

Healing Gardens of Bab Project Producer Job Pack

Following a consultation with queer creatives in the city, Fierce is excited to be recruiting a project team for **The Healing Gardens of Bab**, a multi-disciplinary queer arts programme offering transformative experiences in Birmingham as part of the [Birmingham 2022 Festival](#), subject to contract approvals. The **Project Producer** will head up a small team, supported by the core Fierce team to deliver this project to the highest possible standards.

Birmingham 2022 Festival is a six-month culture programme starting in March which will use the moment of the Birmingham 2022 Commonwealth Games to celebrate creativity in the West Midlands and the Commonwealth. With the aim of engaging 2.5m people both in person and online, the programme is designed to reflect the people of the region, exploring our heritage, diversity and youth. Audacious, playful & inclusive, the festival will work with over 500 West Midlands artists on a programme designed to entertain, engage and embrace audiences, whilst positively disrupting the cultural sector and inspiring lasting change.

Context

This project has a duty to actively respond to the context of systemic and social oppression & homophobia across the Commonwealth and the colonial legacy at the root of it. This will require a care centred approach that uplifts those who were most marginalised by empire, to instead celebrate the rich cultures that were erased and eclipsed around the world.

The project will be made with and for communities experiencing significant inequality and disadvantage, particularly considering intersectional identity and inequality across but not limited to LGBTQIA+ communities, disabled communities, people of South Asian heritage, People of African or Caribbean heritage and people who experience racism.

“When terms such as LGBT and queer cross borders they evolve and adjust to different political thinking. Queer became kvir in Kyrgyzstan and cuir in Ecuador, neither of which hold the English meaning. Translation is about crossing borders, but some languages travel more than others. Sexualities are usually translated from the core to the periphery, imposing Western LGBT identities onto the rest of the world. Many sexual identities are not translatable into English, and markers of modernity override native terminologies. All this matters beyond words. Translating sexuality in world politics forces us to confront issues of emancipation, colonisation, and sovereignty, in which global frameworks are locally embraced and/or resisted. Translating sexualities is a political act entangled in power politics, imperialism and foreign intervention.”

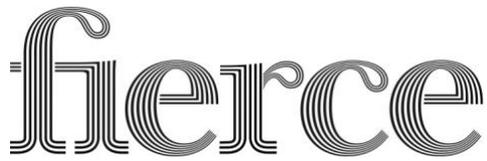
Caroline Cottet and Manuela Lavinás Picq from *Sexuality and Translation in World Politics*

The Healing Gardens of Bab

Babylon's* hanging gardens were built as a luscious sanctuary for Queen Amytis in an unfamiliar city, because she missed the mountains and greenery of her homeland. One of the Seven Wonders of the Ancient World, they are the only wonder whose existence is disputed. Some suggest the gardens are a figment of the ancient imagination.

The Healing Gardens of Bab** will be a paradise that uplifts alternative expressions of gender, sexuality and family. The gardens will be a space(s) to reflect on the violent erasure enforced by empire and celebrate the many sexual identities that are not translatable into English.

Offering a space for respite and healing through performing arts, discourse and design, The Healing Gardens of Bab will be designed by Birmingham's LGBTQIA+ communities in



collaboration with artists from Canada to Australia. Across venues in Birmingham city centre, including Birmingham Museum & Art Gallery, we will create our own future folklore.

The Gardens will physically manifest for three weeks in June and July 2022, with some elements running for longer. The project will be led by a next generation LGBTQIA+ steering group which will be chaired by Fierce's Artistic Director, Aaron Wright. The Producer will need to work closely with the steering group to deliver the vision for the programme.

Likely elements of the project will include:

- An exhibition in a major museum
- A public programme of talks and events
- A major public realm visual artwork
- An international programme of music
- A socially engaged, participatory project

**Babylon - the chief city of ancient Mesopotamia: first settled around 3000 bc - a contemptuous or dismissive term for aspects of culture seen as degenerate or oppressive*

***Bab - MIDLANDS ENGLISH used as a friendly form of address. "I'll have a portion of chips, please." 'Is that a big or little one, bab?'"*

Working Culture

We want all Fierce employees to feel comfortable and able to be themselves at work. Our working culture is built on Fierce's core values of Trust, Joy, Disruption and Rigour. As the Fierce team grows it is important to us that we maintain a caring working environment. Our working culture is fluid and all team members have agency to influence it. [Read more about our working culture here.](#)

We are committed to being an inclusive workplace where all employees feel able to be their whole selves, free of (micro)aggression. Particularly, in this moment, we highlight our commitment to anti-racism and trans rights. We are available to talk to anyone who wants more information about this, particularly if it may make them feel more comfortable in applying to work at Fierce. [You can read more about our work in this area and how we are holding ourselves accountable here.](#)

From our programme to our working culture, we aim to be as accessible and inclusive as possible. We are committed to making application processes as accessible as possible and are happy to provide information in alternative formats and answer any other questions you may have regarding this opportunity. We actively encourage and welcome access documents.

To arrange a phone call or video call to discuss Fierce's work around anti-racism, trans rights, or to confidentially discuss access requirements, or request information in alternative formats, or to discuss the role more generally, please contact our General Manager Catherine Groom at catherine@wearefierce.org.

With this round of recruitment, we will implement the Rooney Rule meaning that we will offer interviews to all candidates who meet the basic eligibility criteria who are Black, from the African Diaspora, from the South, East and South East Asian Diaspora, who are ethnically diverse and who experience racism. Therefore, our interview panels will be representative of a spectrum of protected characteristics.



Terms and Conditions

Fee for the work: £14,400

This is a freelance role for 80 days delivery at £180/day.

Period of work: February 2022 – August 2022

18 weeks (week beginning 14th February – 13th June 2022) @ 3 days a week

4 weeks (week beginning 20th June – 11th July 2022) @ 5 days a week

3 weeks (week beginning 18th July – 1st August 2022) @ 2 days a week

NB This is a guideline based on the rhythm and needs of the project, there is some space to negotiate this structure based on existing commitments, but this is the expected level of capacity required.

Responsible to: Artistic Director & Executive Producer

Responsible for: Assistant Producers (2), and other freelance project staff

Location: the role will be based at the Fierce office in Birmingham, there is some flexibility to work from home but attendance at the office as well as meetings and site visits across the city will be required.

About the Role

Artistic Planning and Research:

- Work closely with the Steering Group to support project vision and framework, ensuring its delivery accordingly.
- Supported by the Assistant Producers, informed by the Steering Group, design and implement any commissioning processes required.
- With the Artistic Director and guided by the Steering Group, programme various events across the delivery period of the project.

Project Management:

- Negotiate partnerships with venues, understanding access needs and supporting partners to engage in the project. Where required review or write relevant partner contracts reflecting agreements made
- Plan, schedule and contract relevant artists and staff to support the artistic programme.
- Plan and manage the activity sites, including timetabling of activities, liaising with the Birmingham Commonwealth Games Cultural Programme team, ensuring there is sufficient signage and that the sites are accessible.
- Working with the delivery team plan and implement all technical needs to ensure all sites and project elements run smoothly for the duration of the project.
- Working with the delivery team plan and implement all activity to be as inclusive and accessible as possible
- Support the Assistant Producers and wider team to develop a clear strategy for participatory elements, ensuring there are robust care centred participatory processes in place

Financial Management:

- Manage the budget, reporting regularly to the Executive Producer and General Manager.
- With the support of the Executive Producer and General Manager, ensure the project stays within budget parameters

Staff Management:

- Manage a small and busy team to deliver **The Healing Gardens of Bab**
- Be an active leader during the delivery of the project, being on hand to troubleshoot as required.



Marketing Coordination:

- Oversee the commissioning of the design for publicity for the programme across print and online media.
- Plan and contract documentation for the project, ensuring we have high quality images and footage.
- Liaise with relevant PR staff to support the profile of the project with the general public.
- With support from the core team and Commonwealth Games Cultural Programme marketing team, lead the marketing activity for the project including collation of copy, advertising, social media and newsletters.

General:

- Be a part of the evaluation process for the project
- Undertake any other tasks as may reasonably be required in relation to the project.

About You

Essential	Desirable
Experience managing complex projects, (this does not have to be in an arts context) with excellent organisation skills and the ability to prioritise and manage workload	Understanding of the experiences and cultures of the LGBTQIA+ communities
Experience managing staff teams (this may be in an informal context or freelance teams)	Experience of working with artists
Experience managing relationships with a range of partners including in the community, corporate and arts sectors	Experience of delivering large-scale public realm projects
Experience and confidence in managing budgets in excess of £100,000	Good relationships with LGBTQIA+ communities in Birmingham
The ability to communicate effectively and appropriately and to build good working relationships with a range of different personalities	Experience managing advertising budgets and negotiating with relevant partners
Knowledge of Birmingham and an understanding of the city's communities	First aid at work qualification
Experience in planning project marketing activities	Full driving licence
Understanding of basic technical requirements for events	Experience of working with steering groups to and / or communities to co-design projects and programmes
Ability to problem solve under pressure and remain solution-focussed	Experience of navigating complex political territory with diplomacy and care
Care deeply about audiences and making live art accessible to as many people as possible	
An understanding of (and ideally lived experience of) the progressive politics that informs much of Fierce's work	
Be open-minded, respectful and inclusive of ideas	



A commitment to inclusivity, anti-racism and trans rights, and care-centred approaches.	
Ability to hit the ground running and work to tight deadlines	

How to Apply

Please submit the following to catherine@wearefierce.org by 11.59pm on Sunday 23rd January 2022:

- An up-to-date CV, your professional website or a link to a detailed LinkedIn profile
- A covering letter of no longer than 2 sides of A4 or video/voice note of no longer than 5 minutes, which includes your name, address and contact details, that responds to the About the Role and About You criteria.
- A completed Equal Opportunities Monitoring Form

You must submit all three documents / elements to be eligible for the role.

If you need some tips on writing a good covering letter, you can read our advice [here](#).

We will not penalise applications that are a few minutes late but please be respectful of other candidates by not submitting applications hours or even days late.

We welcome applications from those with alternative approaches, (such as collectives, partnerships or organisations) who believe they can deliver this role successfully within their existing models.

Interviews: Interviews will be held on Friday 28th January 2022. There is a possibility we will go to second interviews, but this will be scheduled accordingly if needed and mutually agreed with relevant candidates. We will let you know when we invite you to interview who will be on the panel and we will send out copies of the interview questions in advance.