

The working culture at Fierce is one that is care-centred, built on our core values of Rigour, Trust, Joy and Disruption. As a core team who have worked together since 2017, it is something we have cultivated, and which is incredibly important to us. As we welcome new colleagues to our team, we expect our culture to change and develop as they have equal agency to influence the way we work together and support one another. We're excited to welcome new perspectives and grow together.

Rigour

We have a shared passion for the vision of the organisation that means we are committed to our work, the artists we work with and the partnerships we create. We challenge ourselves to apply rigour in all aspects of our work, and will regularly ask ourselves: have we been rigorous about this? Sometimes this means things take a bit longer, but that we can be really proud of our work. We care deeply about the work we do with experimental and contemporary artists creating cutting-edge work, which means that whatever your skillset, if Shakespeare, circus or classical music are your creative passions, Fierce probably isn't the place for you.

Trust

Our trust in each other enables us to be flexible in the ways we work, acknowledging the crossover of work and life, trust allows us to put care and wellbeing at the centre of our culture, because we trust our commitment to getting the work done. This particularly extends to freelancers and part-time staff (who are the majority in our organisation) enabling them to fit work around their wider portfolio and meet those needs as well as the needs of the organisation.

Joy

We are sociable, we laugh together, and we allow the personal into the workspace so we can support each other and have fun together. Friendship plays a part in our cultural organisation. We take joy from the art we present, we are passionate about the artists we work with. We want our artists, audiences and partners to take joy in their interactions with us.

Disruption

We challenge contemporary definitions of professionalism; we are informal but not unprofessional. We embrace challenges to our working practices that enable us to rethink and improve.