



Artists Advisory Group Recruitment Pack





Welcome

Thank you for your interest in joining the a-n Artists Advisory Group, made up of members from across the UK who play an important role in shaping our advocacy for artists and promoting our membership, offer and benefits.

We have twelve vacancies. These are freelance, paid roles, for a two-year term. Fees, travel, access costs, and expenses to cover requested activities, are supported by a-n.

Who we are

We are the artists' advocate. Guided by our members, we campaign on crucial issues, from fair pay to intellectual property, ensuring that artists' voices are heard and shaping policy at the highest level.

Open to every artist, our inclusive, open-minded community connects members to the services and opportunities they need to thrive, empowering them to make change for the better.

We are outspoken champions of the value of artists to society because we believe artists see things differently, offering much-needed perspectives that connect us, enrich our lives and create wonder for the world.

Read more about the most recent a-n Artists Advisory Group at a-n.co.uk/about/a-n-artists-council.

What is the a-n Artists Advisory Group?

Our Artists Advisory Group is made up of our members from across the UK, with diverse practices, who advise on our work.

Our Artists Advisory Group meets four times each year, participating in workshops that address key areas of work and priorities for a-n, which includes:

- **Advocacy** – engage with and provide input on our advocacy strategy, research and related projects.
- **Our offer** – tell us what artists need, from bursaries, resources, events and partnerships to insurance, legal and tax help.
- **How we work** – share good practice from across the sector to ensure we can make change through our work.

With our Artists Advisory Group, we ensure artists' voices are at the heart of all of our work, expanding reach through regional representation and keeping a–n connected to sector trends and the full scope of practitioners' perspectives.

What will you do?

- Attend four workshops each year, contributing to a theme or area of work through a facilitated, fully accessible, participatory session. You will also bring news of what's happening in your area, what concerns you're hearing from artists you're talking to and contribute to discussion.
- Act as ambassadors for a-n, helping to support the distribution of information through your networks, and promote a-n membership.
- Help to shape our membership offer, responding to artists' needs.
- On occasion, attend other events, conferences, round-tables or meetings relevant to our advocacy and work.
- Contribute to public relations opportunities related to our advocacy and work.
- Take part in leadership development training.

You can put yourself forward to be an Associate Board member for one-year, gaining experience of how a Board functions. We also encourage all our advisors to attend one Board meeting as an observer.

Being part of a cohort of artists from across the four nations, in sustained dialogue and drawing on each other's expertise, lived experiences, and communities, created a meaningful space for collective advocacy, critical reflection, and mutual support.

The role fundamentally changed the way I advocate for myself and others. Importantly, the role recognised artists' contributions as professional labour. Together, we contributed to improving how a-n engages with freelancers, developed a Green Manifesto, supported the distribution of artists' bursaries through peer review, and worked to strengthen fairness, transparency, and care across organisational processes.

Clementine Bedos, Artists Council member 2022-2026 and a-n Board member

Who are we looking for?

You must be an a-n member to join the Artists Advisory Group. All members are eligible – Artists, Arts Organisers, and Students (free or paid).

To ensure broad representation, we're looking for members with a wide range of experience including:

- Artform experience including but not limited to: installation, multi-media, painting, sculpture, printmaking, photography, film, craft and applied art, performance, curatorial and participatory practices.
- Diverse geographical experience: from remote and rural, to town and large urban centres, from across the whole of the UK. We are particularly keen to ensure representation from Scotland, Wales and Northern Ireland.
- Different age ranges, practice experience levels, including members who've experienced disabling barriers, artists from different ethnic and socio-economic backgrounds, LGBTQI+ members, and members with diverse caring responsibilities.

- Experience of different areas of the visual arts ecology, including but not limited to higher education and student needs, artists led group activity and self-organising, artist studio provision, public and commercial galleries, socially engaged practice and campaigning, museums and heritage, and arts in health.

We are also looking for people who:

- have an open and constructive approach and are keen to collaborate and work with other artists to make a difference together
- have a wide network of artists, organisations and arts communities, helping to keep us informed about current issues and activities in different places
- are confident or are interested in developing their confidence and leadership within the visual arts sector, attending and contributing to events on behalf of a-n and our members.

What are the benefits and will I get paid?

- Our Artists Advisory Group members are offered leadership training and other training that is suitable to the role.
- We provide opportunities to collaborate with our members, regional and international sector partners, academic institutions, national funders, politicians and policy makers, business and consultancy partners across the UK through our work together.
- You will have the opportunity to shape and drive change through active engagement in our membership offer.
- On completion of your two-year term, you will be offered a free lifetime membership.

a-n Artists Advisory Group members receive payments to:

- attend quarterly workshops
- represent a-n at external meetings or events
- contribute to the development and delivery of advocacy activities.

Payments are based on the standard freelance day rate of £329 per day or £47 per hour. We aim to facilitate two in-person workshops and two online workshops per year, subject to annual budgets. We are committed to providing appropriate access support. Artists Advisory Group members will be invited to discuss their access needs with a member of the team.

Being part of a-n Artists Council has been one of the most affirming and formative experiences of my career. a-n has given me so many brilliant opportunities: the chance to contribute to their rebrand, to sit on the bursaries panel, to take part in international travel and exchange, and to feel genuinely embedded in conversations that shape support for artists. As an artist, organiser and advocate working outside of London, that has had a huge impact on my confidence, my sense of legitimacy, and my belief that artist-led voices can and should influence the wider sector. Since being part of Artists Council, I've also gone on to work with a-n in another capacity through their role with IAA, which has allowed me to continue contributing to artist advocacy and international dialogue in a really meaningful way.

Mollie Balshaw, Artists Council member 2022-26

How to apply

Eligibility

You must be an a-n member to apply. All members are eligible – Artists, Arts Organisers, and Students (free or paid).

To apply, please email Rob.Carter@a-n.co.uk with the subject line 'Artists Advisory Group application', and include:

- A 500-word statement on why this opportunity excites you, what you feel you have to offer and the range of experience you bring.
- Your CV (max. 2 pages) and names and contact details of two professional referees.
- If you would like to be considered for the role of Associate Board Member, include why you would be a suitable candidate in your written statement.

Please also ensure you complete our [Equal Opportunities Monitoring Form](#).

Contact Rob.Carter@a-n.co.uk if you would like to speak to a member of staff at a-n before making the application or if for reasons of disability you wish to respond in an alternative format.

Being part of the a-n Artist Council was a formative experience for me as a curator and artist. It gave me practical insight into how an organisation that represents artists works, from strategy and governance to shaping decision-making. In this role, I felt like I was contributing to something that belongs to artists, a two-way exchange of developing skills and confidence while giving that back to a wider artistic community. I would strongly encourage others to apply and take the opportunity to help shape an organisation that actively supports and advocates for artists.

Liv Penrose Punnet, Artists Council member 2022-2026

Deadline: Sunday 5 Jul 2026, 11.59pm

Interview dates: Aug 2026

First Artists Advisory Group workshop

(subject to change): 24 Sep 2026



Diversity and inclusion

We're committed to building an inclusive organisation where everyone feels they belong. Our opportunities are open to all and we strive to ensure that no one is treated less favourably than any other person in relation to age, sex, gender, disability, ethnicity, sexual orientation, any other protected characteristic or socio-economic background. We particularly encourage applications from Disabled, D/deaf and/or neurodivergent people and those from Black, Asian and Ethnically Diverse backgrounds, as these groups are currently underrepresented in the cultural sector.

We are part of the Disability Confident scheme and guarantee to interview anyone with a disability whose application meets the minimum criteria for the role. By 'minimum criteria' we mean that you have provided evidence in your application which demonstrates you meet the criteria of what we're looking for in this role. Under the Equality Act 2010 having a disability means you have a physical or mental impairment that has a 'substantial' and 'long term' negative effect on your ability to do normal daily activities. If you have a disability and wish to apply for a guaranteed interview under this scheme, please state this in your email or application statement.

Data protection

We have a legitimate interest in collecting and storing the personal data that you and your referees provide during the recruitment process. For further information on how we use your data, please see our [Recruitment Privacy Policy](#).

Thank you for your interest in a-n.

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