



## **EMERGE MENTORING PROGRAM 2022**

### **CALL OUT FOR MENTORS**

#### **Emerge - Young Artists Bursary Programme 2022**

About the programme: For 2022, Upland is offering two Emerge Artists Bursaries for emerging artists and makers originally from or with a connection to Dumfries and Galloway. Upland will offer a mentoring programme with an established practitioner in a related discipline, £1000 to fund the creation of new work, and funded and automatic entry into Spring Fling 2022. The programme is aimed at emerging artists/ makers who intend to pursue a career as a professional artist / maker. Emerge aims to provide support which will enable the participants to develop both creatively and professionally providing a stepping stone between education and a career in the arts.

- We are looking for mentors from the Upland Membership to join the programme which will run from January – July 2022. In order to encourage emerging artists to work in Dumfries and Galloway, Upland will match Mentors up with the Artists to complete a mentoring programme of at least 10 days from January – July 2022, with an initial meeting to take place in January 2022.
- We are looking for at least two established artists/ makers, who have a wealth of creative and business experience to inspire an up and coming artist.
- Each mentor will be contracted for at least 10 days mentoring at £180 per day. The Emerge artists will have a total of 12 days mentoring, two of which will allow the artists the flexibility to either have more days with their mentor or use them to gain specific advice from another artist or maker (to be agreed with their mentor and Upland).

#### **Information on the two young artists:**

This year we have awarded two bursaries, one award is for an artist under 30 years (supported by the Holywood Trust) and the other has no age limit (supported by Creative Scotland).

#### **One recipient works with photography whilst the other works in ceramics.**

We have created a PDF with images and details of the selected Emerge Artists for 2022, if you are interested in applying to become a mentor please email [amy@weareupland.com](mailto:amy@weareupland.com) for this information.

#### **MENTORING AN EMERGE ARTIST**

A mentor is someone who provides support or guidance to another person, in order to help them achieve a goal over a period of time. They provide a listening ear, advice and encouragement, enabling the person they are mentoring to draw upon their mentor's life experience. They are there to listen, value their opinion, share their own experience and skills and offer advice.

#### **Some key points – What is mentoring?:**

- Support, assistance, advocacy, or guidance given by one person to another, in order to achieve an objective or several objectives over a period of time.
- The Mentors ONLY agenda is to assist and support the Mentee in finding their own way forward, not to judge actions and behaviours.
- A Mentor is someone who facilitates the growth and development of their Mentee through offering an ear, support, advice and encouragement, enabling the Mentee to draw upon their Mentor's life experience.
- The Mentor is NOT there to teach OR 'police' OR to judge BUT to offer guidance and choices.

**As a mentor, ideally, you will have many of the qualities below:**

- A practicing artist or maker with in depth knowledge of your area of expertise  
An understanding of the creative landscape of Dumfries & Galloway, as well as further a field  
A track record which demonstrates commitment and professionalism
- Trustworthy, reliable and a good timekeeper
- A good listener, empathic, approachable and objective
- Discrete
- Dedicated to the cause of keeping people safe and ensuring their wellbeing
- Able to put the other person and their issues above your own

**What you will do:**

- Establish, build and maintain a mentoring relationship
- Establish and maintain appropriate boundaries with the person / people you are mentoring
- Spend regular time/share art based activities and creative practice with the person you are mentoring
- Respect confidentiality of the person you are mentoring at all times
- Notify the project coordinator of any issues/difficulties relating to the mentee
- Undertake induction training and any other relevant training
- Attend one-to-one support meetings with the project coordinator
- Complete the necessary paperwork (e.g. Expenses Claims, Session Records etc.)
- Be non-judgemental and non-discriminatory
- Offer an accepting and understanding presence to the person you are mentoring
- Acknowledge positive qualities and skills and support the person you are mentoring achieve goals to develop
- Read, understand and follow the Policies of Upland, as well as the specific Guidelines for Mentors

As a Mentor, you will put together a plan with your Emerge Artist after an initial meeting in January 2022. It is suggested you will support and advise your Emerge Artist in the following ways. This list is not exhaustive and these are suggestions:

- Technical skills (if disciplines or past experiences of Mentee and Mentor match)
- Display & presentation of work
- Dealing with customers
- Interacting with visitors during Spring Fling
- Marketing your work in the run up to Spring Fling (or any event/exhibition)
- Business advice: bookkeeping, invoicing etc
- Making applications (for funding, exhibitions, jobs etc)
- Networking and getting to know the local arts scene

**The benefits of mentoring:**

- An effective way of further supporting young people/ emerging artists to achieve their potential
- Mentoring has been identified as a creative approach in addressing the challenges of the rural nature of D&G as well as the increased involvement of local people in working with young people from their communities.
- It is an effective form of intervention, support and inspiration for young people
- Provides the mentee with an additional productive influence in their lives.
- Mentoring programmes have been established in many different arenas, an indication of its growing popularity and acceptance of mentoring as an effective tool for supporting healthy growth, aspiration building and development.

- It's about having a flexible, personalised and responsive method of working 1-2-1.

### **What you will get out of it:**

Your role is vital in supporting some of our Region's emerging artists / makers, and your input could enable them to take the next step in pursuing a career as a professional artist / maker. Although progress may be slow at times, you should have the satisfaction of seeing the mentee move gradually forward to a more positive place in terms of their skills, creative practice and lives in general. It will also be great experience for those people who are looking to do more mentoring work in the future.

Specifically, through participating in this project we hope that you will:

- develop knowledge, skills and confidence around mentoring, equality and diversity, challenging prejudice, safeguarding and other relevant topics
- build experience and skills that will help achieve future goals in working with those in the early stages of their career in the arts
- increase in confidence, self-worth and have a sense of achievement

### **MENTORING TRAINING**

Upland is working with Sleeping Giants to provide training opportunities for those with an interest in mentoring. If you are selected as a mentor you will be expected to attend a one day training session prior to the start of the programme.

### **HOW TO APPLY**

**As this is an Upland member opportunity make sure your membership is up to date.**

As you are a member of Upland it is acknowledged that you work professionally to high standards in both the creative and business aspects of your practice. If you are not an Upland member, you can find out how to become one here - [www.weareupland.com/members/become-an-uplander/](http://www.weareupland.com/members/become-an-uplander/) Please note that specific criteria applies.

### **Information on the two young artists:**

If you are interested in applying to become a mentor please email **amy@weareupland.com** for this information.

### **Applying:**

If you would like to be considered as a Mentor please email your application to **amy@weareupland.com** with the subject heading '**Emerge Mentoring**' with your **CV** and a **statement**, no longer than two sides of A4, explaining what you could offer an emerging artist, and what experiences you have that would make you a good mentor and if you have mentored on an Upland/ Spring Fling project previously or with any other arts organisation previously by **9am on Thursday 2nd December 2021.**

Remember that straight discipline matches are not always possible or most appropriate so don't be put off if there is not a direct match for your discipline, a cross discipline mentoring relationship can provide additional benefits.

### **FEE & EXPECTATIONS**

- You will be paid £180 per day for at least 10 days\* of mentoring (one day = seven hours.)  
\*Please note mentees will receive 12 days mentoring in total but have the flexibility to allocate the extra 2 days where is most useful, these additional days may be with their mentor or used for 1:1 sessions with other professionals to be agreed with their mentor and Upland.
- Mentoring should be completed between January 2022 and 31 July 2022. These days are to be agreed

between Mentor and Emerge Artist.

- On completion of the ten days mentoring you will be paid the full fee of £1800 (any additional mentoring days to the maximum of twelve will be added to this fee – maximum available - £2160).
- You will also receive mentoring training as part of the programme (one day training session).
- Reasonable travel expenses are available (to be agreed in advance)
- You will be required to keep timesheets of mentoring days and activities undertaken (supplied by Upland), and to report briefly afterwards on your perspective of the value of the mentoring scheme.

#### **MENTORING PROGRAMME TIMELINE**

- December 2021: Upland Mentors matched to selected Emerge Artists
  - January 2022: Mentoring training, introduction to Mentee, Contract signed and £800 released to Emerge Artists
  - 1 January 2022 – 31 July 2022: 12 days of mentoring (to be agreed between Mentor and Emerge Artist)
  - 2 – 5 June 2022: Emerge Artist will show their work at Spring Fling 2022. This will either be in the studio of the Mentor or in a studio/exhibition space organised by Upland
  - July 2022: £200 released to Emerge Artists on completion of programme, £1800 released to Mentors\*
- \*please note that the Mentor Fee can be paid in two installments if agreed with Upland

---

There are two Emerge Artists Bursaries awarded in 2022; therefore we will be looking for at least **two Mentors**. Please contact Amy on email: [amy@weareupland.com](mailto:amy@weareupland.com) or 07871201473 with any questions or for an informal chat.

