

# NEW WRITING NORTH

## Work at New Writing North

Thank you for your interest in applying for a role at New Writing North. We hope this pack will offer an insight into our work and our values and give you some sense of what working with us might be like.

At its core, New Writing North's work has two main goals: to encourage people to develop their own creativity through reading and writing, and to identify talent and support writers to fulfil their creative ambitions. The two goals complement each other and in some circumstances form a virtuous circle. Our Theory of Change document below explains this in more detail.

Many communities are excluded from the arts and cultural sector because it is dominated by and moulded in the image of a narrow and privileged section of society. We believe that creative talent is everywhere and that everyone should benefit from the many rewards of reading and writing, but that opportunities to do so are unfairly distributed in our society.

A number of years ago we recognised that in order to address the exclusivity of the arts and culture sector we needed to work hard at gaining people's trust. We recognised that you can't just advertise opportunities and assume everyone we want to hear from will come to us.

Just as we work to make creative reading and writing accessible to everyone, we also strive to be a diverse and inclusive organisation.

We are committed to developing and retaining a workforce that is representative of the diverse communities that we serve. We encourage people from all sections of our community to apply for jobs with us. We particularly welcome Black, Asian and Minority Ethnic, disabled, and LGBTQI applicants and those from lower socio-economic and working-class backgrounds.

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## Location

New Writing North is based in central Newcastle upon Tyne. We are currently operating a hybrid working model, with staff generally spending 60% of their working week in the office and 40% working from home.

## Holidays and benefits

Staff at New Writing North benefit from the following terms:

- 25 days' holiday allowance, plus statutory bank holidays (pro rata'd for part-time posts)
- Flexible working
- Contributory pension scheme
- Training and professional development opportunities
- Access to free, confidential practical and emotional support via The Printing Charity
- Cycle to work scheme
- Corporate Metro Season Ticket.

## Our organisational chart

You can read our current organisational chart [here](#)

## Accessibility

We want to make sure all candidates can apply for our jobs. We will provide an opportunity for you to meet with some of the team to find out more about New Writing North and ask any questions you may have before the closing date for applications. You are welcome to attend this session anonymously via video conference with your screen turned on or off. If video conferencing is not accessible to you, please let us know and we will offer an alternative way to meet us.

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If you decide to apply for the role, we will ask you if you have any access requirements both when you submit your application and when invitations to interview are made. Please let us know how we can best support you.

## **What you can expect**

On joining New Writing North you will receive a comprehensive induction to the work of the organisation; the team; health and safety; and all the practical items (including where the coffee can be found).

We will work with you to assess what equipment you need to work comfortably at home and in the office.

We hold a team meeting on a Monday to discuss our priorities for the week and you will have a one-to-one meeting with your line manager at least monthly to check in.

## **About New Writing North**

Recognised as a leader in our field, New Writing North has produced nationally significant work from a base in Newcastle upon Tyne since 1996. We have steadily grown from a team of two to a skilled and expert team of 16.

We lead the development of new writing and creative reading in the North of England, working with writers in the North East, Yorkshire and the North West and connecting them to opportunities. We are proud to be a charity and an Arts Council England National Portfolio Organisation. We have a turnover of £1m, with 65% of that generated from earned and fundraised income.

We believe that talent is everywhere, but that opportunities are not, and that it is our job to create opportunities. We develop programmes and activities that support individuals and communities to engage with creative reading and writing both

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professionally and for pleasure. We help good writing find local, regional, national, and international audiences.

Our annual programme includes the management of major international literary prizes and awards; open-access and targeted talent development programmes; the production of festivals and events; international writing and translation projects; our young writers and community-based programmes; writing for wellbeing activities and the commissioning of new writing.

We run an award-winning programme for young writers that reaches over 2,000 young people a year in schools and communities. We deliver wide-ranging engagement projects to encourage reading and writing habits, to identify talent and to enable historically excluded communities to engage with the arts. Our alumni and networks include award-winning writers, Oscar-nominated screenwriters, and many people who have gone on to build successful careers in the creative industries.

We work in partnership with national broadcasters such as the BBC, Channel 4, and Sky; major international publishers such as Hachette UK, Faber & Faber, Penguin Random House, and HarperCollins; and leading higher education institutes. We have large-scale partnership projects with several universities in the North and are engaged with industry-led teaching and research that helps us to understand how our activities impact on the sector, industry, and individuals.

Our board of trustees is made up of leaders from the publishing, legal, cultural, and creative industries, and business professionals whose networks cross many sectors, nationally and internationally.

## **Vision**

Writing is a powerful tool that can change the way we think, help us to examine the world around us, and deepen empathy and connection. Writers craft the stories that shape us. Our work has a positive influence on social justice, the climate crisis and civic

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dialogue, and raises the voices of young people and those whose experiences and ideas are not yet heard in the mainstream.

We recognise that to do our work we may need to take risks, to be pre-disposed to action, to learn by doing, and, if necessary, disrupt the systems that have perpetuated inequality.

We aim to make the North a centre of excellence for literature by creating a physical centre for writing in Newcastle upon Tyne which will rebalance the national picture of who gets to write and publish and help to rejuvenate our city.

## Mission

Our mission is to bring people together through writing, reading and engaging in ideas, deepening mutual understanding and encouraging creative habits. We find and support talented people from all backgrounds to access creative opportunities and to enable them to flourish.

## Values

**We are relationship builders.** Whether working one-to-one with a writer or in partnership with a large institution, relationships are our greatest asset. We pride ourselves on being good partners. We understand that building good relationships takes time and effort. We take a human-centred approach and work with everyone in a way that meets their individual needs.

**We are a learning organisation.** We like learning new things, both as individuals and as a team. We'll learn from our experiences, listen, respond and adapt. We will be candid with each other and our partners and be courageous in holding each other to account to improve what we do. We are audacious and tenacious, and we will reach high, take creative risks and not be scared to work in new ways to reach our goals.

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**Our creativity and leadership go hand-in-hand.** We are creatively restless and energised by new ideas and are not afraid to strike ahead of the pack. We see ourselves as creatives and leaders, and we encourage all those that work with us to feel the same. We work transparently and fairly, building trust and delivering on our promises.

## Activities

Since 2017 we have been planning our work through a Theory of Change approach. Theory of Change works by identifying the desired long-term goals of a programme or organisation and then works back to identify the outcomes that will lead us to achieve these goals. The plan also identifies the conditions (mechanisms of change) that must be in place for goals to be reached. Working this way allows us to consider the true impact of our activities, to structure programmes and resources to best achieve our aims, and to understand the other outcomes that occur through our work. Working this way also supports us to assess the impact and value of our work, and feeds directly into our research and evaluation strategy.

You can read our 2021 Theory of Change [here](#)

We deliver our mission by delivering activities aligned with our Theory of Change as follows:

Theory of Change Goal	Approach	Key projects
<b>New Talent Pathways</b>  Innovative programmes and partnerships that increase access to opportunities for writers especially	Developing the next generation of writing talent from the North through well-designed opportunities and partnerships with industry and communities.	<a href="#">Northern Writers' Awards</a>  <a href="#">Words First</a>  <a href="#">Sky Writes</a>  <a href="#">A Writing Chance</a>

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<p>those currently historically excluded in the mainstream</p>	<p>Supporting young people to develop their talents and to find pleasure and connection via writing groups, embedded school and community partnerships, festivals, events and through investing in talented people and new ideas.</p>	<p><a href="#">Young Writers' City</a></p> <p><a href="#">Young Writer's Groups</a></p> <p><a href="#">Newcastle Writing Conference/Digital Workshops</a></p>
<p><b>Connecting People and Communities</b></p> <p>More people access reading and writing activities to deepen their curiosity, develop mutual understanding and to feel happier.</p>	<p>Supporting people and communities to flourish and find wellbeing through engagement with reading and writing.</p> <p>Building audiences for books and reading via live and digital literature events, festivals, prizes, reading campaigns and community mass-reading activities.</p> <p>Connecting the region to the world by enabling international residencies, creative exchanges, and translation projects.</p>	<p>Well Read (in development)</p> <p>Newbiggin Hall Residency work (in development)</p> <p><a href="#">Big Read</a> and <a href="#">Little Read</a> at Durham Book Festival</p> <p><a href="#">Read Regional</a></p> <p><a href="#">Gordon Burn Prize</a> and <a href="#">David Cohen Prize for Literature</a></p> <p>Translations projects (such as the <a href="#">Arabic Translation Mentoring Programme</a>)</p> <p><a href="#">Durham Book Festival</a></p>

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		<a href="#">NWN Book Club</a>
<p><b>Make the North a Centre of Excellence</b></p> <p>Improving infrastructure and investment in the North so that people can access jobs, opportunities, resources, and activities in the field of literature.</p>	<p>Developing a new centre for writing in Newcastle upon Tyne, supported by cross-sector partnerships.</p>	<p><a href="#">Partnership with Northumbria University/MA in Publishing</a></p> <p>Capital development (in progress)</p> <p>Partnerships with major publishers</p>
<p><b>More Writers Engage in Big Public Issues</b></p> <p>More writers from a diverse range of backgrounds play a role in society, engaging with big public issues, bringing new perspectives and ideas to challenge dominant narratives.</p>	<p>Producing original work by writers and artists at all scales across all forms of writing from books and podcasts to live literature and digital</p>	<p><a href="#">Climate Writer in Residence and associated work</a></p> <p><a href="#">Durham Book Festival Commissions</a></p> <p><a href="#">A Writing Chance</a></p> <p><a href="#">Northern Writers' Awards</a></p>