PiPA Scotland Associate (Freelance)

Join PiPA as a Freelance Associate and help create lasting change in Scotland's performing arts sector.

We're looking for 2 x freelance Associates to help drive a vital piece of work exploring the experiences of freelance parents and carers working in Scotland's performing arts sector. You'll engage directly with freelancers, gather insights from communities across the regions, and help organisations develop more effective and meaningful support.

One role is based in **Central or Southern Scotland**, and the other in **Northern Scotland or the Highlands and Islands**.

This is a **five-month freelance engagement (November 2026 to March 2027)** with the opportunity to contribute to meaningful sector-wide change for freelancers in Scotland and champion a more inclusive performing arts workforce.

We'll ask you to:

As a PiPA Associate, you'll play a key role in connecting with freelance parents and carers across the performing

arts sector and helping to drive positive change. You will:

- Build relationships and grow networks of freelance creatives with caring responsibilities in your region, while promoting PiPA's resources, opportunities and community

- Plan and facilitate 1-2 local events that create space for freelance parents and carers to share their experiences, helping us build a deeper understanding of their needs. Then communicate findings to performing arts employers

- Participate in PiPA and/or Partner research by gathering insights, examples of good practice and emerging challenges from your region, and sharing these with PiPA and PiPA Partners

- Connect organisations with support by identifying employers interested in improving support for parents and carers and introducing them to the PiPA team

- Spot opportunities for collaboration by identifying local initiatives, networks and partnerships that

align with PiPA's mission and could strengthen our impact

You'll bring:

ESSENTIAL CRITERIA

We are looking for the following essential criteria from our Associates, you must meet all these criteria to apply for the role:

- You are based in Scotland
- Have lived experience as a parent and/ or carer
- Have experience of working in the performing arts as a freelancer
- Be available to support us for at least 4 days between November 2026 and March 2027
- Have an interest in developing a longer-term relationship with PiPA to deliver training activity to organisations

WHAT ONLY YOU CAN OFFER

The following experience, knowledge, skills, and personal attributes will be what we use to shortlist

applicants. We'd like you to write an expression of interest demonstrating your eligibility against these:

- You have existing networks with freelance creatives in your region
- You have experience in designing and delivering research and/or consultation events
- You are a change maker who has an understanding of the potentially intersecting aspect or nature of caring responsibilities

We'll give you:

- £1,200 to cover up to four days work, with any additional agreed activity paid at £300 per day
- Flexibility to design and deliver activity around your availability and other responsibilities
- Support from the PiPA team
- Connection with our Regional Hub Organisations who can support you to host events, access their networks, and promote participation

How to apply:

We know freelancers are busy and spin many plates, so we want this process to be simple, fair, and not unduly time-consuming.

To apply, please send a short expression of interest, referring to the 'What only you can offer' criteria in the ‘You’ll bring’ section of this job pack, to recruitment@pipacampaign.com.

It can be submitted in the following formats — whichever is easiest for you:

- Written – should be no more than 600 words
- Video – no longer than 5 minutes, unless longer is needed to meet your access needs. We welcome application videos in BSL
- Audio – no longer than 5 minutes, unless longer is needed to meet your access needs

THE DEADLINE

Application deadline is Monday 12th October, 11:00.

INTERVIEWS

Shortlisted applicants will be invited to a 30-minute informal conversation with PiPA team members. We are intending to carry out interviews in the week commencing 19th October 2026.

PAYING YOU FOR YOUR TIME

As an organisation committed to fair and inclusive practice, we recognise that freelancers' time is valuable and should not be given for free, so everyone we invite to interview will receive a payment of £50 in recognition of the time and expertise they bring to the process.

ACCESS & INCLUSION

If you need any information in a different or more accessible format that we might not have thought of, please don't hesitate to contact us at recruitment@pipacampaign.com.

You can let us know about anything you might need should you get called for interview (e.g. interpreters, information in different formats, information in advance etc.).

We are keen to hear from people from underrepresented groups in the performing arts (including people from the global majority; those who identify as D/deaf & Disabled people; people who are from lower socio-economic backgrounds; and/or

people with **caring responsibilities**, or any other **under-represented backgrounds** in the performing arts sector.) Click here for more information about our work on Equality, Diversity, Inclusion and Belonging and download our 'Equality, Diversity, Inclusion and Belonging at PiPA' statement.

We are happy to make reasonable adjustments.

PiPA is committed to attracting, supporting, and retaining a diverse and flexible workforce.

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