



## **Work Experience and Placements Policy**

### **June 2021**

Fierce understands the importance of work experience to young people with ambitions to work in the arts and aims to provide placement opportunities that will support and develop the next generation of arts professionals. Although we are a small organisation without the budget to provide full-time or fully-paid internships, we reject exploitative unpaid work placements which are inaccessible to those who cannot afford to work long hours for free. As such we have three principle ways of providing opportunities for work experience with Fierce.

### **Volunteering**

Every other year we recruit a team of volunteers to work on all aspects of the festival. Where possible we tailor opportunities to ensure applicants gain relevant experience; we always pay expenses and there are many other benefits to being a Fierce volunteer. The principles, processes and expectations of Fierce volunteers are laid out in our Volunteer Policy.

All opportunities will be advertised on our website.

### **University Partnerships**

We work with universities both locally and nationally to offer longer-term placements (6 weeks – 1 year) for current students and graduates. These are either part of a student's course or supported by the university as an addition to their studies, they are either fully paid or expenses are covered depending on the university. The hours will depend on the student's other commitments and can be flexible but are usually 1-2 days/week.

The purpose of these placements is to give students specific experience of working within a small arts organisation and they will be given distinct responsibilities depending on the length of the placement and their interests and skills.

To find out more about opportunities that may be available through your university, contact them directly and if they run a scheme which you'd like to make use of for a placement with Fierce, ask them to get in touch with us.

We have previously worked with the University of Surrey, University of Chichester, Birmingham City University, University of Birmingham and the University of Warwick.

### **Project-Based Opportunities**

From time to time, Fierce may apply for funding to support specific projects for which it would be suitable to offer a paid work placement opportunity. Such projects are subject to successful funding applications and will be for a limited time to work on a specific project. All such opportunities will be advertised via our website and social media and successful applicants will be paid a fair fee.



### **Other Opportunities**

From time-to-time there may be other opportunities to undertake a work placement with Fierce around a particular project or through a different scheme; for example we have hosted a secondment through the National Theatre's Step Change programme which was very successful. If you are part of a professional development programme and are interested in working with Fierce, please get in touch with us at [contact@wearefierce.org](mailto:contact@wearefierce.org)

Due to the nature of the activities Fierce produces and our working environment, we are unable to support school-age work experience.