

Job descriptions and participation

The way National Theatre Wales is set up
really helps to get participation at every single level.

It's a core value and the community
engagement participation is a core value.

It's also written into everyone's job descriptions.

So it's part of everyone's role

and once it's part of your role

I think it just comes naturally with what you do
and how you view your work.

For our core staff we have made it
part of everybody's job description
that 'Team' will be part of what they do.

So it's almost the first line
in everybody's job description.

So that reminds us all really
that; we've not got a job to do
and then some extra work with the community
that we'll do if we've got some time;
that our job is to be inviting
to the community and the wide range of people
that we work with and among.

So I think it's, in a way, looking at it
down a different end of the telescope.

You're not looking from the tight view
of these tasks that I have to complete today
and towards a wider view of the community.

We're starting with 'my job

is to do this work in the community

with a wide group of people'.

Within that, obviously, there are

day-to-day tasks that I need to fulfil,

but that's not the starting point.

Often it's about ensuring that freelancers

that we're working with embrace the idea of 'Team'

and value having community members volunteer

as a part of the process.

So we try and be quite generous and thoughtful

in terms of how we brief and support freelancers

and our wider partners to do that work.

And sometimes people are brought in for particular jobs,

under particular pressure and that can be a challenge.

And we as an organisation, over the few years

that we've been in existence,

have gradually gotten quite a bit better

at being able to support people

through that process of welcoming team members,

welcoming participants into what they do.