Research strategy, and agree associated targets, against the Watershed Business Plan and in collaboration with our Research Partners.
- Maintain an overview of the Research programme to ensure it is scheduled and delivered effectively
- Facilitate a co-designed team agreement; including employee responsibilities, well-being and management, striving to empower group responsibility and peer support wherever possible
- Produce key Watershed projects (as agreed)
- Contribute thinking to research activity across the Creative Team
- Manage the Research budget and raise income against agreed targets
- Share knowledge across the Watershed team and with partners, actively contributing to and learning from different approaches
- Lead in the ongoing development of a team structure and working practices that promote distributed responsibility and collaborative thinking
- Line management for key members of the team

Key Performance Indicators

- Research has an effective vision and strategy that builds on best practice in the sector and mobilises Watershed values
- Team Income targets are met and KPIs are reached
- Research methodologies and facilitation approaches are well designed, documented and shared
- The Research team have shared targets that are appropriate and well understood
- The Research team are engaged and motivated
- Alumni from the Research programme are tracked and cared for

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- Learning from the delivery of the programme is captured and shared across organisation and with the wider sector
- Producers are equipped to ensure that the Research Programme is well delivered; including production plans, contracting, risk assessments, health and safety, budgets and cash flow
- Annual objectives for the projects that the Research Lead will produce are met

Experience

Essential

- Producing projects, from early stage all the way through to realisation
- Building and supporting an engaged community of practice
- Writing funding bids and raising sponsorship
- Creating and sharing compelling stories
- Managing people

Desirable

- Working in research projects (broadly interpreted) in a relevant subject area to Watershed and Pervasive Media Studio
- A demonstrable interest in one or more of our current research questions

Capabilities

- Able to inspire and motivate staff
- A strategic thinker who can create the framework to put ideas into practice
- Highly organised and self-motivated
- Able to multi-task and manage change effectively
- Resilient, responding constructively to change and challenge
- Able to spot funding opportunities and make successful proposals to secure resources
- An excellent communicator and a great advocate of the organisation
- Committed to equalities and inclusion

Research Team (2020):

Tony Bhajam, Hannah Brady, Melissa Blackburn (UWE secondment), Rachael Burton, Fern Dunn

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.

Inclusive	Watershed is people led. We listen to and engage with the broadest range of people.
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Open and honest	Watershed provides a culture and environment that is trusting, trusted and trustworthy.
Make things happen	Watershed approaches opportunity and challenge creatively, collaboratively and with a can do attitude.
Entrepreneurial	Watershed is inventive, try new ideas, experiment, learn and share.
Celebratory	Watershed celebrates 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.