



NORFOLK **NSN** NORWICH
FESTIVAL

FLOCK Co-director
Festival Connect & Create

Norfolk & Norwich Festival shares exceptional arts experiences across East Anglia. We lead and support celebration, creativity and curiosity in our community to make our part of the world a great place to live, learn, work and play.



Dear Applicant

Thank you for your interest in this role at Norfolk & Norwich Festival. Norfolk & Norwich Festival's Young Creatives Network, FLOCK, is for young people aged 18-25 across East Anglia who share an interest in creativity and culture. It is designed and delivered by young people, for young people. FLOCK sets out to support Young Creatives, our future arts leaders, through developing creative skills, exploring culture, and connecting with the local creative community.

Norfolk & Norwich Festival is a multi-artform festival that takes place each May. We collaborate with artists, from down the road to around the world, exploring the unique physical and cultural identities of our place, making art which is meaningful to the lives of our audiences.

Festival Connect & Create (FC&C) is our year-round initiative to improve the cultural and creatives lives of children and young people and their communities across Norfolk, Suffolk, Cambridgeshire and Peterborough. Festival Connect & Create builds on Norfolk & Norwich Festival's previous role as an Arts Council England Bridge Organisation.

Norfolk & Norwich Festival welcomes applicants from a diverse range of backgrounds. We are therefore particularly interested in receiving applications from people who identify as disabled, those from culturally diverse backgrounds and socio-economic backgrounds that are currently under-represented in the arts.

All the information you need about the post and the application procedure is provided in the accompanying documents. If you have any questions about the bursary, require the forms in large print or would like a paper copy posted to you, please contact fcc@nnfestival.org.uk. The deadline for applications for the posts is 10am Monday 12th January 2026.

If you are interested in working with us and believe this opportunity suits you, I encourage you to apply.
Best wishes,

Daniel Brine
Artistic Director and Chief Executive

A handwritten signature in dark ink that reads 'Daniel Brine'.







FLOCK Co-Director

Festival Connect & Create

Hours:

Total hours across the year are estimated at 14 hours of Co-director meeting, and 12.5 hours of producing events.

Fee:

£15 Per Hour

Closing date:

12/01/2026



Introduction

Freelance Brief – FLOCK Co-director x 6
Reports to: Festival Connect & Create Manager



Norfolk & Norwich Festival's Young Creatives Network, FLOCK, is for young people aged 18-25 across East Anglia who share an interest in creativity and culture. It is designed and delivered by young people, for young people. FLOCK sets out to support Young Creatives, our future arts leaders, through developing creative skills, exploring culture, and connecting with the local creative community.

FLOCK is run by a group of 6 Co-directors, who are young creatives and leaders aged 18-25 from across East Anglia. The Co-directors are in role for a year and meet throughout their tenure to programme, design and deliver a series of FLOCK events. We are looking for 6 new FLOCK Co-directors to form our 2026 cohort, who will be in role from February 2026 to February 2027.

We are looking for 6 individuals living in either Norfolk, Suffolk, Cambridgeshire or Peterborough. You must be aged 18-25 on February 1st 2026. You must be able to attend all FLOCK Co-director meetings (specified below) and have the capacity to produce and host one FLOCK event. You need to be passionate about the cultural sector and delivering events for young creatives. We're interested in hearing from people who want to develop their leadership skills and themselves as young leaders.

Find out more about FLOCK, Our current Co-Directors, and what events are coming up via our website: <https://nnfestival.org.uk/schools-and-communities/creative-leaders/flock/>

UPCOMING WINTER FLOCK EVENTS

What The FLOCK is Access in the Arts? with Suffolk Artlink
Free - Wednesday 10 December, 6:30 - 7:30pm

How The FLOCK Do I Start Freelancing? with Lily Hammond
Free - Thursday 22 January, 6:30 - 7:30pm

Roles & Responsibilities



- Take instructions from the Festival Connect & Create Manager to support the FLOCK programme.
- Work collaboratively with and support other FLOCK Co-directors, Norfolk & Norwich Festival staff and other paid freelancers.
- Attend and effectively contribute to all FLOCK Co-directors meetings.
- Work with fellow FLOCK Co-directors to make considered decisions on design, programming and the delivery of FLOCK, including participating in the selection panel for the following year's FLOCK Co-directors.
- Draw upon your own knowledge, skills and connections during your time as a Co-director, while being open to learning and developing those skills.
- Represent and champion for FLOCK both at and outside FLOCK events.
- Undertake any other reasonable duties assigned by the Festival Connect & Create Manager.



Person Specification



Current FLOCK Co-directors and the Festival Connect & Create Manager will review applications using the essential and desirable person specifications to select the 6 successful candidates.

Essential Requirements

- Aged 18-25 on 1st February 2026
- Living in either Norfolk, Suffolk, Cambridgeshire or Peterborough
- Able to travel across East Anglia for FLOCK events and Co-director Meetings.

Desirables

- Connections to the creative and cultural scene in East Anglia
- Experience working collaboratively in a team
- Interest in and/or experience of working or volunteering in the cultural sector
- Interest in and/or experience of designing, programming and producing cultural events
- Interest in and/or experience of Youth Voice and/or Youth Leadership

Person Specification



Freelancers Responsibilities

- Providing proof of Public Liability Insurance up to £5,000,000 by the deadline date set out in contract
- Paying your own taxes
- Provide the legal right to work in the UK
- Provide your own technical equipment for basic administration

Where possible, Co-director cohort will be selected to:

- Provide a geographical representation
- Provide a range of artform practices
- Provide a diverse and different cohort



Timeline



These contracts run from February 2026 to February 2027. You must be able to attend all of the following: Co-directors meetings (Dates are set based on Co-directors availability and programme needs)

2026

- February: In-person handover meeting with two cohorts
- March: In-person steering group meeting
- April: In-person steering group meeting
- August: In-person steering group meeting
- October: In-person steering group meeting
- 1-hour online meeting if required

2027

- January: 1-hour online meeting for panel decision on new cohort
- February: In-person handover meeting with two cohorts

FLOCK events and meeting dates will be decided by the FLOCK Co-directors. The individual must produce and host at least one event.

Further Information



Equal Opportunities

Norfolk & Norwich Festival is committed to a policy of equality of opportunity in its employment practices. Norfolk & Norwich Festival is working towards equal opportunities in employment, with the aim of ensuring that everyone who applies to work for us receives fair treatment. To help us to achieve this aim we ask you to complete the Equal Opportunities Monitoring Form. This information will be used to monitor the effectiveness of our Equal Opportunities Policy and for no other reason.

Pay

£15 per hour. Total hours across the year are estimated at 14 hours of Co-director meeting, and 12.5 hours of producing events. There is a small travel bursary to cover Co-directors' travel to meetings and events.

How to Apply

Complete a FLOCK Codirector (2026 Cohort) Application Form and an Equal Opportunities Monitoring form ([linked here](#)) which is kept anonymous and only used for data reporting purposes. Send your completed application form to fcc@nnfestival.org.uk by 10am Monday 12th January with 'FLOCK Codirector (2026 Cohort) Application' in the subject line.

Deadline

10am Monday 12th January 2026.

Queries

If you have any questions about the bursary, require the forms in large print or would like a paper copy posted to you, please contact fcc@nnfestival.org.uk

