

About Peak

Our Values

Peak values creativity as an essential tool in everyone's life. **We work to make rural and post-industrial communities seen and heard, particularly those who are the farthest away from power.** Our focus is young people, particularly those aged 16 to 25 years, who will be doing the important work of reimagining the future and tackling global issues in their communities.

Our people

Staff – We're currently a team of two full time staff, Director Justine Wheatley and Creative Director Melissa Appleton. We also work with a brilliant team of part-time freelance practitioners including Welsh Language Coordinator Dylan Huw, Curator Louise Hobson and Finance Officer Hannah Griffiths.

Board – Peak's [Trustees](#) (currently eight) provide supportive and effective strategic leadership, sharing responsibilities between them for Peak's sub-groups, advisory panels and key policy areas.

Groups – [sPeak](#), a young people's group and Pegwn, a Welsh Language Futures group meet monthly and bi-monthly for discussion and artist-led workshops, feeding into Peak's wider artistic programmes.

Our Place

Peak's work is inspired by and responds to its Black Mountains context. Our programme serves rural communities of Powys and Monmouthshire as well as post-industrial communities in Blaenau-Gwent, Torfaen, Rhondda Cynon Taff, Merthyr Tydfil and Newport. Challenging ideas of rurality in Wales is part of our work.

Peak has secured new spaces at Abergavenny Railway Station, the Associates will play an important role in developing these spaces in collaboration with sPeak, our young people's group. There will be project spaces on southbound 'Platform 2' and studio space in the main station building.

Our Crickhowell-based venue, The Old School, is located on the A40 and accessible by bus. Its facilities include a large, dedicated art studio, a well-equipped kitchen, pottery facilities and offices. Food-sharing is part of our framework of participatory practice, and we are starting to reconfigure the old school yard into a community garden.

Our Artistic Programme

Our work responds to the sustainability principles and wellbeing goals of Wales Wellbeing of Future Generations Act. We work with partners across the cultural, environmental, heritage, health and education sectors to achieve our aims. Current and recent partners include [Canal and River Trust](#), project [Skyline](#) and [Y Gaer](#). Our focus is on the visual and applied arts, participatory practice and creative writing.

In 2021, our programme is specifically responding to the work of Raymond Williams, writer, thinker and academic, who was born and raised in Abergavenny, and whose father worked on the railway line, to mark the centenary of his birth.

Our Outcomes

Peak's artistic programme aims to foster artistic excellence, innovation and risk-taking, enable participation in contemporary arts and culture, nurture creative talents and skills and support the wellbeing, confidence and resilience of individuals and communities. We want the people of rural Wales to be seen and heard.



Festival of Ideas, Skyline, Treherbert 2019
photo by Mike Erskine

Our Ethos and Workplace

As a workplace, Peak aspires to model professionalism, integrity, openness and honesty. We share leadership across the organisation amongst artists, staff and trustees – there is genuine opportunity to feed into our structures, contribute to our decisions and a willingness to enable autonomy. We try to offer encouragement and kindness to whoever we work with and their wellbeing is a priority.

We are currently mostly working from home, using Zoom to stay connected and we can provide any technology or equipment that you need when working from home. We meet as a staff team once a week taking it in turns to develop and share the agenda. We also hold a weekly programme meeting which includes freelance practitioners.

Around these key meeting times, we're keen for staff to structure their working hours to suit them. However, when public safety allows, we ask for a minimum of 1 day per week at one of the Peak sites to ensure a grounding in our work and to build relationships with the team and our local communities.

Our Old School site is on one level with an accessible toilet and parking space. Our Railway Station office is accessed via stairs and currently the Platform 2 project space is accessed by stairs and a walkway (Transport for Wales has plans to install a lift). Please let us know about any access needs when you apply so we can discuss these with you.

FAQ's

I don't have all the experience, knowledge and skills listed – should I apply? Yes! Of course, it's great if you can demonstrate that you have experience, skills and knowledge, but don't be put off if you don't tick all the boxes. We can support professional development and value personal attributes.

I don't live in Wales – can I apply? We welcome applications from wherever you are located but we are looking for a practitioner who can connect directly to the lived experience of young people who live in the communities we serve, who is deeply engaged with Wales, its arts, language and culture and who will be an effective ally to them.

Do I need to speak Welsh? Ability to understand and / or speak Welsh is desirable, but it is more important that you demonstrate and share our enthusiasm and commitment to Cymraeg.

Can I do this role working from home? When public health allows, we want you to work at our one of our sites at least one day per week. We currently maintain an office at The Old School in Crickhowell and we hope to offer desk space at the new spaces in Abergavenny Railway station in 2021.

Do I need to drive to take this role? Peak is committed to lowering our carbon footprint, and we work with practitioners to support their travel on public transport wherever possible. However, the YP role requires travel to rural locations with little or no public transport service and access to own transport is highly desirable.

I have caring responsibilities – how flexible is this role? We would consider an annualised contract (eg. work more days in term-time), or spreading work across a week around commitments. The biggest challenge for a small team is that we don't have capacity to cover at short notice, but we really try to work flexibly.

Why are these roles fixed term? These are new staff roles at Peak and we are offering fixed term contracts because we want to test out a new staff structure. The contracts are also fixed term because we have secured resources to pay for these roles for 12 months.

Is it likely that my contract would be extended? Peak's financial model has been disrupted by the Pandemic. We're actively fundraising and looking at ways of earning income to ensure longevity for this and other staff roles.

Do you ask staff to limit their commitments to other work roles outside Peak? Peak benefits from practitioners who work with more than one organisation, or who have an artistic practice. They bring rich experience, valuable networks and knowledge to their role at Peak. However, we value openness and ask staff to share information about their paid work commitments, in order to identify any conflicts of interest.



Ahoi! What Grows Here?, Autumn School 2019 with Owen Griffiths & Ella Gibbs. Photo by Vaida Barzdaite

Would you consider a job-share? As these roles are part-time, we do not consider them to be appropriate job-share opportunities.

What is the start date? We'd like to have these roles appointed to start no later than 1 July.

I have to give an extended period of notice in my current role; is it worth me applying? Yes, we have contracts with freelance practitioners to cover our current needs and if we offer you the position we are happy to wait.

I have specific access needs; how will you meet them? Peak is striving to become an equitable employer. We know that there are many barriers that prevent people from working in our sector and that we've lots to learn about how to address these. Please get in touch so that we can discuss how to support you.

What resources do you provide for working from home? We pay a fixed rate monthly allowance to help staff meet WFH costs. We don't currently offer a work mobile but we provide a work laptop and will tailor other equipment to your needs and your role.

Contact us

How can I find out more about Peak, the role and Peak's work? Visit our website www.peak.cymru and look at our project archive.

Email us at info@peak.cymru with subject line Recruitment, or DM us on social media to ask a question or arrange a time to speak to a Director (Justine or Melissa).

