



## **OPERATION:ROOTSTOCK -FACILITATOR CALL OUT**



*Rootstock meaning: a plant on to which another variety is grafted.*

*Illustration by Camille Aubry*

**We are seeking an experienced facilitator to work with us to reimagine what [Theatre Bristol](#) could be.**

**Fee:** 8 days x £400 per day = £3,200

**Timeline:** June - August

**Key dates:**

Planning - availability in wb 12th and 19th June

Delivery - 27th June 2023

Outcome focused report due - 10th July 2023

Delivery - wb 17th July 2023

Outcome of final report for Board of Directors - wb 14th August 2023

**Location:** Some home working but majority of work to take place in person at St Anne's House. Theatre Bristol, St Anne's House



### **Context:**

We are seeking an experienced Facilitator to work with us in a process that will consult with artists, freelance creatives and Theatre Bristol stakeholders to consider and assess the feasibility of different business models, one of which we hope to take forward to ensure a new, economically sound future for the organisation.

We are open to all possibilities with what the future might hold and want to hold a process that is aspirational and invites a broad range of voices, networks, locations and organisations to look to for inspiration.

Having lost ACE core funding from April 2023, Theatre Bristol are launching Operation: Rootstock; a project to scope and adapt to an alternative business model which will secure a new, sustainable future for Theatre Bristol.

There has been a huge amount of creative visioning at Theatre Bristol over the last few years and the Board and Staff are committed and excited to this new way of working. We believe strongly in our mission to support freelance creatives and are optimistic that with some bold and brave changes to the way we work, we can continue to exist.

### **Brief:**

- In collaboration with the Theatre Bristol team, plan & design 2 workshops which scope out and interrogate potential new business models for Theatre Bristol
- Facilitate 1 day long scoping workshops with artists, stakeholders and peers (27th June)
- Attend 1 x 45 minute chair discussion with sector specialists (followed by the above facilitated workshop 27th June)
- Work with team to gather and distill outcomes for proposal report
- Contribute to the writing of the report
- Plan & design facilitation of a planning day with consultants, directors and staff (wb 17th July)
- Work with team to gather and distill outcomes for final report
- Contribute to the development and completion of report 2.0 (deadline wb 14th August)



### **Person specification:**

### **Skills and Experience:**

- Experience of facilitating conversations and ensuring a space is inclusive and all voices are heard.
- Expert in guiding groups through tough, complex, or politically charged conversation and discussions.
- Hold an impartial position with an objective and unbiased view to leading groups through the workshop.
- Be skilled at active listening ensuring a deep understanding of the conversation and outcomes.
- Confident in ability to skillfully control a room and keep all participants interested and engaged throughout the workshops.
- Ability to encourage open conversation and the sharing of different perspectives within a room.
- Experience of leading or supporting an organisation through change.
- Excellent time management skills ensuring that the aims and objectives of brief are met within workshop delivery.
- Creative in approach and excellent at generating and exploring new ideas.
- Knowledge and experience in creating positive organisational change.

### **How to apply:**

Please send an up to date C.V. with a covering letter or video (no more than 5 minutes) detailing how you might approach this role, and how you meet the meet person specification to [recruitment@theatrebristol.net](mailto:recruitment@theatrebristol.net).

An audio version will be available shortly.

**Deadline:** 5pm, 21st May 2023

We will meet with shortlisted applicants the week of the 29th May. These conversations can happen over zoom or in person and will be a chance to ask you a



few questions, discuss the role and give you a chance to ask any questions you might have. Any questions will be shared ahead of the conversation. Each conversation is likely to last around 45 minutes.

If you would like to have any questions before applying then please email [emily@theatrebristol.net](mailto:emily@theatrebristol.net)

We will offer feedback for all applicants.

We are particularly keen to improve the lived experiences currently under-represented in our team. This includes people who are Black, from the African Diaspora, from the South, East and South East Asian Diaspora, who are ethnically diverse and who experience racism, and people who identify as disabled, chronically / long-term sick and neurodiverse.