

MORTAL FOOLS

Image Description: Members of the Mortal Fools' Youth Theatre stand side by side on stage applauding during a performance of I Weigh



KICKSTARTER APPLICATION SUPPORT PACK

MORTAL FOOLS' VALUES

CONTRIBUTING

Everyone Matters

GROWING

Becoming More

WITH OTHERS

Better Together

AS OURSELVES

Always Authentic

A MESSAGE FROM OUR ARTISTIC DIRECTOR



Image Description:
Mortal Fools' Artist
Director Kiz Crosbie,
a smiling white woman.

Welcome to the world of Mortal Fools!

**Thank you for your interest in joining our organisation.
This is our Kickstarter Placement Application Pack –
if you read on, you'll find out more about Mortal Fools.**

At Mortal Fools, we specialise in improving lives through the co-creation of high-quality, socially-engaged performance and creative projects with children, young people and communities.

In the last two years, we have created audio theatre, theatre for film, an online storytelling game, a digital mental health programme for primary schools, animation, young person vlogs capturing the young person's experience of the pandemic, digital training for businesses, online creative resources, live theatre and supported over 1000 young people in some way.

Our team are amazing – dedicated, innovative, courageous, hard-working and committed to positively changing lives through the work we do. Our staff team is made up of those people whose main focus is to keep the organisation functioning well and those working directly with young people and communities to create brilliant things.

That's where you come in, we are looking for 2 x Kickstarter Placements to help us create more brilliant things across 2022 into 2023.

And it is our tenth birthday Summer 2022, so it's an exciting time to join us!

**We look forward to receiving
your application – Kiz**

**“You can be whoever
you want to be here and
nobody will judge you”**

Youth Theatre Member

Kickstarter Application Support Pack

**Image Description: The cast of
I Weigh look down whilst a cast
member performs a monologue.**





Image Description:
Members of the Mortal Fools' Youth Theatre sit smiling during a performance.

Mortal Fools is a multi-awardwinning theatre, drama and creative learning charity, based in Northumberland working across the North.

We create innovative, socially engaged, high-quality theatre and creative projects by professional artists working as co-creators with young people and communities; helping people connect, have fun, learn and grow together..

We are passionate about the arts and know that, when used well, they have the power to change and enrich lives. We use theatre and drama to support the mental health and wellbeing of the people we work with alongside enabling and empowering them to build strong interpersonal relationships, increase confidence, improve personal resilience and find a voice to express how they feel about what's going on in the world right now.

We prioritise working with children and young people who need our work the most.

We work with 1,000s of children and young people every year, mostly in the North East of England, and we advocate for theatre created for and by young people to be recognised and supported as an important art form in our sector. Alongside amplifying the voices and needs of young people to decision makers and the wider world.

ABOUT US
OUR PURPOSE

ABOUT US OUR WORK

With Young People

We specialise in co-creation with children and young people aged 7–25, delivering a variety of activities and projects throughout the year.

We run weekly Youth Theatre sessions, a Young Leaders group, sessions and projects in schools and youth work settings, and connect with young people via community events like Northumberland Pride.

We share the work we make through digital platforms and live performances, both locally and nationally through touring and sharing events.

These are just a few examples of some of the work we've created for, by and with young people over the course of the last 3 years: **Let Us Tell You, When The World is Loud, Melva Online, Coronavirus Time Capsule, Relentless, I Weigh.**

With individuals, businesses and organisations: **CONNECT**

CONNECT is our training and professional development programme for organisations, teams, and individuals.

We deliver training workshops for adults, through our CONNECT programme. Our training approach uses a unique combination of practice, theory and research from the creative sector and the social sciences, to lead participants through a practical training process of identifying personal strengths, increasing knowledge, and developing new skills.

The income from this work subsidises core costs and our young people's programmes.



Image Description: A group of adults, sat in circles during a CONNECT workshop, happily talking.

We are looking for a Marketing Assistant **AND** an Assistant Drama Practitioner.

The **Marketing Assistant** will work with our Communications and Business Development Manager to help people understand what Mortal Fools is, why we do what we do, about our projects, how they can get involved and how they can support us. We work with and connected to young people, professional artists, communities, venues, businesses, audiences, project participants, funders and Mortal Fools' supporters; this role will help us continue to communicate with those people in effective, interesting ways that respond to their needs and interests.

The **Marketing Assistant** will report to and be supported by our Communications and Business Development manager.

The **Assistant Drama Practitioner** provides support to the Creative Producer and Project Producers by taking on tasks through-out the project/event planning, preparation, delivery and evaluation processes. They will work directly with some of our young people's groups and support some of our sessions. This is alongside contributing to project planning, delivery of Mortal Fools activity and supporting Mortal Fools artists and other practitioners in their roles when needed. To put it simply, this role will play an important part, in enabling us to put on the brilliant activity and projects we have planned.

The **Assistant Drama Practitioner** will report to and be supported by our Creative Producer.

We are excited to be recruiting **two Kickstarter Placements** to our team, to support the delivery and growth of our work.

About The Placements:

Contract:

Employed, 6month fixed term.
25hours worked flexibly (including some weekend and evening work until 8pm).

Salary:

National Living Wage £9.90ph

Location:

Based in Ashington, Northumberland.
Will be some homeworking and attending activity across Northumberland, Newcastle and Gateshead when required.

To Apply:

Submit a CV and Cover Letter by:

- Submitting as email attachments to Dani@mortalfools.org.uk with the subject: **Application Kickstarter** and either **Marketing Assistant** or **Assistant Drama Practitioner**.
- Posting to: **Team Mortal Fools at YMCA Northumberland, North View, Ashington, NE63 9XQ.**
- Dropping your application to YMCA Northumberland reception labelled: **FAO of Mortal Fools.**

Important Additional Info:

- You can send your covering letter and CV in the form of a video application instead if preferred.
- On all applications, please make it clear which Kickstarter placement you're applying for.
- Please ensure your preferred contact details are either on your CV or cover letter so we can get in touch with you and also get you to complete a Equality and Diversity Monitoring Form.

Kickstarter Application Deadline:

1st March, 5pm

Successful candidates will be invited to interview late March, with a projected start date of early April.

ROLE SUMMARY

We believe that when it comes to job roles, it's not helpful to try fit people into boxes.

We want all our staff members to feel that their individual needs, interests and development goals are being met, whilst also ensuring the purpose of their role benefits the company and its growth.

Whilst we have outlined the role of each Kickstart Placement in each specific placement documents (download them separately), the roles will be varied and develop based on:

- Existing skills and experience
- Demands and the needs of the business
- Balance of workload
- Confidence and capability in areas of work as placement progresses

These placements will inevitably adapt and develop over time, as we get to know our successful candidates better, and shape the role and connected training to get the best out of their personal potential.



Image Description: A Mortal Fools team member talks to attendees at an event.

KICKSTARTER PLACEMENT APPLICATION HINTS & TIPS

Before starting your application:

- Make sure you read this application pack – it's there to help you.
- If you're able to – check out our website www.mortalfools.org.uk or go through our social media channels (all @mortalfoolsuk) – this will give you a sense of the type of work, we do and the type of company we are.
- If you have any questions, feel free to drop Dani@mortalfools.org.uk an email or give us a call 0191 580 1250.

Your CV:

- Make sure your CV is up to date.
- Ensure your contact details (e.g: name, address, email, phone number) are included.
- Try and tailor your CV to the Kickstarter position you want to apply for.
- Make sure to include work, volunteering, school, hobbies & personal activities.

Your Cover Letter:

- This should be 1-2 pages.
- **It should describe;**
 1. Why you want to work at Mortal Fools.
 2. The skills/attributes/experience you have that match the essential criteria.
 3. Areas you'd like to develop, gain experience in and find out more about.
- This letter is like your personal sales pitch – it not only supports your CV but is your opportunity to stand out from others.
- The opening paragraph should be attention grabbing and say which Kickstart Placement you're applying for.



Image Description: A young Mortal Fools performer pulls a face during an outdoor performance.

“It is rare to find an organisation with this quality, community focus, and ambition”

Rob Huggins
CEO Gosforth Civic Theatre
// Liberdade

Image Description: Two actors, dressed in hats and scarves, perform in the Mortal Fools' production of 'Melva'. They are sitting in an icy shelter and have surprised looks on their faces.



OUR RECRUITMENT PROMISES

Recruitment is often a person's first contact with our organisation and we want to make that as positive an experience as possible, even for those people who don't go on to get a job with us.

For that reason, we have a series of recruitment promises...

We issue recruitment information in a range of formats

No-one should miss out on a job because the information provided didn't meet their needs. We want to have as fair a recruitment process as possible. We support the positive recruitment action in the Equality Act by offering all disabled candidates who score at least 2 on all person specifications an interview.

We accept written and video application formats

Sometimes written applications are not the most suitable way for a person to effectively apply for a job. If that's you, this alternative means you're not excluded.

We clearly explain what we expect to see demonstrated and evidenced in an application

We provide a detailed recruitment pack and explain specifically what we need you to reference and demonstrate in your application. *e.g. with reference to the job description and person specification.*

We assess all applications anonymously against the same criteria

We want to have as equitable a recruitment process as possible. Your application is anonymised when it arrives, by someone not involved in shortlisting (including removing the names of any educational establishments attended). The applications are assessed using a numeric scoring system, based on how well you have demonstrated the qualities listed in the person specification.

The scoring system is:

- 0 = no evidence
- 1 = little evidence
- 2 = some evidence
- 3 = strong evidence

We reply to everyone who applies, providing all applicants with concise, personalised feedback

In recognition of the time spent applying to us, we make sure to give our time in return by giving you a personalised response.

We provide interview questions in advance to support preparation

For those jobs where having the ability to think on the spot is a requirement, we'll ask some direct questions in our interviews. For all other situations, we want you to be enabled to give responses that are considered and that you're happy with. Knowing what you're going to be asked is even more important for supporting neurodivergent people appropriately.

We provide expenses to attend interviews

We can't pay everyone for the time they've taken applying to us, but we can recognise that it does take time with this small recompense.

We provide detailed feedback to all interviewed unsuccessful candidates

You've put in all that time and effort to applying to work with us. Even though you weren't offered a job, we want to support your learning and development and be transparent about why you weren't the fit for the role we were looking for.

WHY WORK AT MORTAL FOOLS

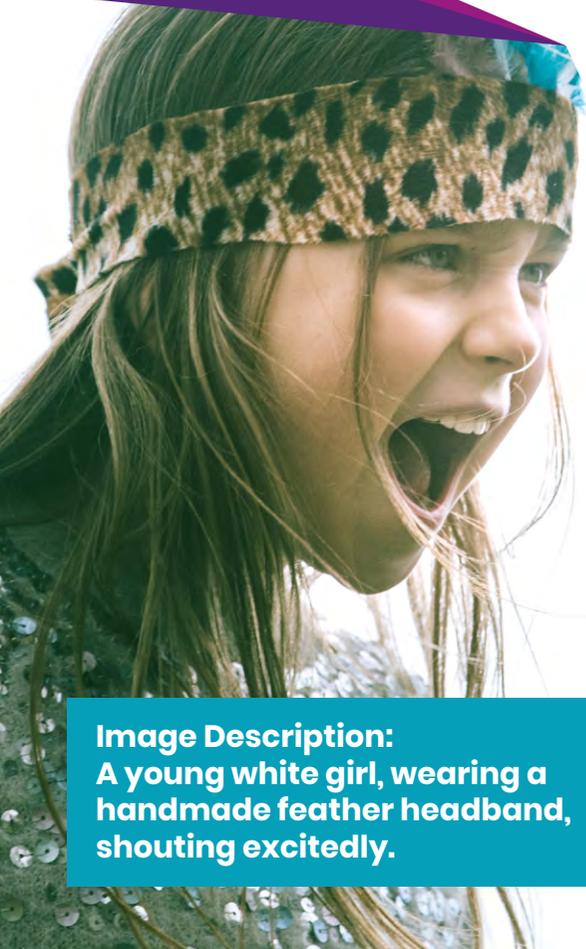


Image Description:
A young white girl, wearing a
handmade feather headband,
shouting excitedly.

Professional Development:

We want everyone who works with us to feel that they belong at Mortal Fools and that their efforts and skills are appreciated. Staff members are supported in their development through:

- One-to-one feedback and mentoring
- Peer-to-peer support
- An environment where they are able to bring ideas, enthusiasm and talents to fruition
- The chance to work with a cross-sector network of national partners, expanding their professional networks and experience
- Training by external providers to meet their personal development goals relevant to this post
- A safe, supportive, inclusive, and fun company culture
- Opportunities to help shape the growth and development plans of the wider company

Staff Benefits:

- Above statutory holiday allowance including bank and public holidays
- Living Wage Accredited Employer - £9.90ph
- Office equipment allowance
- Wellbeing support
- Access to lots of training and personal development opportunities
- Flexi-time system for working hours

Kickstarter Application Support Pack

“Of all the projects and organisations I have been associated with during this crisis [Covid-19 pandemic], Mortal Fools has been one of the most supportive and accessible.”

“I feel uplifted and passionate every time I come to work with Mortal Fools. Everyone is respected and every member of the company is an essential part of the Mortal Fools jigsaw.”



Image Description: A group of youth theatre performers. 4 young people are carrying another young person, who has a worried look.



Image Description: Mortal Fools theatre practitioners and members of the youth theatre laugh together.

Please make sure you read this pack carefully, before completing your application.

If you have any questions, please check the FAQs listed on our **Work With Us** page before getting in touch directly.

If you have any questions about our Kickstart Placements, email: **Dani@mortalfools.org.uk**