

## Creative Sidley, Emerging Creative Facilitator (18-25) Job Description



**Job Title:** Creative Sidley, Emerging Creative Facilitator (18-25)

**Reports to:** Maya Kincaid, Head of Learning and Engagement, De La Warr Pavilion  
Sofe Barker, Creative Sidley Project Manager.

You will also work directly with the Creative Sidley, Artist in Residence.

**Location:** Sidley, Bexhill, East Sussex. Please note this project is run by The De La Warr Pavilion but most activity will take place in the Sidley locality.

**Contract:** Part-time, freelance\*

This role requires 8-10 hours per month, including a commitment to supporting fortnightly sessions with the young people.

Sessions will take place during early evenings and weekends and exact timings will be confirmed when the project starts.

As this is a freelance\* role, you will need to invoice for your hours. We will provide invoice templates and show you how to process invoices if you have not done this before.

**Fee:** £12.21 per hour

## **Key terms**

Below are definitions of words and phrases used in this document to describe the role.

### **Freelance:**

*Working freelance means you are self-employed and work on a project-by-project basis, rather than having one permanent job. You can still take on freelance work even if you have a part-time job or other work that isn't freelance. Lots of creatives mix freelance projects with other types of work—it's totally okay to do both.*

### **Emerging:**

*An emerging creative is someone who is at the early stage of their journey in the arts. You might be exploring your interests, developing your style, or starting to take on creative projects and paid opportunities. You don't need to have formal training—just a passion and a desire to grow.*

### **Facilitator:**

*In this role, a facilitator is someone who helps make creative things happen. You'll be supporting the Artist in Residence to run sessions or events with young people—helping to guide conversations, activities, or workshops in a way that makes everyone feel involved and heard.*

### **Artist in Residence:**

*An Artist in Residence is someone who has been invited to spend time with an organisation or in a community to develop their creative work. During this time, they might also run workshops, events, or collaborative projects with others, like the young people in this programme.*

### **Socially Engaged Practice:**

*A type of creative work that focuses on working with people and communities, rather than creating something for them. It often includes collaboration, conversation, and shared decision-making, and might respond to social issues, local stories, or community needs.*

### **Co-Creating:**

*Co-creating means making something together. Instead of one person leading and others following, everyone involved contributes ideas, skills, and creativity. It's about shared ownership and valuing everyone's input in the process.*

## **Background**

The De La Warr Pavilion (DLWP) is a centre for arts and culture in an iconic modernist building by the sea, designed by Erich Mendelsohn and Serge Chermayeff and opened in 1935 as the 'people's palace for art and culture'. With artists and audiences at its heart, it produces an innovative and integrated cultural programme that reflects the world in which we live.

<https://www.dlwp.com/about-us/>

**Creative Sidley** is a 3-year community-led project funded by Esmée Fairbairn Foundation under Creative, Confident Communities. It is driven by the needs and aspirations of the Sidley community, an area of Bexhill that is in the top 10% areas of deprivation in the UK and which has amongst the highest number of under 19-year-olds in East Sussex heavily impacted by economic and social inequality. Creative Sidley centres on young people becoming leaders, designing and implementing a creative programme with artists and taking ownership of their community's creative future in spaces in Sidley. Consultation with Sidley's young people tell us that they feel positive about their future, improving their environment and making Sidley a better place to live.

For more details visit <https://www.dlwp.com/de-la-warr-pavilion-awarded-202000-for-development-of-creativity-and-skills-for-young-people-in-sidley/>

## **The Creative Sidley Project**

Creative Sidley is a youth-led arts initiative designed to empower young people (aged 11-16) in Sidley by providing access to meaningful creative experiences. The project supports cultural regeneration in the area, offering young people opportunities to develop artistic skills, leadership abilities, and confidence. Participants will collaborate with professional artists, engage in creative workshops, and contribute to public events that celebrate the identity of Sidley.

Creative Sidley is run by De La Warr Pavilion in partnership with local organisations and community groups. The project fosters a sense of pride and ownership among young people, helping them shape the cultural landscape of their community.

Creative Sidley is delivered in partnership with a range of local organisations, including Heart of Sidley, The Sara Lee Trust, The Pelham, Earls Mercantile Café, Beeching Road Studios, and 18 Hours Events. These partners provide space, expertise, and support to

ensure the success of the programme, fostering meaningful connections between young people and their community.

### **About the Role**

The Emerging Creative Facilitator (18-25) role is a supporting role, working closely with the Artist in Residence to assist in delivering Creative Sidley's workshops, creative socials, and public moments. They will help set up sessions, organise materials, plan activities, and support young people (ages 11-16) in participating in the creative sessions designed by the Artist in Residence.

This role is designed to provide an entry point into socially engaged\* arts facilitation, enabling early-career young creatives to learn facilitation skills and approaches through hands-on experience. The Emerging Creative Facilitator will be mentored by both the Artist in Residence and the Head of Learning, gaining insight into how to develop and lead creative projects. We welcome applications from those with or without academic qualifications.

This position is key to developing transparent practice in socially engaged\* arts, providing clear pathways for young creatives to explore facilitation as a career. It also aims to help build an experienced local facilitation workforce while increasing non-academic learning opportunities for young people to develop socially engaged practice\*—an area with little formal education provision and awareness.

The Emerging Creative Facilitator will play a key role in supporting and co-delivering Creative Sidley's workshops, creative socials, and public moments alongside the Artist in Residence and other project partners. The role is designed for an early-career creative practitioner (aged 18-25) who is looking to develop their experience in socially engaged\* arts, youth-led programming, and creative facilitation.

This role will provide hands-on experience in delivering participatory arts programmes and will support young people in developing their artistic confidence, skills, and leadership. The Emerging Creative Facilitator will work closely with the Artist in Residence, contributing their own creative ideas and helping to ensure that young people are actively engaged and leading elements of the programme.

### **Key Responsibilities**

- Assist the Artist in Residence in setting up creative sessions, organising materials, and planning activities to ensure smooth delivery.

- Support the Artist in Residence in running activities with young people, encouraging participation and confidence-building.
- Help create a supportive and inclusive environment where young people feel empowered to explore and express their creativity.
- Learn and develop facilitation skills and approaches through participation in the project, receiving mentoring from both the Artist in Residence and the Head of Learning and Engagement.
- Contribute to transparent practice in socially engaged\* arts, ensuring that young people understand the role of creative facilitation and how it can be a viable career pathway.
- Support the delivery of monthly creative sessions with young people in Sidley (ages 11-16) alongside the Artist in Residence and additional sessions with the De La Warr Learning team.
- Assist in the co-production and facilitation of creative workshops, public moments, and community arts activities.
- Help create a supportive and inclusive environment where young people feel empowered to explore and express their creativity.
- Encourage young people to take ownership of their creative projects and support their leadership within the programme.
- Provide hands-on assistance with workshop planning, materials, and set-up, ensuring sessions run smoothly.
- Document and reflect on sessions, contributing to youth-led evaluation and creative storytelling about the programme's impact.
- Work closely with local artists and project partners to support creative collaborations and maintain strong community connections.
- Adapt communication and facilitation methods to support diverse learning and engagement styles.

### **Person Specification**

#### **Essential:**

- Be aged between 18 and 25.

- A strong interest in socially engaged\* arts and community-based creative work.
- Experience in co-creating\* or facilitating creative workshops (this could be through youth groups, schools, or other informal settings).
- Commitment to accessibility, inclusion, and supporting young people to develop their creative confidence.
- Ability to work collaboratively with young people, artists, and community partners.
- A flexible and adaptable approach, with willingness to learn and develop facilitation skills.
- Basic understanding of safeguarding and youth engagement principles.
- Strong communication skills, with an ability to support diverse ways of engaging with creative processes.
- Ability to document and share creative work through writing, photography, video, or other media.

**Desirable:**

- An Enhanced DBS check or willingness to obtain one.
- Experience working with children and young people.
- Interest in public engagement, creative events, and collaborative artmaking.
- Familiarity with youth-led evaluation and creative documentation methods.
- Knowledge of place-based and socially engaged \* arts practice. Place-based art practice is work that is made with or about a specific place or locality.

**Upcoming Information Session**

We're hosting an informal information evening for anyone interested in applying for the Emerging Creative Facilitator role.

**Tuesday 1st April, 6.30–9.00pm**

**Earl's Café, Sidley**

The session is open to anyone aged 18–25. It’s a chance to learn more about socially engaged practice—what it is, why it matters, and how artists and arts organisations work in this way.

There will be a discussion led by:

- Maya Kincaid, Head of Learning and Engagement at the De La Warr Pavilion
- Lucy Grainge, Artist Facilitator and Co-founder of Wiggle Wonderland (a socially engaged arts organisation)

They’ll share insights from their own work and answer questions. We’ll then introduce the Emerging Creative Facilitator role in more detail, and there will be an optional application support slot for anyone who’d like help with putting together their application.

**You can book a place via this form:** <https://forms.office.com/e/V85se6LUEc>

Free snacks and soft drinks provided.

### **Guaranteed First Interview**

We understand that it’s not always easy to get experience in creative roles, and that traditional application processes can feel like a barrier. To help make things more open and accessible, we’re offering a guaranteed short interview (around 10 minutes) to everyone who submits a suitable application. This will be a chance to speak with someone from the De La Warr Pavilion team about your interests and ideas. After that, some people will be invited to a longer second interview. If you’re not selected for the next stage, you’ll still be offered free careers advice and mentoring through Talent Accelerator to support your next steps in the creative sector.

### **How to Apply**

To apply for the Emerging Creative Facilitator role, please complete the linked application form, which includes three questions. If you would like support in completing your application, you can email: Talent Accelerator at [talentacc@dlwp.com](mailto:talentacc@dlwp.com)

**Please fill out the application form here:** <https://forms.office.com/e/3zeCrJYE7R>

Please submit your application by **6pm on Friday 18<sup>th</sup> April 2025** and interviews will take place during the week of **28<sup>th</sup> April**

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For any queries please contact [sofe.barker@dlwp.com](mailto:sofe.barker@dlwp.com)