



SENIOR ARTISTIC PRODUCER INFORMATION PACK

ABOUT VOX LIMINIS

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. Based in Glasgow's East End, 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.

Vox Liminis works within the arts to challenge all involved to think critically, imagining a better society for all. We believe the arts have 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 projects, and we are excited about our plans.

Our work is based on community development and socially engaged arts principles, and includes music, songwriting, creative writing, visual arts and theatre-making. We use socially engaged arts practice to make artistic work that actively involves communities and participants to co-create art that addresses social issues with a focus on positive social change. This 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.

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.

Further information on our underpinning values, work, and future plans can be found on our website - [Vox Liminis](#).

SENIOR ARTISTIC PRODUCER

JOB DESCRIPTION:

We are seeking a Senior Artistic Producer to lead the creative development and delivery of an ambitious two-year community artistic programme (2026-2028), funded by Creative Scotland. This pivotal new role will bring Vox Liminis' artistic and creative vision to life.

Working closely with and line-managed by the Director, you will build on Vox Liminis' strong relationships, partnerships, and artistic legacy to shape and deliver artistically excellent, community-led projects. You will be the consistent presence enabling collaboration across the programme - supporting our cohort of freelance artists, creating conditions for participants to engage creatively, and balancing the artistic and social intentions of the work.

You will bridge between artists, participants, partners, and funders while maintaining a commitment to living out our [values in action](#), particularly with people whose lived and professional experiences are at the heart of our work. Overseeing projects from conception to completion, you will develop new artistic directions that strengthen existing relationships and expand our reach to new collaborators and audiences.

This role requires meticulous attention to detail, strategic and curatorial thinking, excellent facilitation and communication skills, and experience working with seldom heard or stigmatised communities in participatory arts.

Your role will be to shape and deliver artistic projects with people across Vox Liminis' five overlapping thematic areas:

- 1. Transitions** - focusing on people at the end of their prison sentence, when they transition home and return to the community.
- 2. Family** - acknowledges the wide-ranging impact imprisonment has on family life, focusing on supporting imprisoned parents and working with organisations supporting families affected by the justice system, to identify where creative practice can strengthen family connections or highlight their experiences.
- 3. The Unbound Community** - the ongoing creative community of Vox Liminis. The Unbound Community use their creativity and experiences to make a positive change for people involved in the criminal justice system. This includes the Unbound Sessional Team, who take on roles and responsibilities in projects, in paid (or voluntary, if preferred) positions.
- 4. Public-facing** - represent Vox Liminis' programme in public settings to engage public and professional audiences in collaborative ways in the artwork and creative processes, including through performances, recordings, panel discussions, community gatherings, professional/practitioner workshops, or networking events - balancing artistic quality with collaboration and community ownership.
- 5. Learning and dissemination** - Capturing and sharing learning, expanding networks, and creating opportunities for publication in collaboration with artists, project participants, and others in the wider sector aligned to Vox Liminis values and work.

Vox Liminis' artistic vision and two-year activity programme can be viewed [here](#).

KEY RESPONSIBILITIES:

General

You will be working with freelance artists, Unbound community, project participants, partner organisations, and the Vox team to co-create artistically excellent projects, which are often shared with and engage public-facing audiences.

Artistic leadership & programme delivery

- **Shape and hold the Artistic Vision** by selecting and inviting artists who can create artwork as part of the above lines of work. This includes writing artist briefs, leading recruitment, and providing constructive feedback on artistic direction.
- **Work with artists to conceive, plan, and deliver community arts projects** from initial idea through to presentation. This includes socially engaged and site-specific approaches.
- **Ensure artistic quality** by supporting curatorial decisions about what work gets made and how it is shared. Maintain a genuine, creative and participatory process that centres participants' experiences and voices, while helping artists understand community context and protecting their creative autonomy.
- **Manage timelines, budgets, and logistics** to ensure projects are both ambitious and realistic. Coordinate with artists, venues, participants, and partners throughout.

Community, participants & partnerships

- **Build relationships with participants and partners** across prisons, community centres, local authorities, and other institutional settings, bridging their needs with the artistic programme to ensure accessibility and clarity.
- **Design and facilitate workshops, dialogues, and creative sessions** with or without other artists.
- **Share responsibility with the Director for ensuring robust safeguarding practice** across all activities.
- When working on an artistic project:
 - **Build and maintain relationships** with participants and communities, creating genuine space for collaboration.
 - **Adapt approaches** based on participant needs and what emerges in the work, ensuring accessibility in all dimensions - physical access, emotional safety, cultural relevance, and practical logistics.
 - **Navigate tensions** between artistic vision and community needs and ownership with sensitivity and clarity.

Documentation & reflection

- **Oversee documentation of process and outcomes** in ways that honour the work and people involved.
- **Facilitate reflective sessions** that help participants, artists, and the team learn from the work.
- **Communicate the impact of the work**, creating compelling materials for funders, partners, and public audiences.

External representation, communication & contribution to funding strategy

- **Work with the Director to communicate clearly with funders** and the Vox Liminalis Board about progress, challenges, and learning.
- **Represent Vox Liminalis** to potential partners, supporters, community members, and the public as required.
- **Engage in research, public presentations, and collaboration with academic and cultural partners** identified in consultation with the Director.

PERSON SPECIFICATION

Skills & Experience

- Demonstrable experience producing or delivering community arts, socially engaged art, or participatory arts projects (ideally 5+ years).
- Strong knowledge of the Art Sector, especially participatory and socially engaged arts, and curatorial literacy to identify and select artists.
- Experience working in or with the criminal justice system, or equivalent work with stigmatised or seldom-heard communities (e.g. prisons, homeless services, youth justice). Knowledge of the Scottish arts sector, funding landscape, and/or criminal justice system is a significant advantage.
- Excellent project management skills: ability to juggle multiple workstreams, manage budgets, track timelines, and problem-solve under pressure.
- Proven ability to build and maintain relationships across difference: with participants, artists, institutional partners, and funders.
- Strong written and verbal communication skills; ability to translate between different audiences and contexts.
- Ability to work independently and as part of a small team; comfort with ambiguity and willingness to adapt.

Qualities

- Genuine curiosity about people's experiences and capabilities, with the capacity to listen across different backgrounds.
- Deep integrity and ethics are fundamental, including the ability to challenge both institutions and artists when needed without losing relationships.
- Highly organised yet flexible enough to adapt to changes. Creative problem-solving is encouraged, together with an eye for detail and the capacity to hold the bigger picture.

What you will get from this job

- A small and committed team that understands the value of this role and the importance of democratic access to arts and works with the community.
- Space for reflection and the opportunity to test art formats in collaboration with an engaged community.
- Connection to a wide network of artists, practitioners, and organisations working in this space.
- The opportunity to share artistic work across diverse contexts, from community settings to academic conferences, as well as to contribute to ongoing research and collaborate with scholars exploring related themes.

CONTRACT INFORMATION

Working hours

Full-time (37.5 hours per week). Working hours may occasionally include evenings and weekends. Flexible working arrangements can be discussed. We are also open to considering this role on a part-time basis (minimum of 3 days per week).

Contract Duration

Permanent position, subject to funding after 2028

Salary

£35,000 to £42,000 depending on experience

Location

The role is based in Glasgow, with delivery of the artistic programme across Scotland as required. A full UK driving licence is required.

Employee Benefits

- Access to a contributory pension scheme (5% employee matched scheme, with option to raise to 10% matched)
- 25 days' annual leave plus 8 bank holidays (33 days in total). Vox Liminis may also grant additional discretionary leave days (pro-rated) where closing for a longer break is considered supportive of healthy workflow and staff wellbeing.
- Investment in professional development and training.

APPLICATION PROCESS**Application deadline: 5pm on 19th January 2026**

Submit a CV and covering letter which includes what attracts you to this role, and to Vox Liminis. Working from the job description and person specification, what would make you a good fit? (500 words max)

Please email your application and clearly labelled attachments to admin@voxliminis.co.uk, with subject line 'Senior Artistic Producer Application'.

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 shortlisted candidates on 6th February 2026.