**Artist Development Manager**

**Salary:** £30k pro rata

**Hours:** 3 days per week

**Location:** Extant office in Brixton with opportunity to work from home

**Responsible to:** Artistic Director

Extant is looking for a knowledgeable, supportive and experienced arts professional to lead a new 2-year pilot Artist Development initiative for our theatre company, which is due to be based in the brand-new Brixton House Cultural Hub from 2022.

**About Extant**

Extant is the UK’s leading professional performing arts company that explores visual impairment to create unique and innovative artistic experiences, placing visually impaired people at the centre of all we do: from the productions we create, to the artists we employ or support to build stronger careers in the sector, to the audiences we perform to and the participants we work with.

Since our inception in 1997, the Company’s strength has been our drive to innovate, creating exciting, shared experiences for visually impaired and sighted audiences together, that uncover new collaborations, forms, and practices. The Company’s work falls into four main but inter-linked programmes: professional artistic productions, artist development, audience access, and participation.

Extant has a vital role to play within the theatre community scrutinising issues around engagement for visually impaired people, developing creative access solutions and influencing the policies and practice of others. All our work aims to increase the representation of visually impaired people in the arts on our stages and increased engagement through our participatory programmes. Fundamentally, our work seeks to shift perceptions of the role that blind and partially sighted people can play in their communities and our society more generally.

**About the role of Artist Development Manager**

Over the last 20 years, Extant has been supporting marginalised visually impaired artists with more accessible routes to forge successful careers in the arts. We have built up our unique expertise through various group projects and one-to-one bespoke support, growing our profile as the “go to” hub for progressing VI artists.

Funding from Esmee Fairbairn Foundation will now enable us to formalise this work, through the establishment of a Professional Development Network, supported by the new role of Artist Development Manager. This new post-holder will be instrumental in brokering foundational relationships between visually impaired artists with casting agents, producing companies, and presenting venues, as well as building a support network that offers guidance and advice, promotes accessible commissions, work and training, and identifies opportunities to present work to decision makers.

**Artist Development Manager: Job description**

The Artist Development Manager will:

* Research the post-Covid theatre industry landscape to identify changes and current needs, including local links with arts and visually impaired people’s organisations, as well as national sector support agencies and employers
* Recruit participants through an open, accessible process, drawing on our current artist database, graduates of our Pathways training programme, and other VI participants that are known to us through our Entry level workshops
* Establish and lead on the development of a network where artists can share information about their work, make connections and find new collaborators
* Facilitate introductions to external accessible training, work opportunities, and commissions
* Promote further signposted skills opportunities and progression routes through a regular bulletin
* Deliver critical advice and fundraising surgeries to support the development and launch of artists creative ideas
* Lead conversations with our national industry partners on the recruitment and sustained careers of visually impaired artists, influencing them to adopt a model of accessible practice whereby they develop their own independent relationships with visually impaired artists
* Continue the development of our visually impaired artists database, the only repository of this kind, which houses information about the experience, training needs and career aspirations of 130 visually impaired people
* Capitalise on other Extant development and training initiatives by facilitating networking opportunities between [Pathways](https://extant.org.uk/artist-development/pathways/) graduates and [Enhance](https://extant.org.uk/access/enhance/) access training of touring companies and venues.
* Deliver two ‘associate artist’ performances per year, by supporting visually impaired artists to bring their ideas to fruition, presenting to producers and programmers, at our partner venues (Camden People’s Theatre, The Arena, The Lowry)

**Artist Development Manager: Person specification**

Essential skills and experience:

* Five years’ experience in the arts, preferably in roles where there was direct contact with artists
* Experience of delivering or managing substantial training and development opportunities
* Experience of building relationships with arts venues or networks
* Excellent organisational skills
* Understanding of access issues for disabled people
* Excellent communication skills, and ability to use Microsoft Word, Excel, Outlook and the internet

Desirable skills:

* Direct experience of working with visually impaired people and understanding of the access issues they experience
* Personal professional experience of making work and the creative process
* Strong networks within the disability arts sector and more widely

**Personal attributes**

You will need to be:

* Organised, flexible and able to multi-task
* Focused, with good attention to detail
* Willing to be part of a continually transforming organisation
* Interested in learning about changes and developments in the disability arts sector, and conversations around this, to which the company contributes
* A team player with willingness to contribute to Extant’s mission
* Able to prioritise and work to deadlines
* Comfortable (when we return there) to work in an office with a guide dog!

**To apply, please send a CV and covering letter addressing your suitability for the role to** **Rhianne@extant.org.uk** **by 5pm on November 11th. Interviews will be conducted in the week commencing 15th November.**