

## FATT PROJECTS

### PROJECT PRODUCER: MOBILISE - JOB APPLICATION PACK

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#### ABOUT MOBILISE:

*'DANCING IS THE ONE THING THAT MAKES ME FEEL FREE, IT ALLOWS ME TO BE TRULY MYSELF AND FORGET ABOUT THE WORLD FOR A MOMENT'*

comment from a local LGBTQ+ community member during the consultation process.

MOBILISE is a series of raucous, joyful and radical queer accessible sober social dance parties leading to a co-devised public space processional performance, as part of the Birmingham 2022 Festival. Working with a large team of queer artists and participants from the local LGBTQ+ community, MOBILISE culminates in a large-scale co-devised public protest performance that will lead the Birmingham Pride Parade in September 2022. The project producer will oversee the delivery of the project, working in partnership with the Artistic Director and managing a small team of freelance creatives.

MOBILISE is about creating transformative, meaningful, accessible and sustainable opportunities for Birmingham's LGBTQ+ communities. For many LGBTQ+ people being visibly and/or publicly joyful is an act of resistance, a challenge to a world that still tells us we should not occupy space. MOBILISE will build and sustain a culture of queer joy in Birmingham.

Historically dance-floors have been essential spaces for LGBTQ+ people to discover themselves and their communities. In re-assessing this history and making new accessible dance spaces we will expand the transformative potential of dance to respond to the urgent needs of LGBTQ+ communities today.

MOBILISE has been conceived around three core values;

1. **PARTY** - a series of queer empowerment discos (raucous, joyful, accessible and sober social-dance parties) created specifically to empower people to dance, take up public space, feel confident, and celebrate themselves with particular focus on centring trans, disabled, fat, PoC, and other marginalised queer bodies.
2. **PARTICIPATE** - recruited through the party strand, an LGBTQ+ community dance ensemble will be formed from the local community. The ensemble will meet over a series of artist-led workshops and rehearsals working to co-create a dance performance which will feature in the PROTEST performance for Birmingham Pride 2022.
3. **PROTEST** - a large-scale processional performance leading the 2022 Pride Parade. The performance will transform the city's pride parade into a piece of moving art, connecting to Pride's history as a protest movement and its legacy as a platform for queer celebration.

*Please note that project funding is secure, we are awaiting the outcome of an additional funding application which will allow us to present the project on a larger scale (with additional parties, more artists, and higher final production values etc.) the overall shape and concept of the project will not change.*

#### PROJECT CONTEXT:

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In Summer of 2020 Fatt Projects began public consultation with LGBTQ+ community members in Birmingham. The outcomes of this consultation have been used to shape our plans for MOBILISE, and particularly to think about how to combat the multiple barriers identified by the community currently stopping them from participating in dance.

Comments from community members included:

*'there's nothing like the feeling of dancing with wild abandon and you can't do that if you don't feel comfortable'*

*'I am not a good dancer and am scared of dancing in public, so i don't dance except when I'm by myself, or on rare occasions at specific events (usually queer events in non queer spaces) with my friends. Being Gender non-conforming contributes to this as I dont like being a spectacle'.*

#### KEY CONSULTATION FINDINGS:

89.3% of respondents said that having a safe space to go and dance was important to them, but only 40% of respondents said they felt there were public places they felt safe and/or comfortable to go dancing in Birmingham.

41.3% of respondents said they did not feel comfortable going to venues in the gay village.

68% of respondents said they would want to go to a sober accessible LGBTQ+ space for social dancing.

86.7% of respondents said that the covid-19 pandemic had impacted their ability to socialise and/or stay connected with friends and loved ones and 73.3% of respondents said that they had felt new or increased feelings of loneliness and/or isolation since covid-19.

The combination of these statistics demonstrated an increased need for accessible social spaces for our community, where we can dance, feel free, and connect to each other. It further evidenced that in order for people to feel comfortable enough to participate in a public performance at the pride parade, a culture of social dancing and confidence building would need to be created.

A more detailed overview of the findings of our consultation can be found [here](#).

#### ABOUT FUNDERS & BIRMINGHAM 2022 FESTIVAL

This project is presented in partnership with [Birmingham Pride](#) as part of the [Birmingham 2022 Festival](#), generously supported by the Paul Hamlyn Foundation, Esmée Fairbairn Foundation and Arts Council, England.

Birmingham 2022 Festival is a six-month culture programme starting in March 2022 which will use the moment of the Birmingham 2022 Commonwealth Games to celebrate creativity in the West Midlands and the Commonwealth. With the aim of engaging 2.5m people both in person and online, the programme is designed to reflect the people of the region, exploring our heritage, diversity and youth. Audacious, playful & inclusive, the festival will work with over 500 West Midlands artists on a programme designed to entertain, engage and embrace audiences, whilst positively disrupting the cultural sector and inspiring lasting change. For more information, please visit: [www.birmingham2022.com/festival](http://www.birmingham2022.com/festival)

This is a project about joy, we recognise that the processes of making and centring joy are often deeply intertwined with grief and healing. We are committed to respond critically and sensitively to the complex

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histories of the commonwealth and the systemic and social oppression & homophobia across the Commonwealth and the colonial legacy at the root of it. As such this role will require a candidate whose work prioritises care, generosity, and critical thinking.

#### ABOUT FATT PROJECTS:

Fatt Projects is a birmingham based queer performance company. We make shows, parties, performances, events, and creative bits focused on advancing queer joy. Our work celebrate queerness, community, care, empowerment, and change-making. Our work is just as likely to take place in public spaces and contexts where queer identities and politics are underrepresented as it is in a conventional theatre spaces.

Fatt Projects is a limited company formed in 2021 to support and grow the creative work of artist, activist and professional hot mess Adam Carver (aka Fatt Butcher), they are artistic director of the company.

Our work is built around 5 core values:

- **INVITATION** - actively making space for others to create and connect with queer joy.
- **DEMONSTRATION** - to embrace the mechanics of what we do, to create magic in reality rather than fantasy, in a way that empowers others to actively participate.
- **TRANSFORMATION** - to radically alter our perception of the possibilities of a space, to affect action.
- **OCCUPATION** - to take up space, to assert our ownership of space.
- **CELEBRATION** - to instil joy, to give voice, to make loud.

These values are built on a foundation of safety.

- **SAFETY** - ensuring the conditions to do the work are as safe as possible, and that care is at the centre of all our decision making.

We describe our work as full-fat - it's unapologetic, loud, and saturated. It embraces liveness, and the mechanics of making things. We're on a mission to celebrate 'low-culture' and camp and to use them as weapons to disrupt normatively. Our work is about harnessing the radical potential of queer joy, and using that to find ways to build queer community, connectivity and spirituality.

Our work is about creating spaces for people to come together and celebrate themselves, to heal through acts of collectivity. In the work we make, we see glimpses of what radical, queerer and more caring futures could look like and the steps we can take towards realising these futures - each project informs the direction of our next steps. We like to think that we're changing the world one confetti cannon at a time.

Our work has been supported by Cambridge Junction, Birmingham Hippodrome, Without Walls, DanceXchange, Home Live Art, Appetite Stoke, Greenwich Docklands International Festival, Marlborough Productions, and Arts Council England.

#### TERMS AND CONDITIONS

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The fee for the work is guaranteed at £9990, based on 57 working days at £175 per day. Please note that this is a minimum fee, we are currently awaiting the outcome of a funding application to Arts Council, England which will expand the project scale. In the event that our application is successful (which we anticipate it will be) the fee for the work will increase to £14,875 based on 85 working days at £175 per day - please note tasks and roles will not change, additional funding will allow us to deliver the project at a larger scale.

**Period of work:** April 2022 - October 2022

**Final performance date:** Saturday 24th September, 2022.

Working days will be spread across the project on a mutually agreed schedule. We anticipate that workload will increase to 4-5 days per week between 22nd August and 24th September. We have provided a rough outline below of how the producer's working days might be broken down with and without additional funding.

<b>DATES</b>	<b>Guaranteed working days (Without additional ACE Funding)</b>	<b>Proposed working days (with additional ACE funding)</b>
Mid April* - August 2022	Approx 1.5-2 days per week for a period of 18 weeks (total 34 days)	Approx 3 days per week for a period of 18 weeks. (total of 54 days)
Aug-September - 2022	4 days per week for a period of 5 weeks + 1 x performance day (total of 21 days)	5 days per week for a period of 5 weeks (total of 25 days)
October 2022.	2 days to wrap-up.	6 days across month to evaluate & wrap-up. (total 6 days)

\*start date to be mutually agreed with successful candidates based on their schedules/notice periods etc.

#### LOCATION:

All events will take place in Birmingham, with the final performance leading the 2022 Pride Parade. There is significant opportunity to work remotely (particularly between April-July 2022) for candidates based outside Birmingham, however the producer will be required to attend some in person meetings in Birmingham, as well as some rehearsals, steering group meetings, and project events and performances.

We anticipate that the producer will need to physically be in Birmingham for a minimum of 30% of working days (to be agreed in advance), with greater regularity in the run up to the final performance in September 2022. Whilst we hope to work with a producer who has connections in Birmingham/the West Midlands already some additional budget for travel & accommodation can be provided for an excellent candidate who is based further afield.

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#### ACCESS & WORKING CULTURE

Fatt Projects is a small independent performance company. This role will be the first time we have taken on a dedicated producer, previously work has been undertaken by the Artistic Director and a team of core freelancers. As a company we're at the beginning of our journey, MOBILISE marks a significant step up for us in terms of the scale of our work, so this is an exciting time to come on board and to help shape how the company works and operates.

The project producer will work closely with the artist's director (Adam Carver) to plan, deliver, and manage the project. Whilst the project producer will be responsible for managing MOBILISE, it is important to note that this project will be running alongside our other work (Disco Tea Party, Big Gay Disco Bike, PALAVER, and Send In The Clowns) which will be managed by the artistic director. As much of our work involves creating joyful moments to dance in public spaces, there may be some elements of cross-over between projects - eg. shared resources, artists working across multiple projects, and occasional days where you may be asked to assist with one of the other projects.

More information about our other projects is available on our website:

<https://www.fattprojects.org/projects>

We want all employees to feel comfortable and able to be themselves at work. Our working culture is built on our core values of Invitation, Demonstration, Transformation, Occupation, Celebration and Safety. It is important to us to maintain a caring work environment that recognises that the work we undertake can require additional emotional labour, particularly for LGBTQ+ employees. We want our work culture to be fluid and responsive and for all team members to have agency to influence it.

We want to ensure this project is as accessible and inclusive as possible, including application process and working culture for project staff. We actively encourage and welcome access documents. Budget is available to support project staff and participants' access needs, and we will do whatever possible to ensure accessibility. We also recognise that we are a small organisation and currently do not have a fixed office space which does place some limitations on us, and therefore we recognise this position might not be suitable for everyone. We aim to be upfront and clear about what adjustments we can and cannot make.

Please contact Adam on [hello@fattprojects.org](mailto:hello@fattprojects.org) if you would like to have an informal and confidential conversation to discuss access requirements, to request information in alternative formats, or to discuss the role and our work more generally before applying.

#### ABOUT THE ROLE

Project planning and development:

Work closely with the artistic director and project artists to co-create a project manifesto, setting out aims and working strategy for the project, and to ensure this is delivered accordingly.

- Work with the artistic director and community steering group to devise safe-space policies and practical strategies for accessibility.

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- With the artistic director, organise and participate in project research & development days with project artists.
- Work with all project artists and delivery team to develop and implement participation strategy, ensuring there is a robust care-centred approach to participation.

#### Project management:

- Negotiate partnerships with venues, understanding access needs and supporting partners to engage in project.
- Where required to review or write relevant partner contracts reflecting agreements.
- Plan, schedule, and contract relevant artists to support the project activity.
- Plan and manage party and performance sites (working with production and technical manager) to ensure successful delivery of project events and performances.
- Lead on acquisition of any project-dependent permissions/licences and responsible for preparation and implementation of Risk Assessments, Method Statements and Event Safety & Management Plans as required.
- Working with artists, steering group, and delivery team plan and implement all activity to be as inclusive and accessible as possible.
- Work with production management, delivery team, and Birmingham Pride team (plus relevant partners) to communicate creative needs of the project ensuring successful planning and delivering of large scale performance as part of the pride parade.
- Work with the artistic director on arrangement of rehearsal schedules, meetings, etc., secure venues, and communicate rehearsal information with artists and participants.
- Manage the project-wide Risk Register and implementation of risk mitigation strategies

#### Staff management:

- oversee the recruitment, contracting and management of freelance project management/administrative staff, working responsively to ongoing needs of the project.

#### Financial management:

- Manage the project budget reporting regularly to the artistic director and Birmingham 2022 Festival, ensuring accounting (via quickbooks) is accurate and regularly updated.
- With the support of the artistic director ensure the project stays within budget parameters.

#### Marketing:

- Support the artistic director with planning and implementing marketing strategy.
- Plan and contract documentation for the project, ensuring we have high quality images and footage.
- Liaise with relevant PR staff (and PR consultant) to support the profile of the project with the general public.
- Work with local community partners and groups to ensure project call-outs and information reach local LGBTQ+ community members etc.

#### Evaluation & Reporting:

- Work with Birmingham 2022 Festival staff and evaluation consultant/lead to ensure that project monitoring and evaluation is completed (evaluation metrics have already been developed by CWG2022 & an independent evaluator has been recruited by the festival to evaluate and share project learning).

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- Oversee the recruitment, contracting, and management of freelance staff to support evaluation collection etc. (budget is allocated to recruit staff to carry out evaluation work).
- In the event of a successful outcome of our application to Arts Council for additional project funding, the producer will be responsible for completing project reports to ACE (additional budget to cover this time has been included in the application).

#### General:

- Be a part of the evaluation process for the project.
- Undertake any other tasks as may reasonably be required in relation to the project.

## ABOUT YOU

### ESSENTIAL

- Experience managing complex projects (this does not have to be in an arts context) with excellent organisational skills and the ability to prioritise and manage workload.
- Experience of managing events and/or artistic projects that take place in unconventional settings (eg, outdoor arts, public space events, site specific/responsive etc.)
- Experience managing staff and/or volunteers (this might be in an informal context or freelance teams)
- Experience managing relationships with a range of partners including community, arts organisations, funders, and local business.
- Experience and confidence in managing budgets in excess of £100,000.
- The ability to communicate effectively and appropriately, building a good working relationship with a range of personalities.
- Experience in planning project marketing activities.
- Understanding of the experiences, cultures, and needs of LGBTQ+ communities.
- Understanding of basic technical requirements for events.
- Ability to problem solve under pressure and remain solution-focused.
- Care deeply about audiences and making queer culture accessible to as many people as possible.
- Experience of working with artists and/or communities from marginalised backgrounds, with a good understanding of the need for care and ethical working.
- A commitment to inclusivity, anti-racism, trans rights, and a care-centred approach to working.
- Ability to hit the ground running and work to tight deadlines.
- Ability to work independently and to be proactive.

### DESIRABLE

- Knowledge of Birmingham and an understanding of the city's communities.
- Good relationships with LGBTQ+ communities in Birmingham.
- Experience of working in small-scale organisations and supporting those organisations to grow.
- Experience managing advertising/marketing budgets and negotiating with relevant partners.
- First aid at work qualification.
- Full driving licence.
- Experience of working with steering groups and/or communities to co-design projects and programmes.

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- Experience of navigating complex political territory with diplomacy and care.

#### HOW TO APPLY

Please submit the following to [hello@fattprojects.org](mailto:hello@fattprojects.org) by 10:00 on Mon 4th April 2022:

- An up to date CV, or a link your professional website, portfolio, or other detailed account of your working history (eg. LinkedIn profile).
- A covering letter of no longer than 2 sides of A4 or a video/voice note of no longer than five minutes which includes your name, address, and contact details that addresses the following:
  - why you are interested in this role.
  - what experience you have that you can bring to this project.
  - how you meet the criteria outlined in the 'about you' section.
  - and anything else you want us to know about you.
- A completed equal opportunities monitoring form.

Following receipt of applications we will shortlist and invite successful candidates to an interview on either Monday 11th or Tuesday 12th April at the Birmingham 2022 Festival offices (6 Brindley Place, Birmingham, B1 2JB). Due to the close working relationship needed for the role it is our preference to interview candidates in person wherever possible (we are able to cover travel costs where required), however we are happy to conduct interviews via zoom if this better suits your needs.

We will let you know when we invite you to interview who will be on the panel and we will send out copies of the interview questions in advance.