



# DEAF EXPLORER

# CREATIVE DIRECTOR

APPLICATION PACK / AUTUMN 2023



# “A fantastic time to join Deaf Explorer”

ALAN MCLEAN, DEAF EXPLORER CEO

---



It is a fantastic time to join Deaf Explorer. We are now looking for a leader with proficient sign language skills to inspire the Deaf creative community to be a central part of the inclusion agenda in the arts.

We want someone who is culturally appropriate to reach out and involve Deaf leaders locally, regionally and nationally and create unique projects that increase access, opportunity, participation and involvement. We want a leader who can inspire the next generation of Deaf creatives and support Deaf artists to realise their ambitions. We want the Deaf community to be fully aware of the opportunities in the arts.

The task is to bridge the cultural sector with the Deaf community, with a genuine commitment to access and inclusion. Right now, there is a need for strong leadership with good negotiation skills to coordinate all the resources that are available in the arts to take Deaf Arts and Culture to the next level.

I am very excited to find a Creative Director who can vision and design pioneering projects that change thinking in the cultural sector, so our work has lasting legacy.

# “Sign Language is at last coming into the spotlight”

BARRY AVISON, CHAIR OF THE BOARD

---



I am very delighted that Deaf Explorer has been selected to be one of Art Council England’s Investment Principle Support Organisations. It is a recognition of the creative development of Deaf artists and their endeavours to show their work in a positive and inclusive environment.

The cultural communication in Sign Language is at last coming into the spotlight with a talented pool of Deaf artists getting recognition for their high quality creations.

# About Deaf Explorer

---

## Who We Are

Deaf Explorer are a small team based in Birmingham. We are an arts organisation with a focus on access and inclusion. We develop the creative practice of Deaf artists and produce their work to reach new audiences and participants. Our pioneering work in schools has provided Deaf role models, inspiring Deaf and hard of hearing young people at an early age. We have a strong track record of supporting theatre makers, choreographers & dancers as well as cross artforms, such as Visual Vernacular. In our efforts to remove barriers in the arts for Deaf creatives, we have also developed the work of visual artists, musicians, jewellery makers and digital artists.

We are creative producers and creative enablers, we connect Deaf artists and Deaf communities to the cultural sector. We have shared our expertise with many arts organisations. They include, Women and Theatre, Stan's Café, The Birmingham Hippodrome, Autin Dance Theatre, Culture Central, China Plate, Art Reach, and recently Glass Museum in Stourbridge, where we are supporting Deaf volunteers.

We actively work with the challenges and barriers that artists from all backgrounds encounter, tackling the double or sometimes triple discrimination imposed on intersectional artists. We develop an interest and appetite for culture amongst Deaf people by consulting individuals and providing best practice to communicate and attract deaf audiences. Overall, we are a learning organisation, with a commitment to inclusion. We strive to deliver artistic work that is innovative and representative of the ambitions that Deaf artists have now.

Our successful application to Arts Council England to be an Investment Principal Support Organisation (IPSO) identified a strategy that would make the cultural sector more inclusive and relevant for Deaf people who use sign language, and make Deaf Arts and Culture much more prominent, now that BSL is legally recognised in England, Scotland and Wales.

Our aim is to work in partnership with Deaf community leaders, Deaf organisations and voluntary groups, identify cultural organisations for collaboration and co-creation & widen and improve our support for Deaf artists. We are now looking for a Creative Director who can formulate a vision to deliver our strategy and take the organisation forward with a coherent programme of work.



# About Deaf Explorer

---

## Meet The Team



ALAN MCLEAN

I'm Alan, the co-founder of Deaf Explorer CIC and CEO.

I work with the board and staff team to lead the strategic vision that brings financial resources to the company so that it can achieve its creative ambitions.



RACHAEL VEAZEY

I am the co-founder of Deaf Explorer CIC and support Deaf artists to access mainstream funding & opportunities. To achieve greater fairness, access and opportunity across the cultural sector. In 2013, I saw the need for a producer with BSL Interpreting skills. My strength has been identifying talented Deaf artists and moving them from working in Deaf community settings to collaborating with hearing mainstream practitioners.

I feel this is the right time for me to step aside from my current role and allow a new Creative Director to take the organisation forward. We have built an amazing team, and it is a fantastic company to join with lots of opportunities for the future.



ANNALISE MCINTYRE

My name is Annalise (sign name blue hair) and I'm an Associate Producer at Deaf Explorer.

I really enjoy working closely on projects with artists, from being part of the rehearsal process, to collaborating with venues and schools, through to booking a tour for a show (with outdoor arts being my favourite).

# About Deaf Explorer

---

## Meet The Team



MARAL MAMAGHANIZADEH

Hi, my name is Maral. My sign name is "M" on the shoulder.

I am a freelance jewellery maker/creative and the Artist Coordinator at Deaf Explorer. I work with the artists to ensure they are taken care of, have what they need and are heard!



AMELIA MATHER

Hello I'm Amelia, a freelance Arts Practitioner based in Sheffield. I also work remotely with the Deaf Explorer team.

My role is quite varied - I provide support across the business, assisting with operations, finance and comms. I am always excited to catch up with the creative team to and find out what they've been up to!



SAMMEY AHMED

Hi, my name is Sammey. My sign name is 'CUTE.' I have been working as a bookkeeper at Deaf Explorer since May 2023.

My role involves creating invoices for payments and handling transactions with various organisations. Additionally, I reconcile bank statements and spreadsheets for different projects. I am currently using Xero software, ensuring its smooth operation for the financial health of the organisation.

# About Deaf Explorer

---



## Our Vision

A future where creative people from the Deaf and hard of hearing community can fulfil their ambitions in the cultural sector.

## Our Mission

To build fair access to creative roles for people from the Deaf and hard of hearing community by working in partnership in the cultural sector.

## Our Purpose

Deaf Explorer exists to be an ally to the Deaf and hard of hearing creative community and facilitate conversations that challenge the cultural sector to reduce the barriers preventing Deaf people from fully participating in the arts.



# Job Description

---

## Role Purpose

Deaf Explorer are looking for a Creative Director who can lead change in the cultural sector and reduce the barriers which prevent Deaf people from fully participating in the arts.

This person will have proficient BSL skills and can develop an artistic vision that will both excite cultural organisations and be meaningful to the Deaf artistic community and the wider Deaf community.

## Job Summary

<b>Job title</b>	Creative Director
<b>Contract type</b>	Permanent
<b>Working days</b>	4/5 days per week
<b>Salary</b>	£38,000 - £42,000 gross per annum - based on 5 days a week £30,400 - £33,600 gross per annum - based on 4 days a week
<b>Holiday entitlement</b>	22 days plus bank holidays - pro rata
<b>Reporting to</b>	CEO
<b>Responsible for</b>	Artist Coordinator, Community Development Coordinator & Freelance Producers

# Key Responsibilities



- To devise and oversee an artistic programme that delivers Deaf Explorer's strategic mission
- To work with a team to identify Deaf artistic talent; develop, nurture and support Deaf and hard of hearing artists, locally, regionally and nationally
- To build on existing partnerships and grow further relationships with the cultural sector and Deaf community
- To bring in artistic vision and expertise to push the boundaries of the cultural sector and create radical change in thinking through artistic learning experiences
- To identify and lead co-creation projects with the cultural sector, building in learning and evaluation opportunities to improve the development and delivery of future Deaf-led artistic projects
- To develop communication channels and best practice tools that support learning and evaluation in the sector about how best to include Deaf people in arts activity.
- Work with the Board and the CEO to steer a strategic vision that will build long-term sustainability and measure the impact on the Deaf creative community and the cultural sector
- To develop projects across the wider cultural sector, including museums, libraries, communities, combining artistic production, education and participation programmes. This will also include supporting the marketing teams of organisations to include Deaf audiences
- To advise, guide and support ways to improve access for Deaf artists
- To line manage the Community Development Coordinator and the artists Coordinator
- To form part of the interview and appointment process for any future positions within Deaf Explorer



# Key Responsibilities Continued

---

- To develop and empower leadership skills and abilities in others; actively promote professional development of staff and artists
- To work within budgets, identify opportunities for income generation and contribute to the overall efficient, effective and sustainable financial viability of the organisation
- To play an active role in ensuring the requirements of funders are being met, including regular reports and evaluation of work and projects in progress
- To lead regular project meetings and other internal meetings as required
- To adhere to the policies and ethos of Deaf Explorer
- The Creative Director may be required to undertake further duties to support the operation of the organisation



# Person Specification

---

<b>Has experience of:</b>	<ul style="list-style-type: none"><li>• Working at Director level within the arts</li><li>• Previous leadership experience and can act as a role model</li><li>• Co-creation, with a strong understanding of the collaborative process and the wish to explore this further</li><li>• Fundraising, or has worked successfully with different funders</li></ul>
<b>Has skills in:</b>	<ul style="list-style-type: none"><li>• Being professional and approachable</li><li>• Being a clear communicator with presentation skills</li><li>• Sign language - to a proficient level</li><li>• Managing people including direct reports and also a team of freelancers</li><li>• Networking and building strong relationships</li><li>• Negotiation skills</li></ul>
<b>Has knowledge of:</b>	<ul style="list-style-type: none"><li>• Deaf creatives in England</li><li>• The needs of Deaf audiences and has an understanding for the need of wider accessibility and inclusion</li><li>• The Deaf and hard of hearing community</li></ul>
<b>Is committed to:</b>	<ul style="list-style-type: none"><li>• Bringing a fresh vision, ambition and passion to help lead Deaf Explorer into this next phase</li><li>• Leading change, creating opportunities and making things happen</li></ul>

# Further information

---

## How To Apply

To apply for the role of Creative Director, please submit an up to date CV as well as a covering letter (of no more than two pages in length).

In your covering letter, please outline why you are interested in this position, and how you meet the person specification and experience required for the role.

If you have any access requirements in terms of submitting your application, or attending an interview, then please let us know. If you need to submit your application in a different format, please contact us.

Please email all applications to: [jobs@deafexplorer.com](mailto:jobs@deafexplorer.com)

**The closing date is Monday 6th November 2023, midday.  
Interviews will be held in person week commencing 13th November 2023**

