

**ARTISTIC DIRECTOR**

**INFORMATION PACK**

**THE OPPORTUNITY**

Vox Liminis is a pioneering arts and community organisation working within the criminal justice sector. Through our creative work we seek to generate fresh conversations and insights that challenge society’s responses to crime, harm and conflict. We believe the arts has a vital role to play in building connections, trust and belonging – restoring rather than furthering divisions. We have an excellent track record in delivering ambitious, socially engaged arts practice and we are excited about our future plans.

The role of Artistic Director is a critical new leadership role within the organisation. It offers a unique and rewarding opportunity to shape the organisation’s vision, to lead the development of our ground-breaking, creative practice, and to deepen the impact of our work across Scotland and beyond. An inspirational leader, the Artistic Director will have the experience, energy and ambition to confidently lead foward our plans for the future, working collaboratively with staff, Board, our community and participants, and a range of key stakeholders and partners.

Vox Liminis is in receipt of Creative Scotland Multi-Year Funding for 2025-2028 which, alongside other funding, secures a strategic and creative platform for our work.

**ABOUT VOX LIMINIS**

Vox Liminis works within the arts to challenge all involved to think critically, imagining a better society for all. We run creative projects in prisons and in the wider community with people who have committed crimes, people who have been victims of crime, those who have family experience of crime and justice processes, and others who work in this area.

Our work is based on community development principles, and includes music, songwriting, creative writing, visual arts and theatre making.

By sharing our work and creative processes publicly we aim to spark thinking around:

* How people’s lives are affected by crime, punishment, and the criminal justice system
* Imagining together a more just society, and how we might work towards it

### **BACKGROUND AND DEVELOPMENT**

Established in 2013, Vox Liminis grew from bringing together expertise in community development with creative practices, academic expertise, and shared curiosity around the role that the arts play in shaping a more just society (see Urie et al, 2019; McNeill and Urie, 2020). We have built innovative creative practice and learning in criminal justice, working in partnership with those with lived experience of crime and criminal justice, practitioners and leaders, artists and researchers.

Our songwriting work has pioneered collaborative practices between professional musicians and people with lived experience of crime and criminal justice systems. The work we have developed with families and young people affected by imprisonment has resulted in highly innovate pieces of work and influenced long term changes to work with families with children visiting family members in prison. Underpinning the above project work, we have built a sustained creative community called Unbound, made up of many of the diverse people involved.

Our work has not only garnered industry recognition but has also catalysed significant learning and influenced numerous subsequent projects both within the UK and internationally.

**WHERE WE ARE NOW**

Like many in the sector, Vox Liminis has faced challenges due to constrained funding. Despite this, we’ve prioritised sustaining Unbound and supporting people leaving prison through creative transitions.

The current team is small but highly experienced. The Artistic Director will work closely with the Operations & Finance Manager, who leads day-to-day delivery, finance and coordination. Together you would be expected to grow the capacity and resources of the organisation, building the staff team to four people over the next 18 months, while supporting our excellent cohort of freelance artists, the Unbound Sessional Team (community members who take on roles and responsibilities in projects), and our committed Board.

Our funding model is one of mixed grants and some sales of service/contract work. Creative Scotland Multi-Year Funding supports the delivery of several projects, in tandem with other grant funding from statutory sources and trusts and foundations. Having secured core regular arts funding, we are entering a phase of renewed creativity and stability.

**SOCIALLY ENGAGED ARTS**

Our current working definition of socially engaged arts is as follows:

Socially Engaged Arts Practice (SEA) refers to artistic work that actively involves communities and participants to co-create art that addresses social issues with a focus on positive social change. SEA prioritises dialogue and relationship building - where the process of making together is as important as the final artistic outcome - emphasising collaboration between artists and communities as equal partners in the creative process.

Further information on our underpinning values, work, and future plans can be found on our website [About - Vox Liminis](https://www.voxliminis.co.uk/about/) and in our [2025 – 2028 Business Plan](https://www.voxliminis.co.uk/wp-content/uploads/2025/05/Vox-Liminis-2025-to-2028-Business-Plan.pdf).

**ARTISTIC DIRECTOR POST INFORMATION**

Working hours will be 37.5 hours per week, incorporating a high degree of flexibility. This is a permanent post, with a salary in the region of £50,000 - £60,000 per year pro rata, based on experience.

Employment in Vox Liminis has a number of benefits:

* Access to a contributory pension scheme (5% employee matched scheme, with option to raise to 10% matched)
* Good annual leave entitlements (25 days plus 8 bank holidays each year, totalling 33 days. However, an additional 10 discretionary leave days (pro-rated) may be granted at Vox's sole discretion where further business closure to support healthy workflow and staff wellbeing has been identified as appropriate for the business in that year. In recent years this has enabled an extended summer holiday for all team.
* Investment in development and training

We are open to flexibility, job share, or part time possibilities.

This position is based at Vox Liminis' Glasgow headquarters, with flexible working arrangements that include remote options when beneficial to the work.

Our mission is to welcome everyone and create inclusive teams. We celebrate difference and encourage everyone to join us and be themselves at work.

**APPLICATION PROCESS**

**Application deadline: Sunday 15th June 2025 (midnight)**

Submit a CV and covering letter, which includes responses to the following:

1. What attracts you to this role, and to Vox Liminis? Working from the job description and person specification, what would make your leadership qualities a good fit? (750 words max)
2. Share an example of a successful socially engaged arts project/programme you have led. Please include reflection/analysis around the process, underpinning values, collaborative approaches, and your philosophy of success. This can be written (3 pages max) or submitted as a short video (10 mins max).

Please email your application as clearly labelled attached documents to admin@voxliminis.co.uk, with the email subject marked ‘Artistic Director Application’. If submitting a video, please use a cloud server link (e.g. Dropbox/Google/iCloud), or file sharing service (e.g. WeTransfer).

If you have any questions or specific access requirements regarding the recruitment process, please email admin@voxliminis.co.uk. After shortlisting, all selected candidates will have the opportunity to ask questions about the position and our organisation before the recruitment day.

**Please note that we will hold an in-person recruitment day in Glasgow for all shortlisted candidates on Monday 30th June.**

**JOB DESCRIPTION: ARTISTIC DIRECTOR**

**Strategic Leadership**

* Lead forward a bold, values-led artistic vision that is imaginative, strategic, and developed together with staff, the Vox Liminis community, artists, and Board
* Champion excellence in both creative process and outcomes, ensuring artistic and values-led integrity
* Embed a culture of critical reflection and continuous learning, encouraging dialogue and enquiry at every level
* Strengthen shared ownership by nurturing collaborative and participatory ways of working creatively

**Creative Approach**

* Seed new creative work and collaborations by connecting people, ideas, and opportunities
* Design, and lead others to design, ambitious artistic projects grounded in collective knowledge, different lived and living experiences, and social inquiry
* Ensure that all projects centre people, prioritise community, and foreground inclusive, co-creative methods
* Lead the development of work that engages with radical questions of justice, fosters public dialogue, and contributes to building a more just and fair society

**Communication**

* Clearly communicate the organisation’s values, practices, and effect to a wide range of audiences - including participants, partners, funders, collaborators, the media and the wider public - through spoken, written, and creative formats
* Oversee high-quality external communications, including press, broadcast and social media engagement
* Report transparently and regularly to the Board, funders, and key stakeholders, communicating key outcomes, learning, and strategic progress

**Stakeholder Engagement**

* Develop and nurture strong strategic relationships across the arts, criminal justice, academic and work sectors
* Engage current and prospective funders in ways that reflect the organisation’s values, fostering transparency, shared purpose, and collaboration
* Represent Vox Liminis with integrity and openness in all partnerships and external relationships
* Build networks that amplify the reach, visibility and impact of our work within Scotland and further afield

**People Leadership**

* Strengthen and expand a thriving network of socially engaged artists, supporting cross-disciplinary collaboration and shared creative purpose
* Identify and support emerging artists and creative producers, developing inclusive training, mentoring, and development pathways
* Embed a culture of shared learning and skill-building across everyone involved in our work—artists, sessional staff, Unbound, volunteers, participants, and partners
* Cultivate a broad and inclusive community of practice that values lived and living experiences, professional expertise, and diverse perspectives—including people with direct experience of criminal justice sentences, their families, victims of crime, justice practitioners, artists, academics, and allies

**Ethical Leadership**

* Uphold the highest standards of ethical leadership, ensuring strong safeguarding, boundary setting, and risk management across all areas of work
* Ensure that all creative and organisational practices respect principles of consent, attribution, and intellectual property
* Actively monitor and address organisational risk in ways that reflect transparency, care, and accountability

**Resources and Sustainability**

* Lead the development of an ambitious and ethical income generation strategy in collaboration with the Operations & Finance Manager
* Support financial resilience by diversifying income streams across grants, partnerships, earned income, and other sources
* Ensure that financial and resource planning reflects and reinforces the organisation’s values, social purpose, and long-term sustainability

**Learning and Evidence**

* Champion a culture of learning, reflection, and development across the organisation
* Ensure that learning and evaluation continuously inform programme development, organisational strategy, and creative direction
* Oversee robust systems for capturing, analysing and sharing evidence of impact and change

**PERSON SPECIFICATION: ARTISTIC DIRECTOR**

An experienced and inspirational leader with the proven ability and ambition to lead processes of creative and artistic excellence, while upholding our commitments to social justice and pioneering community development practice.

**ESSENTIAL**

**Leadership and Strategic Vision**

* Significant senior leadership experience in the arts, socially engaged practice, or community development with artists
* Demonstrated ability to lead others with care, clarity and purpose, fostering a collaborative, inclusive and rewarding working culture
* Proven success in developing and delivering a compelling artistic vision, grounded in community or participatory approaches
* Skilled in strategic thinking, able to translate social and artistic and ambition into sustainable and impactful programmes

**Artistic and Socially Engaged Practice**

* Deep understanding of socially engaged or community development arts practice, with a strong track record of leading, producing, curating or creating work that responds to social and political themes
* Confident in navigating complex social and political contexts, with sensitivity to structural inequality and lived and living experiences
* Ability to connect ideas, people and opportunities across diverse communities and professional contexts

**Communications**

* Exceptional communication skills, with the ability to articulate complex values, processes and outcomes to a range of audiences
* Experienced in public speaking, media engagement, reporting, and stakeholder communications

**People, Culture, and Ethics**

* Demonstrated people management experience, with the ability to line manage (when required), supervise, and motivate teams, freelancers and collaborators
* Proven ability to foster reflective practice, shared learning and critical dialogue within creative teams
* Strong understanding of safeguarding, risk management and ethical practice, particularly in community and justice-related settings
* Committed to ethical approaches to intellectual property, consent and authorship in collaborative work

**Funding and Organisational Sustainability**

* Proven track record in income generation and resource management, including securing funding through grants, partnerships and fundraising
* Comprehensive understanding of the funding landscape, including multi-source and long-term income models
* Experience of evaluating and evidencing impact, including creative and participatory approaches to evaluation

**Values and Approach**

* Strong personal commitment to equality, diversity, inclusion and justice
* Open to challenge and feedback, and comfortable with difference, shared decision-making, and distributed power
* A commitment to Vox Liminis’ ethos of collaborative creation, critical imagination, and community development

**DESIRABLE**

* Experience in developing diverse communities of practice connecting criminal justice, arts, academia with justice-affected people
* Understanding of criminal justice contexts and related social issues
* Strong connections across the arts sector, and the ability to build and maintain networks across disciplines and sectors
* Skilled in creative storytelling and translating vision into compelling narratives for funders, partners, and the wider public
* Training or certification in areas such as facilitation, leadership, project management, and safeguarding