

## Join our Freelance Creative Facilitator Pool

KWMC would like to meet experienced creative facilitators to be part of our freelancer pool to cover a range of digital arts sessions for young people at KWMC.

We are looking for creative arts practitioners who have at least 2 years of experience working with young people.

We want to support practitioners with less experience, so even if you have less than 2 years experience working with young people but are interested in future opportunities, please read on.

We're particularly interested in meeting people who have arts practices that include some of these digital disciplines:

- Virtual, Augmented or Mixed Reality
- Coding
- Film-making
- Animation
- Photography
- Digital Fabrication
- Digital Design



*Youth CoLab. Image credit: Scott Piggott.*

The work that KWMC may offer to our pool of freelances includes (but is not limited to):

- **Ad hoc Afterschool sessions:** Supporting our ongoing creative programmes (see our website for example of our current programmes), delivering to groups of 10-13 or 14-17 year olds – up to 25 young people at a time. Our afterschool sessions would generally be a 3 hour commitment (3:30-6:30pm), including briefing, set up, delivery and debrief. The in-house KWMC young people’s programme team will provide written session plans.
- **Short-term intensive projects,** typically delivered over 3 days. These usually happen during school holiday times with up to 25 young people at a time.

Projects are typically paid at £25 per hour, as a freelancer (meaning you are responsible for your own tax). As this is recruitment to our pool of practitioners, we can't guarantee income.

Sessions run at:

**Knowle West Media Centre, Leinster Avenue, Knowle West, BS4 1NL**

KWMC places equity, inclusion, access, and diversity at the heart of our work. We welcome applications from physical and/or learning disabled and/or neurodivergent people and those who are members of other structurally disadvantaged groups including those from the Global Majority, LGBTQIA+ people and those from economically disadvantaged backgrounds.



*Left: image credit: KWMC. Right: Work Experience, image credit: Ibi Feher.*

### **The skills and experience you'd need:**

#### **Essential:**

- At least 2 years of professional experience working as a creative practitioner with young people.
- Experience of delivering high quality, inclusive, digital creative sessions with young people aged 10-17
- The ability to use a wide range of technology and media and adapt approaches for young people depending on the individuals' level of skill, experience, and access needs. Examples might include one or more of the disciplines listed above.



- The ability to deliver inclusive sessions with young people, working towards set objectives and outcomes.
- Working knowledge and access to various digital applications and software.
- Excellent time-keeping and organisational skills.
- Excellent communication skills and the ability to work collaboratively.
- An ability to work flexibly, responsively and calmly under pressure.

**Desirable:**

- Experience of working with young people aged 10-17 who are d/Deaf, Disabled or neurodivergent.
- Confidence to innovate and try new approaches to digital production/innovation with young people.
- Experience of living or working in Knowle West or South Bristol.
- Previously participated in KWMC activities as a participant or member.

**How to apply:**

Choose one of the following options.

- Expression of interest outlining relevant experience on a word document of no more than 1 side of A4
- OR
- Audio or video recording of up to 2 minutes outlining relevant experience.

Please also include:

- CV with two referees.
- Our afterschool sessions would generally be a 3 hour commitment (3:30-6:30pm) in term time. As part of your application, please state any days you have no availability, on a regular basis.

For Example:

Mondays	Tuesdays	Wednesdays	Thursdays	Notes
<i>available</i>	<i>unavailable</i>	<i>available</i>	<i>unavailable</i>	<i>Could be available on some Tuesdays if enough notice.</i>

**Please send applications to:**

Jason Grout, Young People’s Programme Producer

[youngpeople@kwmc.org.uk](mailto:youngpeople@kwmc.org.uk)

Subject Line : Associate Opportunities

### Further Information and Access support:

To discuss the role or request specific access support, please contact:

Jason Grout, Young People's Programme Producer

[jason.grout@kwmc.org.uk](mailto:jason.grout@kwmc.org.uk)

### What next?

If we feel you are a good fit for our programme, you will be invited to an informal, 30 min conversation online with Ellen Havard, Head of Young People's Programme and Jason Grout, Young People's Programme Producer before the end of February 2026. You will not be asked to prepare anything.

If you are invited to join the pool, you will be asked to complete the following processes before being invited onto any upcoming projects:

- An enhanced DBS check through KWMC
- Paid in-person onboarding session with other associates in March/April
  - Introduction to KWMC practice and methodology
  - Safeguarding Training
  - Practical training on our current equipment



*Maker City. Image credit: KWMC*