



Job Title: Company Producer (Multi-Arts & Socially Engaged Practice)

Location: Edinburgh office with flexible working options available.

Salary: Circa £38-£40K full-time (35h/week)

Contract Type: Freelance, Fixed-Term (12 months)

About Us

[Art27 Scotland](#) is Scotland's leading organisation promoting cultural rights through practice and policy. We are an artist-led, community-driven organization promoting arts and culture for the common good. Our mission and methodology are rooted in Article 27 of the Universal Declaration of Human Rights (UDHR), which states that "everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits."

We explore culture as an essential human right. We curate and produce a multi-artform program of exhibitions, performances, and events that respond to the urgent global shifts of our time. Through artistic commissions, socially engaged community projects, and cultural democracy facilitation, we work to make cultural rights a tangible reality.

The Role

This is a senior management position that will require a creative mindset with practical ability to deliver. We are seeking a collaborative, community-minded Company Producer to join our team. In this role, you will manage the end-to-end delivery of our multi-arts programs outlined in our annual plan and contribute to the development of funding streams and partnerships for future projects. Art27 Scotland is a small team of Embedded Artist, General Manager and Culture Collective Co-ordinator. During project delivery the team expands and contracts significantly during these peak periods throughout the year.

You will report to the Board on a regular basis to discuss the programme and budgets and address any challenges arising.

You will have a line management and support role for key staff ensuring regular 1-1s and clear communication across the organisation.

You will be the key liaison for projects and partnerships, bridging the gap between artistic ideas, partners, funding and project logistics. You will

ensure our co-creation processes are safe, ethical, and highly accessible. This is a role for a creatively minded producer who values the human process of making art just as much as essential high production values of the final presentation.

Key Responsibilities

- **Project & Production Logistics:** Oversee end to end planning, scheduling, and delivery of collaborative, multi-disciplinary art projects and live events. Issue contracts and briefs.
- **Relationship Management:** Build and nurture trust-based relationships with diverse local communities, participants, non-arts partners and cultural sector partners.
- **Ethical Co-Creation:** Ensure all project workflows respect community voices, prioritizing non-extractive, collaborative art-making.
- **Budget & Compliance:** Working with our bookkeeper and accountants maintain robust project budgets,
- **Access & Care:** Champion accessibility requirements, ensuring all spaces and projects are physically and culturally inclusive.
- **Cross-Sector Collaboration:** Coordinate with marketing, fundraising, and external civic or legal partners to support Art27's role as a leading advocate for cultural rights

What We Are Looking For

- **Experience:** 4+ years of experience at senior level producing multi-arts projects or community-led cultural events.
- **Community Values:** A deep understanding of socially engaged practice and collaborative art-making.
- **Organization:** Strong project management skills with the ability to handle shifting timelines and including the recruitment and management of freelance staff.
- **Safeguarding:** Practical knowledge of health and safety, duty of care, and safeguarding policies.
- **Communication:** Exceptional listening and negotiation skills to connect with diverse groups of people.
- **Ability to 'hit the ground running'** with established networks.

How to Apply

Please send your CV and a brief cover letter outlining:

1. your producing experience with clarity on your specific role and skills
2. what you would uniquely bring to Art27 and why you would like to work with us
3. your management style appropriate for the scale and scope of Art27
4. contact details for two referees.

Send to Art27 General Manager Katya Moncrieff
Katya@art27scotland.org by 20th September 2026

Interviews will take place the following week. All interviews must be in-person and travel reimbursement will be available.

Due to extended staff illness we are looking for the role to start as soon as possible.

Job Specification

Job Title:	Company Producer (Multi-Arts & Socially Engaged Practice)
Location:	Edinburgh, Scotland (with hybrid flexibility)
Reports To:	Chair/Senior staff
Salary:	Circa £38 -£40K
Contract Type:	Fixed Term (12 months)Freelance

1. Job Purpose

Art27 Scotland takes its mission and methodology from Article 27 of the Universal Declaration of Human Rights (UDHR), which states that 'everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.' We explore culture as an essential human right, curating and producing a multi-artform programme that responds to critical global shifts of our time.

The Company Producer is a senior management role bridging artistic ambition, funding realities, and collaborative execution. The post-holder will have a creative mindset and manage the operational development, budgeting, and physical realization of diverse projects, ensuring that our co-creation processes are ethical, safe, non-extractive, and deeply accessible to all active cultural citizens.

We are a multiyear funded organisation through Creative Scotland and the Culture Collective programme alongside other lottery, trust and governmental funds.

This post is to provide additional capacity and skills during an extended period of absence of the CEO due to illness.

2. Key Responsibilities

Project & Production Management

- Lead the planning, scheduling, and operational delivery of cross-disciplinary artistic projects, exhibitions, live performances, and residencies.
- Oversee production logistics, event coordination, and technical integration across various artistic mediums (visual arts, performance, digital media).
- Adapt traditional presentation timelines to support the fluid, iterative nature of community-led and socially engaged art practices.

Community Engagement & Ethical Practice

- Nurture trust-based relationships with diverse local communities, marginalized populations, displaced groups, and non-arts sector partners.
- Ensure all co-creation initiatives prioritize equity and avoid extractive practices, giving participants true agency in the creative outcome.
- Establish robust safeguarding frameworks, risk assessments, and care structures for non-professional participants and creative practitioners.

Financial Accountability & Funding Compliance

- Manage multi-source project budgets, tracking expenditure meticulously in accordance with public grant requirements (e.g., Creative Scotland, local authorities).
- Ensure compliance with Scotland's Fair Work First principles, issuing contracts aligned with creative union pay standards (e.g., Scottish Artists Union, Equity, BECTU).
- Oversee the collation and analysis of qualitative and quantitative monitoring data to compile impact evaluation reports and fulfill grant funding outcomes.

3. Person Specification

Essential Criteria

- Experience: Minimum of 4 years' experience producing multi-arts projects, festivals, or community-led cultural initiatives.
- Values Alignment: Demonstrable commitment to human rights, cultural democracy, and socially engaged practice.
- Funding Competency: Solid understanding of the Scottish cultural funding landscape, with experience managing public grants and strict monitoring metrics.
- Financial Skills: Strong experience setting, tracking, and reconciling multi-source production budgets. Knowledge of excel.
- Communication: Exceptional interpersonal and active listening skills, with proven ability to navigate complex intercultural settings.
- Established networks

Desirable Criteria

- Sector Knowledge: Experience of community facilitation with racialized or marginalized groups and appropriate practices in the arts.
- Compliance: Up-to-date knowledge of safeguarding legislation in Scotland, including Protection of Vulnerable Groups (PVG) context.

- Networks: Existing connections to community organizations, advocacy groups, or creative networks within Edinburgh and across Scotland.
- Full Driving License
- Operational knowledge of Xero software

Key Projects currently underway 2026/27

1. Culture Collective Project: The Nackens
Project Co-ordinator Dr Bob Fell. Collaborative programme over 15-18 months with Rajpot. Exploring cultural reparation for the historic injustice of what was known as "The Tinker Experiment". Based in Pitlochry and other known sites.
2. Inaugural Scottish Human Rights Festival 2026:
Short curated programme delivered by Art27 and in partnership with Scottish Human Rights Consortium and an event in association with Expressing Scotland.
3. Blood Red Lines Documentary: Project Lead, Robert Rae
The final edit for a full-length documentary and preparation for Scottish tour.
4. Cultural Rights Coalition:
Development of a coalition of aligned organisations across arts, human rights and community sectors to develop understanding of cultural rights implementation in policy and practice. The coalition will have the specific focus on the new Scottish Human Rights Bill and particularly the incorporation of the International Convention on economic, social and cultural rights and the implementation of the Right to Culture over the next couple of years.
5. Trinity Apse: Project Lead, Robert Rae
Development of a unique heritage space in central Edinburgh as an intercultural space for socially engaged art.