



Artist in Residence Brief

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Introduction

As part of the Our Museum initiative, funded by the Paul Hamlyn Foundation, Glasgow Museums is now recruiting an artist in residence to act as a catalyst for change within Glasgow Museums. Working directly and closely with our staff team in one of our key venues, Glasgow Museums Resource Centre, the successful artist will use their practice to help us to learn new things about ourselves as a community of museum staff and challenge us to explore the ways we work together as a staff team. The ambition is to build a stronger internal capacity for collaborative, participatory working practice which can be translated into more effective and meaningful engagement with external stakeholders.

Context and Background

Our Museum is a national initiative, funded by the **Paul Hamlyn Foundation (PHF)**, which is offering support to participating museums and galleries to manage significant organizational change so that participatory work becomes a core, embedded and sustainable part of the work of the museum. Glasgow Museums is one of nine organizations nationwide that is taking part in this initiative and the only one from Scotland. PHF hope that the learning that emerges from the participating organizations will affect a sector wide change in the perception and funding of engagement work. The initiative aims to:

- support and develop museums and galleries to place community needs, values, aspirations and active collaboration at the core of their work
- involve communities and individuals in core decision-making processes and to implement the decisions taken
- ensure that museums and galleries play an effective role in developing community skills, through volunteering, training, apprenticeships, etc.
- share exemplary new models with the broader museum sector

Glasgow Museums is now into Year Two of this three year change process and is developing several strands of work that are helping us to adopt what could be called a conversation-based approach to the change process. Through the Our Museum initiative, we are aiming to create spaces, mechanisms and opportunities for both our staff and representatives of the array of communities across Glasgow to share knowledge and experience, build capacity and skills and reflect on how best to work together.

In order to engage with change through creative processes, GM now wishes to employ an artist in residence who will work directly with the GM staff community. We wish to look at how we function internally as a community of practitioners so that going forwards, the principles of meaningful engagement and participatory practice, as espoused by the Our Museum initiative, can become more firmly embedded within our organizational culture.

Glasgow Museums (GM) is part of Glasgow Life, an independent charitable company. It is the largest museum service in the UK outside London, with a staff of 420. The city's collection, one of the finest civic collections in northern Europe, consists of 1.4 million objects. It is displayed and stored in 10 distinct museum venues as well as exhibited within various community spaces across the city.

GM's vision is that it combines the excellence in content, collections care, presentation and customer service of the best national institutions with the commitment to learning, access, social justice and public engagement of the best local institutions.

Glasgow Museums Resource Centre (GMRC) is the store for the museums' collections when they are not on display. The main collections stored here are Archaeology, Art and Painting, Arms and Armour, Natural History, Transport and Technology and World Cultures. The 17 purpose-built and environmentally controlled storage 'pods' house around 1.4 million objects which are accessible to the public through a public programme of events as well as guided tours.

GMRC is also the main office building for the majority of museums staff, including conservation, technical, administrative and research and documentation staff, the Museums' senior management team and Glasgow Museum's Open Museum service.

The Artist's Role

GM does **not** expect the appointed artist to oversee a full change process. Rather, we would like the appointed artist to contribute to and help facilitate the dialogues the Our Museum process is encouraging around creating mechanisms for meaningful engagement within our organization.

The artist will be based at GMRC and the key audience will be GM's community of staff, who are largely based within GMRC. The focus of this residency is primarily on **experimentation** and **research**. However, there is also the potential for the appointed artist to create a piece of work (eg: performance, event, publication, exhibition) that illustrates the process undertaken and that captures the shifts in organizational practice that the residency may facilitate.

We expect the artist to:

- Challenge us to explore the ways we work together
- Help us learn new things about ourselves as a community of museum staff
- Encourage us to practice new ways of working
- Create spaces for dialogue that aid ongoing internal reflection and organizational development
- Enhance the creative environment of GMRC as a place to work by sharing their practice with staff who work in the building
- Fully record and document the processes undertaken

Skills

The artist in residence will act as a catalyst for internal change within Glasgow Museums. This requires an individual with a particular set of skills. We are looking for someone who:

- Is a do-it-yourself thinker and can encourage this in others
- Is accustomed to working with diverse groups and teams
- Understands that working across boundaries serves to make practices stronger and can apply this understanding to our organisation
- Uses creative research as a central part of their process and has the ability to positively challenge conventional thinking
- Creates spaces for dialogue and navigates difficult discussions with diplomacy

Terms of Residency

Administration and support

The Project Manager and main point of contact for the residency will be Laura Gutierrez.

The artist will be supported by members of the Our Museum engagement team which is made up of various museum staff, including the Collections and Outreach Manager, the Gallery of Modern Art Manager and GMRC's Museum Manager, the Open Museum Manager and the Project Curator for the Our Museum process.

Facilities

A dedicated work space will be made available within the staff offices at GMRC. Laura Gutierrez will provide access to further facilities as required.

Budget

A **fully inclusive budget of £8,000** is available for this work. This will cover fees, expenses and any production/legacy/material costs.

Timescales

We expect the appointed artist to work with us for no less than 35 days in total and that these days would be regularly spread out over an agreed period between October 2013 and March 2014.

Evaluation and reflection

We strongly encourage a creative and reflective approach to evaluation and it should form an ongoing part of the process. The artist will be required to report regularly to the Project Manager and contribute to the documentation of the residency for use in reports and presentations. We will work with the artists to agree on the most effective and appropriate forms of feedback and evaluation as the project develops.

Experience

The residency is open to practising artists from any discipline with experience of working within a socially-engaged context.

Selection process

Submission requirements

Submissions should be sent in electronic format to Laura Gutierrez (laura.gutierrez@glasgowlife.org.uk)

Submissions should include:

- A written statement (not exceeding 2 pages A4) that includes:
 - An introduction to your working practice
 - What you hope to achieve through your residency
 - How the residency will enhance your creative practice
- An up to date CV that includes
 - Clear evidence of experience working with community groups
 - Up to 10 images (preferably **links** to images) of your own work and/or collaborative work with community groups
- A budget proposal indicating:
 - Artist fee and total number of working days proposed
 - A breakdown of production/materials costs
 - Any additional expenses

Your submission will be evaluated on the strength of your written statement, the relevance and quality of previous work and performance at interview. Submissions will be reviewed by a panel drawn from the Our Museum engagement team who will also make up the interview panel.

Applicants are encouraged to visit GMRC on the **Open Day** being held as part of the application process. This Open Day will allow interested applicants to understand further both the material that forms part of the Glasgow Museums collection but also the nature of the work undertaken by our different staff teams. Please contact Laura Gutierrez to book a time for a visit on the scheduled day. Various one hour time slots will be available throughout the day.

Timetable

Advertisement of position	w/c 19 th August
Open Day at GMRC	28 th August
Deadline for applications	Noon, 13 th September
Interviews	w/c 23 rd September
Start of residency	October 2013
Completion of residency	March 2014

Further Information

If you have any questions regarding the position or your application and/or wish to book a place on the Open Day, please contact Laura Gutierrez on laura.gutierrez@glasgowlife.org.uk

For more details on the Paul Hamlyn Foundation's Our Museum process, please see www.ourmuseum.ning.com

For further details on all Glasgow Museums' activities, including those of GMRC, please go to www.glasgowlife.org.uk/museums