



HATCH Freelance Associate Pool

As a small company HATCH relies on an extended team of brilliant project managers, facilitators and artists to make our work happen. We want to create a family of Associates, who will receive first notification of available freelance roles, as well as access to training and development opportunities.

What is a HATCH Associate?

Associates are freelance professionals who share our values and our ways of working and can be called upon for first refusal of paid opportunities within HATCH projects. These opportunities may take the form of project management or producer roles, project coordinators, workshop facilitation and even Art Doctors!

The pool will consist of between roughly 10 to 20 freelance professionals at any one time. Out of it we will create project families, with people taking on contracts at different times and for varying lengths.

We operate as freelancers ourselves, so we understand the need to offer opportunities for the team to grow together, learning from each other and from external professionals. Where we identify a training or development need, for ourselves or through suggestions from the Associate pool, we will ensure that those opportunities are open to the whole HATCH team. We also recognise the skills, talents and passions within the Associate pool, so will create opportunities for individuals to share these with the rest of the team. We all work best when we know we can ask for support from each other.

Who are HATCH?

HATCH is Natalie Walton and Alison McIntyre, with associates. HATCH was founded with a shared ethos around hosting safe spaces for communities to create, make and debate, and a collective interest in how art, through good facilitation, can make a real difference to people's lives.

Our approach to projects and events starts with consultation and involvement with the stakeholders or constituents of a project or place. We don't presume to know what a project needs to look like until we have listened to the people who have a stake in its

success. As far as is possible and appropriate for each project we enable constituents to develop the project from the ground up and take ownership of its future.

HATCH Current Projects and Commissions

WOVEN, a celebration of innovation in textiles across Kirklees was first presented in June 2019 and is a biennial festival across the district. Consultation is shared across cultural and community organisations, industry representatives, the University of Huddersfield, independent artists and makers, and the council. We have now established regular Open Planning meetings that anyone with an interest in the festival can contribute to, which keeps the planning process transparent and gives constituents control over the ways they can get involved.

Art Doctors projects, such as Who's Afraid of Contemporary Art?, work with community groups to explore their barriers to engaging with galleries and contemporary art, using those thoughts and opinions to engage in conversations with institutions to influence and change accepted ways of working.

HATCH's ethos and approach creates projects where everyone involved feels an ownership of what has been created and can see a legacy for themselves in the future of the project.

How to apply

- Please look around the HATCH website to gain an understanding of our projects, values and ethos.
- We are looking for a variety of individuals with different skills, so please don't feel that you have to apply to a specific role. You can tell us in your expression of interest if there is a particular role you are interested in, or even if you are interested in all of them. This will help us to build the recruitment sessions.
- Location is important, we are a West Yorkshire based company and run the majority of projects locally. We are particularly interested in candidates from Kirklees, Leeds and Wakefield.
- Be loud and proud, tell us about projects you have managed or sessions you have facilitated. We want to know your role in the project, who you worked with and how the projects you have been involved with connect to HATCH ethos and ways of working.

Stage 1: Expression of Interest

Deadline - Friday 24 July

In no more than two sides of A4 please answer the following questions:

- What most excites you about working with HATCH? Which project are you most enthusiastic about working on.
- Which of your previous roles or projects do you think best matches the HATCH ethos and methodology? Why?
- Is there a particular role or roles you see yourself in as a HATCH Associate (project manager, producer, workshop facilitator, Art Doctor, or something we haven't thought of yet?)
- What training or development opportunities would you like to suggest to support your work with HATCH?
- Where are you able to work? We are a West Yorkshire based company and run the majority of our projects locally. We are particularly interested in candidates from Kirklees, Leeds and Wakefield.

Stage 2: Online Workshop

w/c 3 August

Selected candidates will be invited to attend a fun and informal online workshop led by HATCH Directors Alison and Nat, where we can explore the roles and skills needed in the Associate pool and find out more about HATCH's projects.

Stage 3: Interview

w/c 10 August

Individual interviews with HATCH directors and a representative of a community working group.

If you have any questions or would like a informal chat before sending your expression of interest please email us hello@hatchprojects.org.uk

Then send your CV and expression of interest to hello@hatchprojects.org.uk by 5pm on Friday 24 July.