

# 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, because these groups are currently under-represented in our workforce.

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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 [\[insert link\]](#)

## 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.

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

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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 20.

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 over £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 writing and reading both 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

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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, cultural, and creative industries and business and finance professionals whose networks cross many sectors, nationally and internationally.

## **Vision, Mission and Values**

You can read our vision, mission and values [here](#).

## **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

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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 understand and measure a range of outcomes from our work so that we can consider its true impact. This learning enables us to structure programmes and deploy resources to best achieve our aims. This approach underpins our research and evaluation strategy.

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

We deliver our mission by delivering activities aligned with our Theory of Change.

Read about:

Our Current Projects [here](#)

Our Awards & Prizes [here](#)

Our Work with Young Writers [here](#)

The Impact of our work [here](#).