

# RECRUITMENT PACK



**factory  
international**

# FACTORY INTERNATIONAL

Factory International is the organisation behind Manchester International Festival (MIF) and the landmark new cultural space, Aviva Studios – helping to put Manchester on the map as a world-leading destination for art. Producing an ambitious year-round programme of original work and one-of-a-kind events, Factory International builds on the magic of MIF – hosting the Festival every other year at its new home and venues across Greater Manchester.

Rooted in the city, Factory International creates space for the world's most exciting artists to invent tomorrow together, while supporting next generation of local talent into the creative industries. It will be a place to come together, to create, invent and play!

## Want to join us?

At Factory International we'll be:

- Finding new ways to think about, bring to life and distribute our work
- Offering opportunities for employment, training and learning across the region
- Establishing an open, far-reaching and sustainable space for exploration – loved locally and celebrated worldwide

So it's official: we are shooting for the stars. **Can you help?** Whether you are a technical whizz that leaves no margin for error or someone that really gets customer service, an early starter learning the ropes or a wise head ready to take the lead, we want to hear from you.

At Factory International we have a simple but ambitious vision: To Invent Tomorrow Together.

Our Mission - Through art, music and culture, in digital and physical space, our mission is to create the meeting points between imagined futures and real lives.

We believe in being open, inventive, equitable, determined and international. These are the values we embody through the work we do and how we do it – representing Greater Manchester and making Factory International a great place to work too.



# EQUALITY AND INCLUSION

Factory International is grounded in our city and engages with the world. We aim to reflect the great diversity of Manchester, and our planet, in all aspects of our work – artists, audiences, staff, participants, board members, and partner companies. We invite and welcome input on how we can do this effectively from the many individuals and communities with whom we aim to work in ever more exciting ways.

**John McGrath**  
Artistic Director and Chief Executive,  
Factory International



As of March 2024, we have 135 permanent staff – of which 27% are from Black, Asian and ethnic diaspora backgrounds, 15% declared themselves as having a disability and 24% identified as LGBTQI+. We are continually reviewing recruitment processes and our internal support for all employees as part of our ongoing commitment to diversifying the workforce in the creative industries. Factory International has a detailed Equalities Action Plan, which includes an Equalities Working Group, reporting to Executive and Board, and sub-groups with specific communities, including Race Representation Group, Pride (LGBTQI+) Group, Disability Representation Group, Gender Equality Group and Socio-Economic Mobility Group.



# Young People Programme Manager

Reports to	Head of Learning
Salary	£30-33,000 per annum (dependent on experience)
Contract	12-month Fixed Term Contract
Location	Manchester
Hours	40 hours per week
Closing Date	31 May 2024

## CONTEXT

At Factory International we want to bring together a talented team of people, we're looking for motivated and passionate people from all backgrounds and skillsets to join our diverse and supportive talent. Reaching out into every corner of Manchester and harnessing the talent and energy that is found across the city and beyond.

You don't need to have worked in the arts before, we're looking for people who are good communicators, enthusiastic, and want to be part of something new.

At Factory International various pastoral support routes are in place including additional support for those with caring responsibilities and access to external professional support services with a focus on wellbeing. Flexible working, including part time and job-share options will be considered for all suitable roles.

## JOB SUMMARY

The Young People Programme Manager will work with the Creative Learning team at Factory International to develop, deliver and manage programmes of work with young people between the ages of 14 and 30. This role will be responsible for the delivery of key strategic partnerships with commercial brands, as well as developing new streams of work with a focus on sharing power through curatorial programme decision making, programming and youth governance.

Creative Learning develop and deliver learning programs with young people and children from Cradle to Creative (the age of 0 through to 30) with a focus on underrepresented children, young people and artists. All of our programmes have a social and emotional learning outcome and focus on improving mental health, wellbeing and resilience. Learning programmes are linked to Factory International artistic commissions with wider curatorial themes drawn out to align with social and emotional frameworks.

In the last 12 months, the team has worked with over 25,000 children and young people across Greater Manchester and the North.

*Other organisations may call this role: Young People Producer, Youth Program Manager.*



# RESPONSIBILITIES

- Develop and deliver innovative, ambitious and transformational programmes for young people with a focus on wellbeing, mental health, and social/emotional learning
- Work with young people to develop their ideas into world class artistic productions
- Manage key strategic relationships, advocate and widen networks for our work across sectors including commercial, creative, educational, cultural and charitable
- Locate, recruit and manage some of the most exciting artists working locally, nationally and internationally to deliver on programmes, with a focus on artists that are underrepresented
- Manage resources for the delivery of programmes including financial and human
- Develop and manage sustained relationships with schools, colleges, universities, youth zones and informal education providers across Greater Manchester/North of England
- Keep abreast of the local, national and international artistic commissions, policy and landscape for young audiences and represent FI on appropriate forums, meetings and events
- Manage monitoring and evaluation processes from the beginning to the end of the cycle of a project embedding learning from the outset to completion
- Contribute to Factory International’s strategies for creative learning more broadly, specifically the engagement of young people in areas of low cultural engagement

## General

- Actively engaging with the organisation’s vision and policies regarding equality, representation and inclusion, artistic ambition, participation and engagement, health and safety, evaluation and monitoring
- Training and talent development is central to the way that Factory International work. All job roles are expected to contribute to our training and development activity, contributing time to supporting our training programmes on site and occasionally off site
- Any other duties that are commensurate with the post

## FUTURE FLEXIBILITY

Factory International is currently undergoing a significant period of organisational change as we grow and develop to operate the venue. Any new appointees will be required to show a flexible approach to this process – which may involve revisions around job description, titles, roles and departmental structures



# PERSON SPECIFICATION

## ESSENTIAL

- Drive and imagination to create impactful, curatorial driven, youth led and person centred programmes that match the ambition of Factory International
- Growth mindset, humility and willingness to get things wrong
- Experience facilitating with young people, including consensus building and/or co-creation
- Experience in programming, creative direction or curating
- Experience in developing and delivering a range of creative projects, including experience developing programmes/projects from an idea into a reality
- Experience of successfully managing resources including logistical, human and financial
- Knowledge and experience of mental health and wellbeing work with young people
- Broad knowledge and network in the creative, commercial and youth landscape
- Ability to communicate and build trust with a diverse range of stakeholders and demonstrate excellent communication skills
- Ability to work under minimal supervision, organise multiple programmes of work effectively and efficiently with high levels of accuracy and attention to detail
- Commitment to championing representation and inclusion at every level of the organisation with a knowledge of cultural competency including a broad understanding of the challenges people and communities across Manchester face
- Willing to get take relevant statutory checks eg DBS (Factory International can support with processing and payment)

## DESIRABLE

- Knowledge of and enthusiasm for a wide range of arts and cultural products
- Knowledge and experience funding landscape for youth projects
- Knowledge and experience working with a social and emotional learning framework
- Facilitation experience in non-traditional education settings – Youth Zones, PRUs
- Leadership experience within an organization and/or as a freelancer, this could be board, trustee or any type of leadership



# TERMS AND CONDITIONS

## FLEXIBILITY

Factory International has a wide range of projects happening at differing times, with many of our roles requiring some capacity to work outside of usual office hours. This is taken into consideration when designing job descriptions and setting salaries.

We aim to support all staff to work flexibly and according to their capacity and work closely with staff members to ensure a manageable workload.

**Probation:** There will be a three-month probationary period for this position, during which your notice period will be one week. The notice period will increase to one month once the probationary period is complete

## STAFF BENEFITS

- Annual leave entitlement is 25 days a year plus public holidays (pro rata dependent on hours of work)
- Pension: Auto enrollment begins three months after start date and payments are matched for the first 5% of employee's contribution
- Factory International offers a travel loan scheme and cycle to work scheme via salary sacrifice
- All employees have access to an Employee Assistance programme operated by [Health Assured](#)
- Mediacash Health Plan: auto enrolment begins after three months service for all eligible employees.
- We are committed to supporting employees with their personal development, regularly offering organisation-wide training such as Carbon Literacy, BSL or Mental Health First Aid, along with department specific and individual training opportunities
- Factory International have a Staff Development Fund - £200pa accessible to eligible employees who have passed their probation - for tickets, events, training, or development opportunities



## GUIDANCE FOR APPLICANTS

Factory International is committed to equality for everyone and we encourage you to apply no matter what your age, caring responsibilities, disability, gender, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation.

**Factory International is an inclusive employer. We value difference and recruit by merit based on fair and open competition. We welcome candidates from all backgrounds and from all sectors.**

We are particularly committed to supporting applications from individuals with backgrounds or social groups that are currently underrepresented in the creative industries – including those within South Asian communities (particularly Bangladeshi, Indian and Pakistani), African and Caribbean communities and Deaf and disabled people, as well as individuals from lower socio-economic backgrounds. We will support any access requirements you may have during the recruitment process and ensure that reasonable adjustments are in place as required by the Single Equality Act 2010.

As part of Factory International's commitment to being a Disability Confident employer, all disabled applicants who meet the essential criteria for a job vacancy will be interviewed, please refer below on clarification when this may not be possible. To be considered under the Guaranteed Interview Scheme, applicants will need to declare that they have a disability.

It is important to note that there may be occasions where it is not practicable or appropriate to interview all disabled people who meet the minimum criteria for the job. In certain recruitment situations such as high-volume, seasonal and high-peak times, the employer may wish to limit the overall numbers of interviews offered to both disabled people and non-disabled people.

If you require any access support if selected for interview or require further information (including requests for printed forms or access support), please inform the Factory International via [recruitment@factoryinternational.org](mailto:recruitment@factoryinternational.org)

Factory International are committed to safeguarding and protecting the people that use our facilities, engage in our activities and events, creating a setting where everyone feels welcome and safe. Where roles are subject to a safer recruitment process this will include scrutiny of employment or training history (where relevant), robust referencing and may include a check on criminal record history if the role involves contact with children, young people or adults at risk. This is in line with our DBS & Ex-Offenders Policy and the Rehabilitation of Offenders Act 1974.

During recruitment, the selection panel will be shortlisting based on what qualities, skills and experience you may bring to the role. The attached job description is an overview of the type of work the successful candidate will undertake and is not an exhaustive list.

