# Open Call for Mentees

# Do you feel that you face barriers in having a creative career?

British Ceramics Biennial Talent Development programme is delivering a mentorship opportunity during 2022. The mentoring programme is for early career creatives working in clay who feel that they face barriers progressing in their career and accessing a professional network in the field of contemporary ceramics.

The mentoring programme will support up to seven early career artists between June – December 2022. The programme will provide early career artists with 4-5 mentoring sessions, training, a network of peers and support from the BCB team.

The mentoring process involves the mentee asking for specific guidance around aspects of their work and professional practice. We hope that through the programme mentees can strengthen their connections and we can create a supportive, career enhancing opportunity for a group of early career artists.

We encourage applications from people who feel they face barriers, this may include: financial, ethnicity, education, social class, sexual orientation, gender identity, disability, neurodiversity, if you have long term health condition/s or due to other protected characteristics.

Applications Close: Midnight, 29th May, 2022

Programme duration: June – December, 2022

Cost: Free but there is a time commitment.

Location: The entire programme will be delivered online.

Get in touch for application support: [rhiannon@britishceramicsbiennial.com](mailto:rhiannon@britishceramicsbiennial.com)

[Apply Now!](#_How_to_apply)

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The British Ceramics Biennial Talent Development programme is supported by; ACAVA Studios, ERDF, Factory, the Fresh Talent Programme crowdfunding, Schroder Charity and Staffordshire University.

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# What is the commitment for mentees?

Interested candidates must be able to commit to:

* Online mentee introduction meeting (2.5 hours)
* Online “meet the mentor’s” (2.5 hours)
* 4-5 Online mentoring sessions
  + These are developmental discussions between the mentee and mentor.
* 3 Community of Practice meetings with the mentee cohort (2 hours each)
  + These are themed discussions bringing the mentees together through the programme.
* Completing an evaluation questionnaire.

For duration and dates please see the [Programme timeline](#_Programme_Timeline) for more information.

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# Who can apply?

The open call is for early career artists:

* Within 5 years of beginning their practice
* Who feel they face barriers in accessing a professional network in the field of contemporary ceramics and are based in the UK
* Who feel having a mentor and a group of peers would have a positive impact on the next steps they seek to take in their career and practice
* Looking for advice and guidance on how to progress in their career or creative practice
* Who want to build confidence in specific areas of their creative practice or professional life and feel a group of peers and a mentor can support them
* Who are in need of a sounding board to work through ideas or problems they are facing

# What are the selection criteria?

The BCB Talent Development Mentorship programme will select up to seven early career artists working in clay in the UK as mentees. The selection of mentees will be based on the following criteria:

* The aspiration and drive of the applicant to develop their career and creative practice.
* The difference the opportunity could have on the development of the artists practice, career and connection in the field of contemporary ceramics.

# What is mentoring and how can it be helpful?

The mentoring process involves the mentee asking for specific guidance around aspects of their work and professional practice. We hope that through the programme we are able to strengthen our connections, and to create a supportive, career enhancing opportunity for a group of early career artists.

Mentorship opportunities can add real value to the progression of practice, they can provide insight and share experience which can help those who are early in their career consider opportunities or challenges with a clear perspective.

A mentor tends to be someone further along in their professional and creative journey than the mentee, they are usually people who are passionate about supporting the development of others.

A mentor may help a mentee with:

* Creative and professional development support
* Finding new pathways and new directions
* Building a network
* Building a portfolio
* Exhibition or competition applications
* Developing and presenting project ideas
* Sharing experiences of successes and failures
* Challenging assumptions and offer alternative thinking

# How does the BCB mentoring programme work?

* Using the selection criteria, the BCB Talent Development programme will select up to seven mentees to participate in the programme.
* Before the programme begins, mentors and mentees will agree a contract of engagement with us.
* BCB will call out for mentors to participate in the programme and will select a longlist of eligible candidates. We will be seeking established artists, curators or arts professionals who are passionate about supporting the early career artists working in clay.
* The selected mentees will take part in shortlisting the mentors and participate in a “meet the mentor” online event.
* The mentees and mentors will be paired and will connect online in June for their first mentoring session.
* Each mentoring session may last up to 1 hour, however, this can change depending on the needs and availability of the mentee and mentor.
* Mentees will identify and communicate their aims and needs to their mentors before each mentoring session to enable a clear focus for the meeting.
* BCB will stay in touch and will support both mentors and mentees throughout the programme.

# **How to apply**

Interested candidates are asked to complete an application.

You can respond to the questions as part of your application in audio, video or written form. The recording should be approximately 7 ½ minutes. For more information on audio or video recordings see the guidance below.

The application includes:

* Contact form: Your contact details [[ Click Here ]](https://forms.office.com/Pages/ResponsePage.aspx?id=t0F5DgkuVE2MnuVc1aLYg-_fuF_DHJNCi7mIK2zfoVpUOFVaWUZHUEFQMzBIT1YyRTZVQkw2NFNUQi4u)
* Equality, diversity and inclusion monitoring information: [[ Click Here ]](https://forms.office.com/Pages/ResponsePage.aspx?id=t0F5DgkuVE2MnuVc1aLYg-_fuF_DHJNCi7mIK2zfoVpUNVBaTUZBUzFLS1c5VkpLME9DV01GUUFYMi4u)
* Application form: [Click Here]

The application form asks for your response to the following questions

(in audio, video or written form):

1. Who are you and what is your practice about? (150 words / 1 ½ minutes)
2. How did you come into working with clay? (100 words / 1 minute)
3. Why are you applying for this opportunity? (200 words / 2 minutes)
4. What do you hope to gain from this opportunity? (200 words / 2 minutes)
5. What barriers do you feel you face in gaining access to a professional network and progressing in your career and practice? (100 words / 1 minute)

Please email your application form to: [rhiannon@britishceramicsbiennial.com](mailto:rhiannon@britishceramicsbiennial.com)

# Access support

Access support is specifically available to individuals who feel they face barriers in making an application. If you feel that you face barriers and need support a BCB team member is available to help with your application or for an advice session in advance of your application. Please email: [rhiannon@britishceramicsbiennial.com](mailto:rhiannon@britishceramicsbiennial.com) or call 01782 294 634 to discuss how we can help you.

Please note that the advice we give on making an application is on the eligibility and suitability of your proposal, it will have no bearing on its assessment during the selection panel.

# Audio or video submissions

Audio or video submissions should be recorded in approximately 7 ½ minutes and uploaded to an online sharing platform (Google Drive, Dropbox, Youtube, Vimeo etc.). In your audio or video recording please respond to the following questions:

1. Who are you and what is your practice about? (1 ½ minutes)
2. How did you come into working with clay? (1 minute)
3. Why are you applying for this opportunity? (2 minutes)
4. What do you hope to gain from this opportunity? (2 minutes)
5. What barriers do you feel you face in gaining access to a professional network and progressing in your career and practice? (1 minute)

In your audio application you can use these questions in the recording by yourself, someone else can ask you the questions in the recording or a BCB team member can ask you the questions and record your response on zoom for your application.

If the indicated time frames given to answer each question are a barrier for you please get in touch to discuss how we can make submitting your application a better experience: [rhiannon@britishceramicsbiennial.com](mailto:rhiannon@britishceramicsbiennial.com)

In the application form please share a link to your audio or video file (this can be shared as a link from: Dropbox, Google Drive, Vimeo or Youtube for example). If a password is required please share it clearly or make it: Talentbcb2022

Please ensure the recording of your proposal is clear and is not heavily produced. There will be no assessment of the production quality of audio or video recordings.

We need applicant details and the diversity and equality monitoring form in written form, if it’s helpful we can transcribe this for you as part of access support, please email: [rhiannon@britishceramicsbiennial.com](mailto:rhiannon@britishceramicsbiennial.com)

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# Equality, diversity and inclusion

We recognise that there is a lack of diversity in the ceramics sector and acknowledge that as an organisation we share responsibility in addressing systemic inequalities that persist. We need to increase representation of diverse artists and practice in our festival, exhibitions and programmes.

We have a responsibility to addressing the under-representation of diverse artists and the barriers in accessing opportunities to progress. We are taking actions to better support an increase in applications from artists who feel their identity and background are under-represented in our exhibitions and festival programme.

We encourage applications from people who feel they face barriers, this may include: financial, ethnicity, education, social class, earning lower than, sexual orientation, gender identity, disability, neurodiversity, if you have long term health condition/s or due to other protected characteristics.

We understand the paragraph above isn’t holistically reflective of the rich community in which we live and work and if you don’t feel this speaks to you and you would like to support how we communicate this in future please get in touch with us:

[info@britishceramicsbiennial.com](mailto:info@britishceramicsbiennial.com)

# Programme Timeline

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| --- | --- | --- |
| Mentee | Timeline | Mentor |
| Application Deadline | 29th May 2022 |  |
| Mentees Selected | 10th June |  |
| Mentee Meeting, introduction  (2 hours) | 15th June |  |
|  | 26th June | Application Deadline |
| Mentee Meeting (2-3 Hours) | 29th June |  |
| Meet the Mentors (2.5 hours) | 6th July | Meet the Mentors (1.5 hours) Informal introductions 5 minutes each |
| Mentees Selected and Paired | Week Commencing 11th July | Mentors Selected and Paired Mentor Induction session Including: Mentoring and Questioning techniques (1.5 hours) |
| Mentees and Mentors connect and arrange first session | July | Mentees and Mentors connect and arrange first session |
| Community of Practice 1 Theme: Exploring expectations and intentions through the mentoring programme(2 Hours) | 20th July |  |
| Community of Practice 2 Theme: Reflection and 2022 Goal Setting (2 Hours) | Week Commencing 12th September | Mentor progress Check-in |
| Community of Practice 3 Theme: Next Steps (2 Hours) | Week Commencing 14th November | Mentor Next Steps Check-in |
| End of Programme and Evaluation questionnaire sent to Mentee | December 22 | End of Programme and Evaluation questionnaire sent to Mentor. |