

ART AGAINST KNIVES

THE LAB- MUSIC ENGINEER AND ARTIST DEVELOPMENT SUPPORT

RECRUITMENT PACK





ART AGAINST KNIVES

We're an award winning creative charity that collaborates with young people, their communities and the creative industry to create lasting social change.

We co-design creative community spaces with young people that provide creative skills training, specialist support, establish trusted relationships, amplify their voices and put them in the lead of their own futures. Our work is underpinned by a trauma and psychologically informed approach to safeguarding young people.

Over the past 11 years we've worked with over 1,500 talented young people, collaborated with leading industry partners from Apple to London College of Fashion, secured funding from among others, the Home Office and BBC Children in Need, and established partnerships with pioneering leaders in the sector like our friends at MAC UK.

We're on the hunt for a new Music Engineer and Artist Development Support Worker; to work in partnership with our inspirational team of staff and young people to ensure young people can thrive, and live safe lives.



JOB DESCRIPTION

We're looking for a Music Engineer and Artist Development Support worker to lead on music engineering specifically supporting the recording, mixing and mastering of tracks created by young people through the weekly project.

Alongside this, you will be cultivating positive relationships and supporting young people to develop as artists; finding their individual voices, helping shape their artistic style & practice and co-developing their portfolio of creative skills.

You will be warmly welcomed and supported by a small established organisation of approx 20 people, with a deeply embedded culture of caring, growing and investing in people.

RESPON SIBILI TES

YOU WILL BE RESPONSIBLE FOR:

SESSION DELIVERY

- Hold sole responsibility for the recording and engineering (mixing + mastering) of music / tracks during session delivery.
- Ensure that all music recorded is accessible to the respected young person and AAK staff.
- Lead on the set up and pack-down of music equipment.
- Support the skills development of participants through the use of varied industry music hardware and software e.g FL studio, Ableton, Logic, samplers, Pioneer DJ controllers, drum machines and synthesisers; teaching participants how to create beats, curate concepts for and structuring songs / music, understanding the foundations of 'sound', record and use equipment.
- Build positive relationships with young people to promote their involvement and engagement in creative music activities and personal development support.
- Ensure all of AAK policies and procedures are implemented throughout your role.
- Specifically up-holding excellent safeguarding practice whilst working with at risk and vulnerable young people.
- Report any safeguarding concerns to the Designated Safeguarding Officer and Safeguarding Lead.
- Attend weekly team meetings and pre/debrief sessions - providing feedback on observations, work delivered, young people outcomes.
- Monitor your work and maintain updated records (e.g work-plan, timesheet) in line with agreed requirements and responsibilities.



PROJECT ADMINISTRATION, MUSIC RELATED & SHOWCASE / PERFORMANCE

- Support the creation, implementation and delivery of a new 'Music Skills Training Handbook' and 'Artist Development Portfolio'.
- Drive Management - ensure all music and recordings are saved, filed and logged appropriately.
- To be responsible for the curation and production (mixing & mastering) of EP's / mixtape's / songs and album releases on a quarterly basis.
- To support participants in preparing content for showcase and performance activities.
- Ensure the quality of work produced and music released at The LAB are in line with AAKs values, principles and standards.
- Contribute to the management and upkeep of inventory, materials and equipment.



ON-GOING RESPONSIBILITIES

- To contribute where possible to the joint planning and development of the project, using knowledge of the participants, environment and wider context.
- Adhere to AAK's Health & Safety and Lone working policies.
- Inform AAK senior staff of any demand for individual support that goes beyond your capacity.
- Non-recurring duties which may arise and that fall within the remit of this post.
- Attend appropriate training updates and staff development opportunities



ABOUT YOU



YOUR EXPERIENCE

- Experience in teaching young people music production and how to use specialised music software and equipment.
- Extensive knowledge of the recording and engineering processes.
- Ability to communicate musical theory, history and practice to young people with a range of needs and ability.
- Knowledge of current youth culture.
- Experience working with young people from marginalised backgrounds and may be hard to reach or present complex needs.
- Ability to communicate, educate and inspire young participants.
- A commitment and desire to develop a career within the youth, community and creative sector/s.
- Extensive knowledge of safeguarding young people.

YOUR QUALITIES

- Creative, thoughtful and rigorous in your approach to working with young people empowering their creative development and safeguarding.
- Open, welcoming demeanour.
- Able to harness your enthusiasm to encourage participants who aren't as confident in themselves.
- Exceptional at establishing effective relationships with young people.
- Able to take into account other people's perspectives and to value and support the expertise and development of others.
- A solutions-focused problem solver who's able to respond flexibly to unplanned demands and needs of young people.
- Able to work on own initiative, consider implications, make decisions and adapt.
- Consistent and highly organised.
- Committed to equality and diversity and have an understanding of how to promote this through your work.
- You are personally committed to dismantling and have an understanding of how you can contribute to this through your work..
- Committed to the ethos and values of Art Against Knives.

SALARY + BENEFITS



- £15 per hour
- 1 year freelancer contract with the opportunity for extension
- 10 hours per week + additional hours for specific production as agreed in advance
- (Creative Spaces delivery days are currently Wednesdays & Thursdays- subject to change)
- A workplace culture that invests and cares for our staff & freelancers which is reflected in our policies.
- Access to AAK's Employee Assistance Programme.
- Access to events and training sessions delivered by some of the sector's leading experts.

HOW TO APPLY



Please send us your CV (or link to your linkedin profile or website) and a covering letter (no more than 1 page of A4), outlining how your experience meets the requirements of the role and why you want to work for ART AGAINST KNIVES. Please also include a link to some of your work to showcase your skills.

You can reach us at recruitment@artagainstkknives.com - please make the subject line Your Name / Music Engineer & Artist Development Support

We will be reviewing applications as and when we receive them, so encourage you to submit your applications early!! AAK will reserve the right to close this job vacancy, if we receive enough suitable applications to take forward to an interview.

There is a 2-stage selection process:

1. An initial interview with AAK staff.
2. An interactive interview with staff and young people.

ART AGAINST KNIVES values diversity and is an equal opportunities employer, working towards becoming a disability confident committed employer. We encourage applications from everyone regardless of their backgrounds. We particularly welcome applicants from Black, Asian and minority ethnic communities, Disabled People; people who identify as LGTBQIA; people who are part of a faith group; and people who identify as working class (or have done so in the past).



ABOUT US

We use creativity to change young people's lives. We embed creative spaces in London's most marginalised communities, co-designed with young people these spaces provide them with skills training, mentoring and specialist support.

We've approached our 10th anniversary, and we are incredibly proud of what we've achieved and excited that our model has gained recognition as an effective tool for reducing violent crime. All of our programmes are co-designed by young people and rooted in the communities we serve. We reach approx. 400 young people each year.

We are currently embedded within the borough of Barnet and work collaboratively with multi agency partners of all sizes to ensure that young people shape improvements in provision. We're growing, and remain committed to increasing our impact. We're keen to always share our learning with others and to influence systems change.

WWW.ARTAGAINSTKNIVES.COM



OUR VALUES



WE CO-PRODUCE WITH YOUNG PEOPLE...

Constantly listening to their perspectives and ideas, involving them in decision making, investing in both the process and their ideas

WE BELIEVE IN COLLABORATION...

Our projects initiate collaboration and build positive relationships within communities; we work in partnership with others, supporting young people in accessing support and opportunity.

WE ARE CREATIVE...

We are creative in our approach to everything from building relationships, communicating, developing skills and problem solving.

WE SAFEGUARD YOUNG PEOPLE...

We take a trauma and psychologically informed approach to safeguarding young people, putting them in the lead at all times.

WE FOCUS ON LONG-TERM CHANGE...

We support young people for as long as they need, at a pace that works for them, so that they can make long-term positive change