

# About the job

## What I'm looking for in a producer

Below, I've outlined a job description and some hopes/expectations I have for the person who might join me. However, this is my first time being ACE funded as an individual, and being able to hire a producer in this way. **I am open-minded about what you will bring to the table as part of this process.**

During this R&D we will be actively thinking and talking about how we can work together, in the present and potential future. It's an opportunity to ensure we understand each other's strengths, working patterns, communication styles, and boundaries, at a stage in the project before the stakes are raised by venue contracts and paying audiences.

My number one priority is to find someone who's genuinely **excited by the ideas behind *Hasbian* and *Queer Diary***. Someone who deeply cares about LGBTQ+ communities, and will be committed to keeping community, accessibility, and connection at the heart of this work going forward. Above all else, these values are vital to us working cohesively together.

**Experience is also very important in this role.** I don't mind where you've gained your experience - whether it's fringe theatre, grass-roots organising, commercial producing, or university (I don't have a degree and work well with others from non-academic backgrounds, but some of my best friends are doing PhDs!). What's vital is that this role is filled by someone who has a higher level of producing experience, skill, and knowledge than my own.

It's essential that the team working on *Hasbian* and *Queer Diary* will embody a broad range of the experiences, identities and perspectives that make up LGBTQ+ communities. **This project explicitly aims to centre the queer people who are often less visible on theatre stages and in 'mainstream' LGBTQ+ spaces, and less privileged in society.** Therefore, I'm particularly keen to work with anyone who considers themselves part of an under-represented group in terms of: gender, sexuality, race, ethnicity, nationality, religion, disability, neurodiversity, class or socio-economic status (or anything else - this list is not exhaustive).

# Job Description

## Key tasks and responsibilities involved

- Working with me to **complete and then coordinate the team** of freelance creatives and access-specialists needed to work on this project.
- **Managing the existing timeline and budget:** Ensuring they're adhered to, and making adjustments according to ongoing needs of the R&D (eg. co-ordinating the schedule to fit artists availability, reallocating budget to accommodate any unexpected costs).
- Helping to grow and develop the **identity** and **profile** of *Hasbian* and *Queer Diary*.
- Thinking creatively and collaboratively about how to reach and engage with **audiences** and **participants**, and nurture early relationships with **partners** and **venues**. This will relate directly to activities within this R&D, and the broader future of the project.
- Helping to **keep a record** of the R&D process, and evaluate it for ACE.

# Skills & Experience

## What you can bring to this project

**Experience finding and contracting artists.** Some of the creative team are already pencilled, but some positions still need to be filled and all need to be formally contracted. You will bring knowledge of (and commitment to) ethical, fair employer practices, and awareness of the legal and moral responsibilities that come with hiring a team of freelancers, to ensure this is done to the highest standard.

**Organisation.** I need someone who's extremely confident and practiced in taking the reins when it comes to coordinating and maintaining a project timeline and budget.

**Communication.** You will need to feel comfortable liaising between artists, participants, and partners, and being a 'voice' for this project alongside me, in meetings and emails.

**Collaborative decision-making.** You will be someone who enjoys working in a collaborative capacity alongside the rest of the creative team to make decisions about how this R&D will run, and the future of this project.

**A strong personal and professional connection with LGBTQ+ communities.**

My ideal producer would be experienced in organising community events for the benefit of participants who are not theatre-professionals or regular theatre-goers, as well as producing theatre aimed at LGBTQ+ audiences.

You will have an understanding of queer identities, histories, and politics, and in particular will be passionate about upending the dominance of wealthy cis white gay men in queer and theatre spaces. You will be invested in challenging biphobia and transphobia from within the queer community.

**Experience of growing a similar-sized project from early stages**

**onwards.** I would love to work with someone with more knowledge and expertise than I have in growing a project, to help me plan practically, as well as dream ambitiously, for the future.

**Experience working with neurodiverse and disabled artists and**

**audiences.** I'm neurodivergent, so an understanding and awareness of different styles of thinking and communicating is useful when working with me. Due to the focus of this R&D on accessibility, it would be beneficial to have experience/knowledge of booking and working with access specialists such as BSL interpreters, audio describers, and captioners, and of relaxed performances/spaces.

**Up-to-date awareness of the current performance and live theatre**

**landscape.** Particularly when it comes to using digital elements in live performance, and making theatre more accessible and reaching new audiences. You will have creative ideas about producing theatre and live events safely during COVID, and a vision of how the sector could be 'built better' post-COVID.

I'd love to work with someone who feels inspired by thinking about adapting performances for new audiences and unconventional spaces and forms, integrating online and digital work with IRL spaces, and engaging audiences and participants in innovative and inclusive ways, online and offline.