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improving deaf and disabled people's **access to live music**

[www.attitudeiseverything.org.uk](http://www.attitudeiseverything.org.uk)

## Artist Development Manager

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- Title:** Artist Development Manager
- Reports to:** Head of Research & Campaigns
- Purpose:** To manage our new Artist Development Programme. Our research shows that Deaf and disabled artists face multiple barriers to performing in the mainstream through lack of profile, inaccessible backstage areas and minimal opportunities to network with promoters. In response to gaps we can see in provision, we now intend to launch a programme that will allow us to deliver:
1. Research into the barriers facing Deaf and disabled artists when seeking to hone their stage craft and perform live.
  2. Support, showcasing and networking opportunities for professional Deaf and disabled musicians who wish to work more frequently in a greater range of places.
  3. Guidance to venues and promoters that wish to diversify their programming, including improved resources to support accessibility backstage and the creation of accessible touring networks.
  4. Support and professional development for Deaf and disabled music promoters.

### Terms

- Salary:** £33,000 pro rata including London weighting + good benefits package
- Contract:** Permanent
- Hours:** This post is part-time: 21 hours per week. Flexible working arrangements will be considered due to the nature of the work which may require some evening and weekend work. Time off in Lieu is available.
- Pension:** 10% employer contribution
- Holiday:** 26 days per year pro rata
- Based:** London office, NW1

## Responsibilities and Duties

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### Managing the Artist Development Programme:

1. PROVIDE SUPPORT, SHOWCASING AND NETWORKING FOR PROFESSIONAL MUSICIANS
  - Build and maintain relationships with emerging and mid-career disabled musicians who will engage with the programme.
  - Conduct a national survey to identify the barriers that artists face in accessing performance spaces, then analyse and share this feedback with our stakeholders during Year 1.
  - From the outcomes of the national survey, develop activities that will address the barriers that we uncover.
  - Identify, then build and manage relationships with all potential partners on this programme – including umbrella organisations such as the PRS, FAC, MMF and MU, promoters, agents, organisations that support music-making, music education hubs, accessible recording facilities, labels, touring venues and arts centres.
  - Working with the AiE Comms Team, develop external relationships to encourage the showcasing and inclusion of work by Deaf and disabled musicians.
  - With support from the AiE Communications Team, produce a quarterly newsletter for artists and promoters that will encourage the free-flow of information about accessible opportunities and innovation within the music sector.
  - Provide advice and support on touring including support for developing GFTA bids and facilitating contact with AiE's promoter networks.
  
2. PROVIDE GUIDANCE AND SUPPORT FOR VENUES AND PROMOTERS
  - With support from the AiE Project Team, develop a sign-up campaign through which we can recognise and reward promoters who take steps to make their events inclusive and programme Deaf and disabled artists. You will then be responsible for managing and maintaining this.
  - Sign up promoters to the Charter and support them in their activity
  - With support from the AiE Project Team, lead on providing support for a series of flagship accessible open mic nights in each Arts Council region.
  - In consultation with the AiE Project Team, lead on creating a network of similar, like-minded venues and promoters to form touring networks for disabled artists.
  - In consultation with the AiE Project and Communications Teams, lead on creating improved resources for greater levels of accessibility on and behind the stage. This includes a template by which accessibility information can be included in a venue's tech spec.
  - Create good practice case studies to be shared via our communication channels and industry publications

### 3. PROVIDE SUPPORT AND PROFESSIONAL DEVELOPMENT FOR DEAF AND DISABLED PROMOTERS

- With support from the AiE Project Team, lead on the activity that supports Deaf and disabled people to start their own accessible open mic nights and / or showcase opportunities for Deaf and disabled musicians
- Work with existing support networks for promoters to ensure their activities are as inclusive as possible.
- In partnership with the AiE Comms Team, encourage existing and new Deaf and disabled promoters to write blog posts about their experiences.
- Develop resources and toolkits to support skills development as required.
- Develop, manage and deliver a mentoring programme for emerging disabled promoters in collaboration with external partners.

#### **In general:**

- Produce evaluation reports for key funders and programme partners
- Together with the AiE Fundraising Team, write fundraising applications and sponsorship proposals for activity which currently has no funding
- Together with the AiE Communications Team, communicating the project to our audiences, including drafting press releases and utilising social media to share updates

#### **Organisational Development:**

- Contribute to the strategic direction of the organisation
- Support research and campaigning work by gathering and analysing data
- Evaluate the impact of our work using monitoring data, anecdotal evidence and case studies for internal use, funders and the music industry
- Represent Attitude is Everything at conferences and other events, including networking and making presentations
- Other tasks as directed by the Chief Executive Officer and the Director of Operations

## Person Specification

Essential Criteria	Assessment method
A minimum of 2 years' experience of project management	Application
Strong track record of developing talent for the music industry and identifying opportunities by which artists can thrive	Application & Interview
Strong understanding of grassroots touring networks and circuits, including the UK's DIY music scene.	Application & Interview
Proven experience of putting on live music events.	Application & Interview
Strong understanding of the barriers that Deaf and disabled musicians might face	Application & Interview
Proven experience of developing strategic relationships with new and existing contacts associated with the music industry, training and education	Application & Interview
Proven analytical skills and experience of undertaking research projects	Application & Interview
Excellent communication skills, in particular the ability to translate data and other resource guidance into concise and engaging content	Application & Interview
Excellent project and workload management skills with the ability to effectively prioritise and meet deadlines	Application & Interview
High level of integrity and professionalism with the ability to demonstrate diplomacy, trust and confidentiality	Application & Interview
A proactive approach to all areas of work with a 'can do' attitude and a flexible approach to work demands	Application & Interview
Strong monitoring and evaluation skills and the ability to create reports from the results	Application & Interview
Ability to work independently and with great initiative, but being just as comfortable working within a team	Application & Interview
Proven computer literacy with the ability to adopt new digital platforms	Application & Interview
Desirable Criteria	
A commitment to Attitude is Everything's values and have a passion for live music	Interview
Working knowledge of current legislation including the Equality Act and the Social Model of Disability	Application & Interview