

DANDELION OPPORTUNITIES

Dandelion Change Makers

Volunteer Call Out

Volunteer Applications Close: 12:00pm, Friday 20th May

dandelion

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VOLUNTEER OUTLINE

Title	Dandelion Change Makers
Accountable to	Jenny Niven, Dandelion Executive Producer
Location	Scotland wide
Timescale	May – September 2022
Closing date	12pm Friday 20th May 2022
Interviews	Held from Saturday 21st May 2022

DANDELION CHANGE MAKER VOLUNTEER PROGRAMME

Our volunteer programme has been developed in direct response to demand to ensure that we provide a meaningful and mutually beneficial experience, where people can share and develop knowledge, build skills and experience, support community cohesion as well as having enjoyable and memorable experiences.

ABOUT DANDELION

Dandelion is an ambitious creative programme demonstrating the power of collective action in a unique 'grow your own' initiative for modern times.

Commissioned by **EventScotland** and funded via the Scottish Government, it is Scotland's contribution to **Unboxed** – Creativity in the UK.

Rooted in Scotland, with an international outlook and sustainability at its heart, the Dandelion programme follows the arc of the growing season, from April to September 2022, and will culminate in hundreds of Harvest Festivals across Scotland.

Driven by the concept of 'Sow, Grow, Share' – not just food but ideas, music, scientific knowledge, and community – Dandelion takes a unique approach to community growing, bringing together artists, makers, scientists, performers and technologists to present events and programmes across Scotland – from its remotest islands to the centres of its great cities – as well as online through films and digital activities.

Sown throughout Dandelion is a commitment to empowering young people, inspiring the artists, activists, scientists and creative producers of the future, and aiming to re-establish Harvest as a significant annual cultural festival for everyone.

Read more about Dandelion and the team involved at Dandelion [here](#).

DANDELION PROGRAMME AND PARTNERS

Dandelion is giving away plant plugs at Free For All events in towns and cities across Scotland so that everyone can try their hand at growing. Whether you're an experienced grower or a complete beginner you can be part of Dandelion. From doorsteps and balconies, in plant pots, paint pots or whatever else you can repurpose and reuse – the weirder, the better! At the end of the growing season, we invite everyone to cook and share what they've grown at their nearest Harvest Festival.

Two festivals in Glasgow and Inverness bookend the summer (one in June and one in September) with live music, a menu of locally grown food, talks and a whole load of free plants for everyone to take home. At the heart of each event will be the Pavilions of Perpetual Light – quite literally taking centre stage as a 10m high vertical farm meets art installation and concert platform. As well as being the backdrop for international and Scottish live acts, the structure will also broadcast music commissioned especially for Dandelion. It's music, entertainment, food, ideas and learning for absolutely everyone!

Dandelion is working with Keep Scotland Beautiful and SRUC to develop an engagement programme for 500 schools and 100,000 pupils across Scotland. 100 secondary schools will be gifted two growing cubes each – mini vertical farms – and 400 primary schools will take part in The Big Tattie Experiment. Communities will come together for Harvest Festivals in school playgrounds across the country.

In addition to all of this, at the heart of Dandelion is a commitment to scatter this extraordinary investment across Scotland and to work in partnership with communities, artists, growers and organisations to create Unexpected Gardens. Dandelion is working in partnership with:

- Alchemy Film & Arts
- Cove Park
- Edinburgh Agroecology Cooperative (Lauriston Farm)
- Dundee, in partnership with University of Dundee, Creative Dundee and Dundee City Council
- Fèis Rois
- Findhorn Bay Arts
- Lyth Arts Centre
- RIG Arts
- Taigh Chearsabhagh
- The Leven Programme
- The Stove

DANDELION VALUES

We have identified five organisational core values:

Collaboration

we value each other and seek an open, honest and caring environment which is respectful, productive and enjoyable;

Inclusion

we strive for inclusion and equity for all and recognise that our differences make us stronger;

Engagement

we create events and experiences that enrich and enable the lives of our audiences through their shared experience;

Innovation

we exist to challenge boundaries, search for and welcome new ideas, new thinking and fresh approaches in all that we do;

Integrity

we achieve our aims without compromising our commitment to honesty and integrity throughout our work.

INCLUSION, DIVERSITY, EQUALITY AND ACCESS

The Dandelion Team is committed to creating a positive and inclusive environment where everyone feels respected and valued. We are an inclusive organisation and believe our work will be stronger with greater diversity and, as such, we welcome applications from those who bring a difference to our team.

We welcome the whole person to work, and understand that each of us bring our experiences, our backgrounds and our own unique lens to what we do. We encourage applications from all backgrounds and particularly welcome applications from those who are currently under-represented within the sector, including those from Black and Minority Ethnic backgrounds, Disabled candidates, LGBTQIA and/or those from a low Socioeconomic background or requiring flexible working arrangements.

If you are selected for interview, we will ask you to let us know if you have any access needs or may require reasonable adjustments to the interview or assessment (if applicable) at that stage. Please be assured that we will be supportive in discussing reasonable adjustments with you at any stage of the recruitment and selection process.

If you have any questions about our working environment, please get in touch with Cailín Flanagan on cailin.flanagan@dandelion.scot

All Black, Asian and ethnically diverse and/or D/deaf or disabled applicants who meet the essential criteria will be guaranteed an interview.

WHO ARE WE LOOKING FOR?

We're looking for passionate, reliable and enthusiastic people (Change Makers), who share our belief that people really do lead change. If you're passionate about community, place and planet and want to come together with like-minded people to support a programme anchored in driving positive social change, we'd love to hear from you.

We believe our work will be stronger with greater diversity and welcome those who bring difference to our team. We understand that each of us bring our experiences, our backgrounds and our own unique lens to what we do.

We would particularly welcome applications from those who are currently under-represented within the sector, including those from Black, Asian and ethnically diverse backgrounds, D/deaf or disabled candidates, LGBTQIA, those with caring responsibilities and/or those from a working-class background.

It is important to us that all our Change Makers gain skills, and knowledge that will be useful to them in the future, as well as having an enjoyable and memorable experience.

No experience is necessary, however, there are some qualities we would like you to have:

- Enthusiastic, reliable and flexible;
- Friendly personality with good communication skills and initiative;
- An interest in contemporary culture;
- Ability to commit to a minimum of 2 x 4hr shifts at the festivals or across other public facing events
- Be 18 or over

If you are selected for interview, please let us know if you have any access or reasonable adjustment needs that you wish to share with us. Please be assured that we will be supportive in discussing reasonable adjustments with you at any stage of the recruitment and selection process.

All Black, Asian and ethnically diverse and/or D/deaf or disabled applicants or those from a working class or low socio-economic background who meet the essential criteria will be guaranteed an interview.

There is an access budget to support the needs of D/deaf, disabled or neurodivergent volunteers or those with caring responsibilities. We will work with individuals to understand their specific needs including how this relates to Access to Work or current benefit payments.

KEY ROLES

Our Dandelion Change Makers roles consist of four distinct areas, working alongside one another to support the Festivals and Free For All events.

- **Meet and Greet:** these volunteers really are the face of Dandelion, they are the friendly faces from whom audiences gather programme information, highlights and guidance from the minute they enter one of our live events. The Meet and Greet team will be around to answer audience questions throughout their visit to the festival, offering insight into the programme or sign posting people to key areas of the site. Our Meet and Greet volunteers are super knowledgeable and love talking with people and supporting our audiences to have the best experience ever. So, stop by and say hello!
- **Event Support:** these are the volunteers who support us to help things go smoothly across our events - you might find them signposting the crowd during a walkabout performance or greeting audiences when they enter the a tent for one of our performances or talks. Event Support volunteers are on hand to help our events run smoothly and efficiently, with audience experience always front and centre.
- **Artist Support:** not always visible to the public, our Artist Support volunteers will be behind the scenes supporting the artists to make sure not only that their individual shows go smoothly, but that they get a fantastic welcome to Dandelion and the community in which our events are taking place - they are the people who ensure that our artists go home shouting about how amazing festival and our places really are!
- **Access:** these are the volunteers who go the extra mile to make sure that visitors who may have access and or additional support needs get the most out of their visit to our events. They are able to answer all your questions and guide you to the right places at the right time to make sure that you get to experience all our performances, talks and workshops.

Every day is different, volunteer tasks might include dressing the festival site, meeting and greeting artists, helping guide audiences at events and staffing info points. Every task – whether it be big or small – is an important part of making festivals.

OUR COMMITMENT TO YOU

We want your experience to be one that positively shapes your future and inspires you and the people you encounter throughout your journey with Dandelion and beyond. You can expect Dandelion to support you while volunteering by making these commitments to you:

- We will be flexible about your volunteering arrangements on the understanding that you are providing your time for free and may have other work, caring or study commitments;
- We will provide meaningful training and development opportunities
- We will ensure a safe and supportive environment where you feel supported and able to get the most out of your involvement with Dandelion
- We will work with you to offer a challenging, useful experience that helps develop your skills and networks;
- We will reimburse reasonable travel and out of pocket expenses;
- We will provide a reference post participation;
- You will join a collective of talented, exciting people with which to make friends and contacts.

Training and development is at the core of Dandelion. Our programme seeks to go the extra mile in terms of our offer to you as a Dandelion volunteer, giving you transferable skills and knowledge valuable beyond just Dandelion. The training package for each volunteer will include:

- Specific training related to the role you're undertaking within the Dandelion programme. So for example Artist Support volunteers will work closely with our paid Artist liaison team and producers to gain valuable expertise in supporting artists in a Festival context
- Disability Equality and Customer Care half day training course, delivered by Attitude is Everything. The training session is led by an experienced and skilled Disability Equality Trainer with lived experience of an impairment.
- A voluntary 'Introduction to Permaculture' two day training programme. Led by Liz Postlethwaite, this course is designed specifically with creatives in mind, it will introduce the basic concepts of Permaculture. It will also explore how these ideas can be used to deepen creative practice and to bring a new ethical basis to projects, particularly in relation to ecology, natural systems and regenerative cultures. Certified by the Permaculture Association.

Volunteer roles will be supported by paid members of staff at all times. Our approach to volunteering has been developed to be fully aligned with best practice from Volunteer Scotland and Creative and Cultural Skills.

If you have any questions about our programme, volunteering environment or would like to arrange an informal and confidential conversation about this opportunity, please get in touch with Cailín Flanagan at: cailin.flanagan@dandelion.scot

HOW TO APPLY

Our online application form gives you the opportunity to make either a written, audio or video application. Whichever format you choose, we will ask you to answer the same questions. No assessment will be made of the writing style or the production quality of audio or video recordings. The application form can be found [HERE](#) and should be sent to cailin.flanagan@dandelion.scot

We will also ask you to complete an equal opportunities monitoring form in written form to assist the processing of your application: www.dandelion.scot/inclusion-form

The deadline for applications is 12pm on 20th May 2022 .

Successful applicants will be invited to a brief 30 minute telephone interview on 21st May 2022

Online training sessions will be held from 25th May 2022. Successful applicants must attend the half day online core training session. Our voluntary training sessions will take place in July and August.

Commissioned by



Funded via



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