



## **The Festival**

The Edinburgh International Festival is an unparalleled celebration of the performing arts and an annual meeting point for peoples of all nations.

*Our vision* is simple: to provide the deepest experience of the highest quality art for the broadest possible audience.

*Our mission:* We exist to promote the exchange of ideas and deepen understanding between cultures through a global celebration of exceptional performing arts.

## **Our Organisational Values**

*Enriching:* We want each person to find fulfilment and satisfaction in their work and workplace. We demonstrate flexibility, express gratitude, foster a culture of learning, and rely on teamwork.

*Professional:* We strive for excellence, not perfection. We act with integrity and accountability and expect the same from those with whom we work.

*Inclusive:* We welcome different perspectives and encourage healthy debate and discussion. We acknowledge that we might not always agree and are *a stronger organisation because of our differences.*

*Curious:* We are innovative and creative. We encourage evolution, embed a growth mindset, embrace experimentation, and learn from the world around us



**Job Title:** Youth Connections Manager (maternity cover)

**Reports to:** Head of Discovery & Participation

**Team:** Discovery & Participation Team, Audiences Team

**Reports:** Youth Connections Officer, Discovery and Participation Trainee, freelance team of artists

### **About the Role**

To develop and manage the Festival's core programme of Youth engagement. Building long-term, impactful connections and relationships with schools, organisations and community groups across Edinburgh, Scotland and Internationally. To create and deliver projects and participation opportunities for young people to meaningfully connect the Festival, develop skills, creativity and curiosity.

### **Job Responsibilities and Deliverables**

- Work with the Head of Discovery & Participation to deliver our youth connections strategy plan that demonstrates clear impact in line with our strategic aims.
- To lead on our Youth Connections Programmes for Young People and Children. Delivering projects designed for 2026, and building and planning projects for 2027.

Key projects include:

- Art of Listening (Primary 7)
- Discover Series (S1-6)
- Youth Collective (16-18yrs)
- Youth Takeover Day (S5/6)
- Two transatlantic youth connections projects
- Young Music Pass events

These projects will involve codesign with our Youth Collective.



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- Line Management of the Youth Connections Officer
- Co Line Manage (with Community Connections Manager) D&P Trainee
- Managing and monitoring project budgets, and financial administration, liaising with Community Connections Manager, and reporting to Head of Discovery & Participation.
- Work collaboratively with the Community Connections team to make the best possible use of knowledge and resources across the Discovery & Participation programmes, particularly around intergenerational experiences,
- To oversee the creation of opportunities and resources for schools and groups to enrich their connection to Discovery & Participation projects, and creative learning experiences.
- Building and maintaining effective relationships with schools, educational bodies and arts organisations, e.g. Education Scotland, Creative Scotland, City of Edinburgh Council, CYAA, and other networks. Keeping up to date with current educational policy, and applied engagement practice in Scotland
- Work with the wider Audiences team, to deepen connection with existing audiences, and find ways to connect with young people who have never engaged with the Festival before.
- Managing Freelance team members and artists as part of Discovery & Participation Projects
- Regularly report on activity and associated targets and provide analysis and evaluation to appropriate reports for stakeholders and supporters
- Work with the Audience Insights Manager to ensure research, evaluation and regular feedback are embedded into all areas of work
- Confidently represent the International Festival's values and vision in all areas of your work
- Any other duties as reasonably be required

## **Skills Specification**

### Required of all Employees

- High standard of written and verbal communication, with demonstrable ability to communicate effectively and professionally, in both written and verbal format
- Proven analytical skills; able to maintain and add to accurate budget records, and (where a role requires) managing team budget



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- Manage workload and deadlines, in a way that prioritises successful delivery of individual and team objectives/projects (Time management and organisation)
- Effective interpersonal and collaboration ability; able to build rapport and work in a team with colleagues and across the organisation (Interpersonal and collaboration skills)
- Comprehensive, fast and accurate IT skills in Microsoft Word, outlook, Excel and PowerPoint
- Passion for the performing arts, specifically our core genres of music, theatre, opera and dance

## Essential for the Role

- A passion for the arts and creative learning and engagement
- The post holder must be a member, or eligible to become a member of the PVG scheme.
- Knowledge and understanding of UNRC (United Nations Rights of the Child) Legislation and experience in the application and practical empowerment of this when embedded in work.
- Proactive and positive approach
- Experience of project management, both long and short term.
- Experience of budget management, monitoring and evaluation.
- Experience of managing a team, both line managing permanent staff and freelancers
- Experience of reporting and excellence in evaluative processes
- Excellent facilitation skills and demonstrable experience in working with children, and young people in formal and informal settings.
- Proven knowledge of the Scottish education system, at all levels, and curriculum for excellence.
- Excellent problem solving, organisational, and time management skills.
- Experience of developing relationships and partnership working, with organisations, individuals and stakeholders.
- A confident networker with warm communication skills.
- Administration and project management skills.
- Educated to degree level or equivalent is desirable; a minimum of five years relevant experience or equivalent is essential.



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- Excellent numeracy and written skills, including use of Microsoft software - excel, word, adobe and powerpoint.
- Friendly, resourceful, empathetic, and well organised person with a passion for connecting young people to the arts.

## Desirable for the Role

- An enthusiasm for the performing arts, particularly classical music
- Current knowledge of informal and life long learning education frameworks in Scotland
- Experience of working with neurodiverse young people
- Specific experience of working with groups of young people under-represented in the performing arts sector in Scotland
- An active interest and knowledge of the work of the Edinburgh International Festival and a wider understanding of the Edinburgh Festivals
- Knowledge of Education systems at all levels in the UK and Internationally.
- Knowledge and experience of Scottish and/or international arts sector
- Experience within a charitable organisation.
- First Aid qualification
- Mental Health First Aid qualification

## **Terms and Conditions**

Working Days/Hours: Full Time,

Work Pattern: By agreement within standard office hours of 9.30 to 17.30, Monday to Friday. At peak times, and particularly immediately before and during the International Festival, it will be necessary to work outside standard hours and at weekends.

The logo for the Edinburgh International Festival, featuring a solid black rectangle above the text "EDINBURGH INTERNATIONAL FESTIVAL" in a bold, black, sans-serif font.

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Working arrangements: We are located in Edinburgh, where all roles are based. To support flexibility we have a Smarter working policy, and are open to discussions as we move through the recruitment process, please do not hesitate to ask any questions.

Contract Type: Temporary, start date late May, 9 months in the first instance

Salary/Hourly Rate: £31,000 to £35,000 pro rata per annum

Benefits: [EIF Employee Benefits.pdf](#)

As a result of the current immigration rules, these roles are not eligible under the Skilled Worker Route. Job applicants will be expected to provide evidence of right to work in the United Kingdom or be able to obtain such.