

Creative Youth Network
20 Old School House
The Kingswood Estate
Britannia Road
Bristol BS15 8DB

Tel: 0117 947 7948
info@creativeyouthnetwork.org.uk
www.creativeyouthnetwork.org.uk



JOB PACK – HEAD OF CREATIVE



Introduction

Thank you for your interest in the role of Head of Creative at Creative Youth Network.

We're definitely biased, but do think this is genuinely one of the most exciting roles out there in the charity, creative, cultural and youth spheres.

Through this pack we aim to provide a bit of detail about Creative Youth Network and the role of Head of Creative, to assist in your decision whether or not to apply. If you have further questions that you would like to discuss in advance of interview, please drop one of us a line (contact details at the end of this document) and we'll be happy to set up an informal discussion.

About Creative Youth Network

Creative Youth Network is an award-winning charity with a mission to enable young people to reach their potential, no matter what their background or circumstances.

Operating across Bristol and South Gloucestershire, we offer a range of services ranging from our 10 local youth clubs, to targeted support for young people with specific needs, work within schools (in particular for young people at risk of disengaging from education), and an exciting range of creative courses, programmes and activities, including early career support for young people embarking on careers in the creative sector.

Creativity is integral to everything that we do. In bringing together high-quality artistic delivery with professional youth work, CYN prides itself in co-producing and providing the most inspirational and cultural experiences for young people, by young people. We use creativity as a vehicle for change, as



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CREATIVE
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a platform for young people's stories and voices to be heard, alongside being a way to engage, motivate and inspire young people who other organisations find hard to reach. We believe that every young person deserves the right to have access to creative opportunities and to express themselves through the arts. With programmes and venues that support young people to progress and achieve more than they ever thought possible in the creative sector, starting as attendees to our youth clubs where Creative Youth Workers engage them in accessible creative activities, through to launching their professional careers in The Courts as artists and creative practitioners. Through creativity CYN provides a step at each point on the young people's journey through adolescence.

In 2023, CYN commissioned one of its alumni young artists to create our Power of Youth Work video (<https://youtu.be/K5C-Q4wACTI?si=u6UUHurax3mQAO8S>), which captures the vital importance of our youth work, and we were honoured this year to be accredited by the National Youth Agency (NYA) with their Quality Mark at "Outstanding" level (we were the first organisation in England to secure this recognition). You can read more about our work on our website, including in our Impact Report: [Our Impact in 2022 | Home | Creative Youth Network](#)



We believe in the power of partnership working and are delighted to work in a range of partnerships, formal and informal, that add real value to our services for young people.

Read watch and listen more here!

- [Stream Creative Youth Network music | Listen to songs, albums, playlists for free on SoundCloud](#)
- [Download.ashx \(creativyouthnetwork.org.uk\)](#)
- [CYN Bristol - YouTube](#)
- How Creativity Changed my life - [How creativity changed my life #CreativeYOU \(youtube.com\)](#)





Our Strategy and Plans

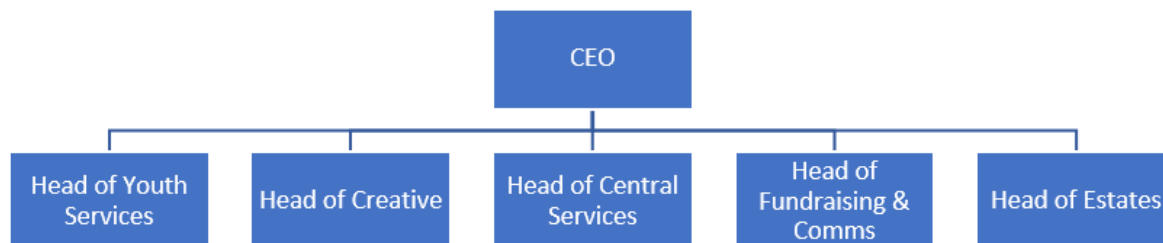
Over the past year we have worked with young people, staff, partners and stakeholders to develop a new organisational strategy, which you can read on our website here: [Our Strategy 2023-28 | Creative Youth Network](#). It sets out four key priorities:

- 1) Investing in our people
- 2) Investing in our places & spaces
- 3) Securing new funding for young people
- 4) Championing youth voice and social action.

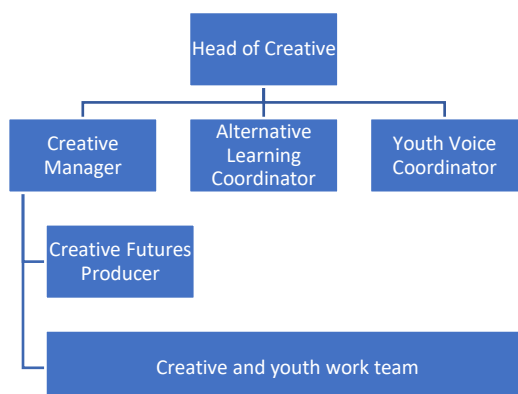
Everyone at Creative Youth Network has a role to play in delivering on the new strategy. The Head of Creative is a particularly key post, being the member of our Senior Management Team responsible for overseeing our creative delivery as well as our alternative learning programmes working in and alongside schools plus our youth participation activities, which aim to put young people genuinely at the forefront of organisational efforts and decision making.

Organisational and team structure

This role sits within our Senior Management Team, the structure of which is as follows –



The Head of Creative leads the Creative team, which is structured as follows –



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We have a wonderful team, deliver vital work with a real sense of purpose, and have a lot of fun along the way. It's hard work at times, and we have big challenges ahead trying to keep vital services running for young people in the face of shrinking public sector investment – and the successful applicant will need to be able to work strategically and in support of our fundraising efforts, as well as operationally overseeing delivery of outstanding quality youth work and creative programmes.

Safer recruitment

Safeguarding is our number 1 priority, and we make no apology for following robust safer recruitment procedures. For this reason we are unable to accept CVs – please apply via the application form on our website.

Equity, diversity and inclusion

Creative Youth Network is committed to inclusivity, equality and equity. We pride ourselves on giving opportunities to people of all walks of life and all class backgrounds. This includes people who identify as D/deaf, disabled or neurodivergent, LGBTQIA+, are early in their careers or come from groups who experience racial inequality.

We particularly encourage applications from candidates who are currently underrepresented in our workforce, including people from Global Majority backgrounds (often referred to as BAME – Black, Asian or Minority Ethnic).

As an employer we are committed to promoting and protecting the physical and mental health and wellbeing of all our staff.

If forms don't work for you, get in touch with the team to talk about alternatives.

Want to know more?

The job description gives more detail on what the role will entail and the skills/experience/competencies that we are looking for – please do take a look and, if this sounds like you, we'd be delighted to receive your application.

If you have further questions that you would like to discuss in advance of application/interview, please drop us a line and we'll be happy to set up an informal discussion.

Mark Coates

Chief Executive

mark.coates@creativeyouthnetwork.org.uk

Emily Bull

(outgoing) Head of Creative

emily.bull@creativeyouthnetwork.org.uk

