

# Curator

Recruitment Pack

# Welcome from DASH CEO/Artistic Director

Hi there,

A warm welcome to DASH. Thank you for expressing an interest in this position and I hope our recruitment pack inspires you to apply.

**DASH** has over 20 years of important work with representation and collaboration at our heart. We've built inspirational and long-lasting partnerships with some of the UK's leading galleries and museums, Disabled, d/Deaf and Neurodivergent artists and arts audiences. It is on these shoulders we stand as we begin our next chapter.

Appointed as CEO and Artistic Director in 2023, I'm one of the few Autistic/ADHD leaders in the arts and I'm thrilled to be leading DASH in this next period of development and expansion.

Our approach is artist run and action research led. We work on disabled time frames, which means our productivity and thinking is held with a generous authority within ableist systems and society. Our neuroaffirming approach to our work, allows for constant reflection and holding firm a psychological safe space for all.

We have some exciting work for the coming years through our 'Future Curators Programme', intersectional critical thinking programme, artist commissions & systems change work.



We are committed to being truly Disabled led & representative of our artists and people we work with. This role is only open to disabled, neurodivergent and d/Deaf applicants, who are creative, curious, engaged and proactive.

Please read the recruitment pack, and if you have any questions, email us at [info@dasharts.org](mailto:info@dasharts.org) or DM on our Instagram [@dashdisabilityarts](https://www.instagram.com/dashdisabilityarts). In March, we will hold an online Q&A information session for people to ask questions.

The work of DASH is complex, purposeful, joyful and creative and I do hope you will consider joining us for our next chapter.

With warmth,

**Heather Peak**  
Artist/CEO/Artistic Director



# Curator



DASH is seeking a Curator to curate DASH's programme of work that continues to bring about change in the visual arts sector.

We are looking for a creative professional who is enthusiastic, curious, resourceful and hardworking. You should hold skills and qualities in curating, managing and delivering cultural events (online and in person) and managing key partner relationships.

DASH is a Disabled-led, visual arts charity with a vision for a world where Disability Art is equally valued. For the past 20 years, its mission has been to affect sector change, removing barriers to access and establishing Disability Arts practice as mainstream.

DASH is now in a period of growth and expansion, building on its reputation and trust. Our new CEO/Artistic Director, Heather Peak is a renowned award-winning artist with an ambitious practice that transcends traditional divisions between visual art, architecture, theatre and activism.

The new Curator will join Heather & the DASH team to build an inclusive, creative disabled led and artist run organisation together.



# The Role

## Job Title: Curator

Responsible to:	CEO/Artistic Director
Salary:	<b>£16,800* /£19,200</b> per annum (FTE £28,000*/£32,000) Fixed term until March 2026
Contract & hours:	Part time, 21 hours / 3 days per week,
Conditions:	Flexible, hybrid, fortnightly team working in-person
Holidays:	25 days, plus public holidays (pro-rata)
Start date:	<b>June/July 2024</b>
Mentor Package:	*Individuals with less experience for this role will start at £16,800 with a £4,000 support & mentoring package

## Job Purpose

The Curator is responsible for our:

- 'How to Thrive (Survive)' mentoring and training programme with arts organisations, artists, arts workers and audiences.
- System change work, 'It's not you, it's the system' that includes: intersectional talks, salons and events.
- DASH touring library
- 'Future Curators Programme', in partnership with Wysing Arts Centre, MIMA, John Hansard Gallery, Disability Arts Online, Arts Catalyst, Midlands Art Centre and Newlyn Art Gallery & The Exchange, a residency programme for Disabled curators within visual arts institutions.



# Responsibilities

- **Curate** our 'How to Thrive (Survive) in the Coming Bad Years' programme including running some of our CPD (continuing professional development) for young, emerging and established artists in person, online and in hybrid settings.
- **Conceive, develop and curate** our 'Systems Change Work, it's not you, it's the system' programme, which includes convening events, commissioning artists and activities in person and online.
- **Curate** the DASH library, with our Artistic Director, by allowing your curiosity and imagination to create and organise materials/ media/objects/films etc, crafting a collection to explore the intellectual life of Disabled, d/ Deaf and Neurodivergent people.
- **Curate** the Future Curators Programme with the Artistic Director, our partners, our future curators and their teams in person and online, working collaboratively.
- **Ensure** artist training and development are informed by current practice and creative professional development needs and are relevant for contemporary visual artists in the UK. Allowing themes and issues that emerge to inform future programmes.
- **Keep** well-informed in the visual arts sector by researching and commissioning disabled artists, writers and thinkers to produce the 'Intersection' programme. A public programme of salons, talks and workshops to engage a wide range of audiences, both in person, online and in blended spaces.



# Tasks

- Build strong relationships with artists, curators, writers, thinkers, visual arts professionals/ organisations, and other relevant external partners nationally and internationally
- Adopt and recognise that DASH is striving towards Net Zero - to achieve this aim we recognise the shared responsibility of all staff to minimise our environmental impact and uphold sustainable working practices
- Set budgets and manage finances effectively, monitoring income and expenditure
- Identify and fundraise for projects, assist with fundraising and securing core funds
- Support the marketing, engagement and communication activities for DASH
- Plan, facilitate, and document meetings and sessions
- Write plans, reports, presentations and evaluation to meet funders' requirements
- Establish and maintain effective administrative, monitoring and evaluation processes
- Cultivate a positive and supportive working environment



# Person Specification



We are looking for someone who:

- Demonstrates passion & curiosity for Disability arts
- Is caring and thoughtful in their working approach
- Is open-minded, respectful and inclusive of ideas
- Demonstrates commitment to equal opportunities
- Is passionate about the intersection of art and everyday life
- Is an excellent team player with the ability to work independently and on their own initiative
- Is co-operative and adaptive in different environments with different people
- Is a proactive networker and mapper with excellent interpersonal skills
- Can work flexibly, prioritise tasks and meet deadlines
- Is competent using IT, including Microsoft Office suite



# Skills and Experience

We are looking for skills and experience, and/or willingness to learn and train in the following areas:

- Experience in a similar role in a small organisation or equivalent
- Experience of budgeting
- Experience of delivering online & in person events
- Capable in relationship building and partnership development
- Knowledge of the challenges and barrier facing disabled, d/Deaf and neurodivergent arts workers, artists and audiences
- Strong networks across the visual arts and creative industries
- Experience of fundraising
- Strong facilitation, administrative and organisational skills
- Excellent written and/or verbal interpersonal and communication skills
- Knowledge and understanding of the challenges facing the visual arts sector





# Application Process

**Application Deadline: Wednesday 10 April**

To apply, send a **CV** (any format), maximum 3 pages and the names of **2 referees** (to be contacted after appointment)



We would also like you to respond to these questions:

- 1. How you meet the person specification?**
- 2. Which Disabled artists interest you & why?**
- 3. What relevant reading, watching or listening are you doing at the moment?**

Please answer, in **one** of the following ways:

- **A written proposal (max. 1000 words)**
- **A film (max. 7 mins)**
- **An audio recording (max. 7 mins)**
- **A visual collage or drawing\***

\*Please provide a digital photo of your collage/drawing or a WeTransfer link to your audio recording or film, since we are unable to accept physical submissions in the post.

Please complete our **Equal Opportunities Monitoring** form. This form will be viewed alongside your application and made available to the selection panel.

Please email your **CV, references and responses** to the questions to [info@dasharts.org](mailto:info@dasharts.org) using 'Curator Application' as the subject.



# Q&A Session

A live, off camera, **Q&A Information session** with CEO/ Artist Director, Heather Peak will take place online (via Zoom) in March.

This will be a relaxed opportunity to learn about DASH's programme, it's future plans and ask more questions about the role. The session will include a British Sign Language interpreter and the date will be announced soon.

To book onto this session, please email us on [info@dasharts.org](mailto:info@dasharts.org) to reserve your place, or sign up to our **newsletter** to receive more information.

A dedicated **Q&A** section will be available on our website for inquiries about the Curator role. We will update the content in response to incoming questions.

If you have any questions about this position, please email: [info@dasharts.org](mailto:info@dasharts.org) using 'Questions about Curator role' in the subject header.

**Thank you and good luck!**



# Interview Process

**Stage 1 Interviews: Wednesday 1 May**, online (20 mins)

**Stage 2 Interviews: Thursday 9 May**, in person (45 mins)  
at Ikon Gallery, Birmingham

- If selected for the first-round interviews, you'll be notified on Tuesday 23 April.
- The process includes two stages of panel discussions.
- The panel will have 3-4 people from DASH.
- Questions provided, 1 week in advance for each stage
- For stage 2, you will be asked to give a presentation.
- Additional information will be sent to candidates before stage 2 interviews to ensure they are comfortable and familiar with the travel and location.
- Contact us, if there are issues with the interview dates.
- Please tells us about any additional accessibility requirements.
- Feedback will be given to all applicants on request.
- Decisions will be made on Tuesday 14 May.
- Start date for successful candidate: **June/July.**

# Important Stuff

DASH is a Disabled led visual arts organisation and our values are based upon equality of opportunity and the Social Model of Disability. To maintain our commitment to be truly Disabled led, this role is open only to disabled, neurodivergent and d/Deaf applicants, as their lived experience and understanding will enable us to better achieve our aims of creating opportunities for Disabled artists to develop their creative practice.

For this opportunity, we are also encouraging and prioritising applications from people who face the highest barriers to accessing careers in the arts. This includes a focus on those whose access requirements are less likely to be met in other spaces and those who experience intersecting racist and classist barriers.

DASH is an equal opportunities employer. We welcome applications from all suitably qualified persons regardless of age, sex, sexual orientation, religion, nationality or ethnic origin, disability, marital status or pregnancy.

DASH is committed to the safeguarding and welfare of adults, children and young people with care needs and expects its staff and volunteers to share this commitment.

All positions at DASH require a DBS check, either enhanced or basic, depending on the specific role.

If you have any inquiries regarding the DBS process, please feel free to ask.

As a **Disability Confident Committed Employer** we are committed to:

- ensuring our recruitment process is inclusive & accessible
- communicating and promoting vacancies
- offering an interview to disabled people who meet the minimum criteria for the job
- anticipating and providing reasonable adjustments as required
- supporting any existing employee who acquires a disability or long term health condition, enabling them to stay in work
- at least one activity that will make a difference for disabled people

## GDPR personal data notice:

During our recruitment process, DASH collects and processes personal data relating to job applicants. We are committed to being transparent about how we collect and use data to meet our data protection obligations. Please be aware that we will share the personal data received in your application with the shortlisting and interview panel. Access will be restricted to those involved in the recruitment process.



# Image Credits



Page 1: 'DASH Trustees and Staff' May 2023



Page 6: 'Trust Exercise'  
Image credit: Thomas Oscar Miles  
Photography



Page 2: 'Are You Comfortable Yet?' by Anahita Harding  
Image credit: Ayesha Chouglay



Page 8: 'Semantically Satiating Dada' by Luke 'Luca' Cockayne



Page 3: 'Fishwives Revenge' by Alex Billingham  
WAIWAV 2022 at Tate St Ives



Page 12: 'Let them eat cake'  
by Caroline Cardus

# DASH



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