

COVE PARK

Culture Collective: Collective Home, 2026-2027

Embedded Artists

RECRUITMENT PACK





CALL FOR CREATIVE PRACTITIONERS

Cove Park seeks to appoint three Embedded Artists, contracted over a seventeen-month period to work with our Culture Collective Coordinator on the development and delivery of Collective Home, a major new engagement programme centred upon Argyll & Bute.

The Artists will be employed on a fixed term, part-time, and flexible basis from 1 June 2026 – 30 September 2027. The salary will be £36,668 (pro rata) in 2026, rising to £38,135 in 2027. The Artists will also receive a travel and expenses allowance.

We are keen to appoint individuals based in Argyll & Bute and based elsewhere in Scotland, with a range of creative practices, including but not limited to film and moving image, music, and sound.

The Embedded Artists will work with Cove Park and programme partners to further define, shape, and deliver this community-focussed project in Argyll. Each Artist will benefit from residencies at Cove Park to support the development of their own work, and they will be joined as the programme develops by freelance artists employed to deliver specific aspects of this project. Further details on Collective Home are provided below.

ABOUT COVE PARK

[Cove Park](#) is an international residency based on an outstanding 50-acre rural site in Argyll on Scotland's west coast. Our programme of residencies, commissions, and collaborative projects respond to and promote the diversity of contemporary artistic practice. We support artists, creative practitioners, and researchers to develop and produce ambitious, innovative, and ground-breaking new work for audiences and participants across Scotland and beyond. Cove Park's residencies are unique in the UK. From our launch in 2000, our programme was conceived for local, national, and international artists working individually and in collaboration in all art forms, and at every career stage. We remain the only residency in the UK to bring together at any one time, and consistently throughout the year, up to 14 individuals specialising in a wide range of disciplines. This means we can offer exceptional opportunities for interdisciplinary work and cultural exchange.

MISSION, VISION & VALUES

We believe the arts can enrich and transform lives, strengthen communities, and express Scotland's diverse and distinct identity.

Our mission is to support the creative and professional development of artists, researchers, and creative practitioners so that new ideas, projects, and strategies for change can be explored. Our aim is to contribute to the diversity and strength of Scotland's cultural ecology by making possible the production of outstanding new work and ensuring this work is of benefit to local, national, and international communities. By providing a supportive and dynamic space for risk and experimentation, the programmes we deliver create the foundations for ambitious thinking and imaginative freedom.

Our values underpin every aspect of our work, from the delivery of Cove Park's residencies, creative learning, and public engagement programmes to the care of our natural environment and our commitment to working sustainably. We are a small professional team dedicated to delivering Cove Park's vision and mission, guided by these five values:

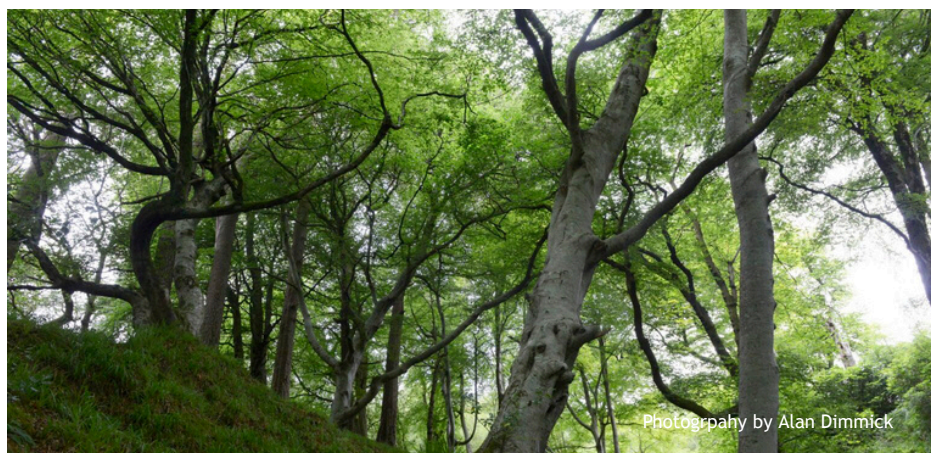
Collaborative – working in partnership with others to share skills and resources and build community locally, nationally, and internationally.

Open – being receptive, inclusive, and transparent, welcoming new ideas and approaches to contemporary creative practice and society.

Ethical – working responsibly, sustainably, and mindfully, ensuring our programme is accessible to all and supports integrity.

International - supporting international collaboration for our local and national communities, recognising the importance of cultural dialogue, exchange, representation, and solidarity in promoting connection and understanding, and finding common ground through shared experiences.

Ambitious – helping artists to achieve their aims, creating a context for experimentation and testing ideas, making possible imaginative, innovative, and high-quality work.



COMMUNITY & COLLABORATION: COVE PARK'S ENGAGEMENT PROGRAMME

Cove Park collaborates with artists, community groups, schools, youth programmes, and other partners to co-create a diverse engagement programme involving residencies, commissions, participatory projects, and events. By working together, our aim is to develop strategies for change and alternative approaches to the urgent problems facing our community. Collective Home will be the primary focus of our engagement programme in 2026 and 2027.



COLLECTIVE HOME

In March 2026 Cove Park was one of 23 awardees to receive funding from Scottish Government's [Culture Collective Fund](#). Administered by Creative Scotland, this award will support Collective Home, a new 17-month project focussing upon the concept of home and what this means for communities in Argyll & Bute and for creative practitioners across Scotland.

Collective Home will reflect the distinct character and composition of our rural and coastal region. Through sustained projects devised collaboratively between creative practitioners and participating communities, we will explore what home means for young people in Argyll, for those facing the challenges of climate change, and for refugees settling in this region. Developed in partnership with local organisations, this work will harness the power of creativity and collective action to build community, foster cultural exchange, and enhance lives.

OUR CONTEXT

Argyll & Bute is Scotland's second largest local authority region by area. Cove Park is located on Argyll's Rosneath Peninsula, one hour northwest of Glasgow and 30 minutes from Helensburgh. The region includes communities experiencing significant economic and geographic disadvantage. It has the highest rate of second homes in Scotland, exacerbating issues common to rural areas including a shortage of affordable housing, depopulation, and the depletion of vital infrastructure. Argyll also has relatively few cultural organisations, and the high costs and scarcity of public transport mean many people have limited opportunities to access and engage with contemporary cultural practices.

Collective Home will address the idea of home and what this means for communities such as:

1. Young islanders and those in remote mainland areas who leave their homes to board and attend schools in Dunoon, Mull, and Oban, and those unable to afford their own homes due to the housing crisis.
2. Individuals of all ages and community groups dealing with the challenges of climate breakdown and its impact upon our homes and communities.
3. Refugees from Syria, Afghanistan, and Ukraine - adults, unaccompanied minors, and families settling into this region.

Our application to Creative Scotland included a number of indicative project categories within Collective Home, ranging from residential workshops for young people at Cove Park, to community cafés across Argyll, creative workshops, coastal summer schools, a film collective, and a Collective Home Archive.

THE EMBEDDED ARTISTS

Although Collective Home has an overarching concept, the Embedded Artists will have the freedom to co-design and create a shared vision and programme of activity with the participating communities. The Embedded Artists will be supported by the Coordinator to identify the communities they wish to work with, and will be invited to bring their own ideas about how they will approach the chosen theme.

We welcome applications from practitioners working in any art form, including but not limited to film, moving image, music and sound. We are keen to support those who have a strong track record in working within communities, and can help to define and produce high-quality, innovative projects focussed upon the issues our communities are facing.

The Embedded Artists should be able to work flexibly in response to the needs and ambitions of the participating groups. Although the Artists can combine working from home with working from Cove Park, they should also be able to commit to working across Argyll & Bute: regular travel within the region will be required.

Collective Home will begin with a facilitated introductory group residency at Cove Park during the week of 1–7 June 2026. This will allow the Artists to meet each other and Cove Park’s team, establish a shared vision, meet community partners, and undertake relevant training. The Artists will be supported throughout the project by the Coordinator and Cove Park’s team.

As the programme develops, the Embedded Artists will be joined by other artists and creative practitioners appointed on a freelance basis for specific sessions or workshops. The Embedded Artists will be involved in identifying and working with these artists.

TERMS & CONDITIONS

Contract: Fixed term contract from 1 June 2026 – 30 September 2027, 3 days per week (21 hours per week, to be structured flexibly in discussion with the Coordinator). Weekend and evening hours may be required.

Reports to: Alexia Holt (Director)

Location: Hybrid (Cove Park, at home, and venues in Argyll). A driving license is a benefit, but not a requirement. Travel and accommodation allowance for venues in Argyll will be provided.

Salary: £36,668 pro rata (approximately £22,200 per annum) and £38,135 pro rata from April 2027.

Annual leave: 23 days pro rata

Pension: Automatic enrolment with 6% employer and 6% employee contribution.

Facilitated Group Residencies: 1–7 June 2026 and September 2027 (dates to be confirmed)

Individual Residencies at Cove Park: two weeks per Artist (dates to be confirmed)

Training: First aid, safeguarding, and climate literacy training provided.

PVG: All appointments are subject to PVG (Protection of Vulnerable Groups) scheme membership.



HOW TO APPLY

Please complete the online [Application Form](#) by Monday 27 April 2026 (by 5pm). The Form includes the following questions:

1. Please tell us about your creative practice, including your experience of community engagement projects and participatory practice. (300 words maximum)
2. In relation to the concept of home, which of the three communities detailed above (young people, those concerned with the impact of climate breakdown, and displaced families settling into this region) would you like to work with, and why? (200 words maximum)
3. How do you imagine working with your chosen community? What art forms or methods might you draw on? You do not need a fixed plan — we want to understand how you think and work. (300 words maximum).
4. Work sample or portfolio — please include a link to your website, a portfolio PDF, or up to three examples of relevant work.
5. Your CV, including the names and contact details of two professional referees, from a teacher, tutor, or employer for example (please note we will only contact your referees if your application is shortlisted for interview).

Should you have any questions or require a different form of application, please contact:

Emma Henderson (Curator of Engagement / Culture Collective Coordinator)

emma@covepark.org

01436 850500

We will acknowledge receipt of your application as soon as it is received. This acknowledgement will include a link to our anonymous Equalities, Diversity & Inclusion monitoring form for completion and we would be grateful for your time with this. If you do not receive this acknowledgement, please contact Cove Park directly to confirm receipt of your application. The applications will be shortlisted for interview by Cove Park Staff and Advisors.

All applicants will be notified if their submission has been shortlisted for interview by Friday 1 May 2026. Interviews will take place via Zoom during the week of Monday 6 May 2026.

EQUALITIES, DIVERSITY & INCLUSION

We encourage applications from all backgrounds, communities and industries, and we are committed to having a Team that consists of diverse skills, experiences and abilities. We actively encourage applications from African Diaspora people; South, East, and South-East Asian Diaspora people; Middle Eastern and North African Diaspora people; ethnically diverse people; people with disabilities; people with lived experience of displacement; and all those who have been historically underrepresented and systemically excluded within the cultural sector. Our intention is to better reflect society as a whole in our Team in terms of race, national or ethnic background, religion or belief, ability, gender, age, socio-economic status, and educational background.

We want our residencies, programmes and resources to be open, inclusive and welcoming to all. We continue to assess how we work towards achieving greater equality and representation within all levels of our organisation and across all programmes.

Cove Park aims to provide a safe and positive environment for everyone, and to actively dismantle discrimination based on age, disability, gender identity, marriage or civil partnership status, pregnancy or parental status, race including skin colour, nationality, ethnic or national origin, religion or belief, sex, and sexual orientation. Additionally, we aim to dismantle discrimination based on accent, educational background, gender expression, hair texture and hairstyle, immigration status, language ability, markings and/or tattoos connected to spiritual rituals from pre-colonial cultural practices, neurodiversity, physical and mental health, size, and socio-economic status or background.

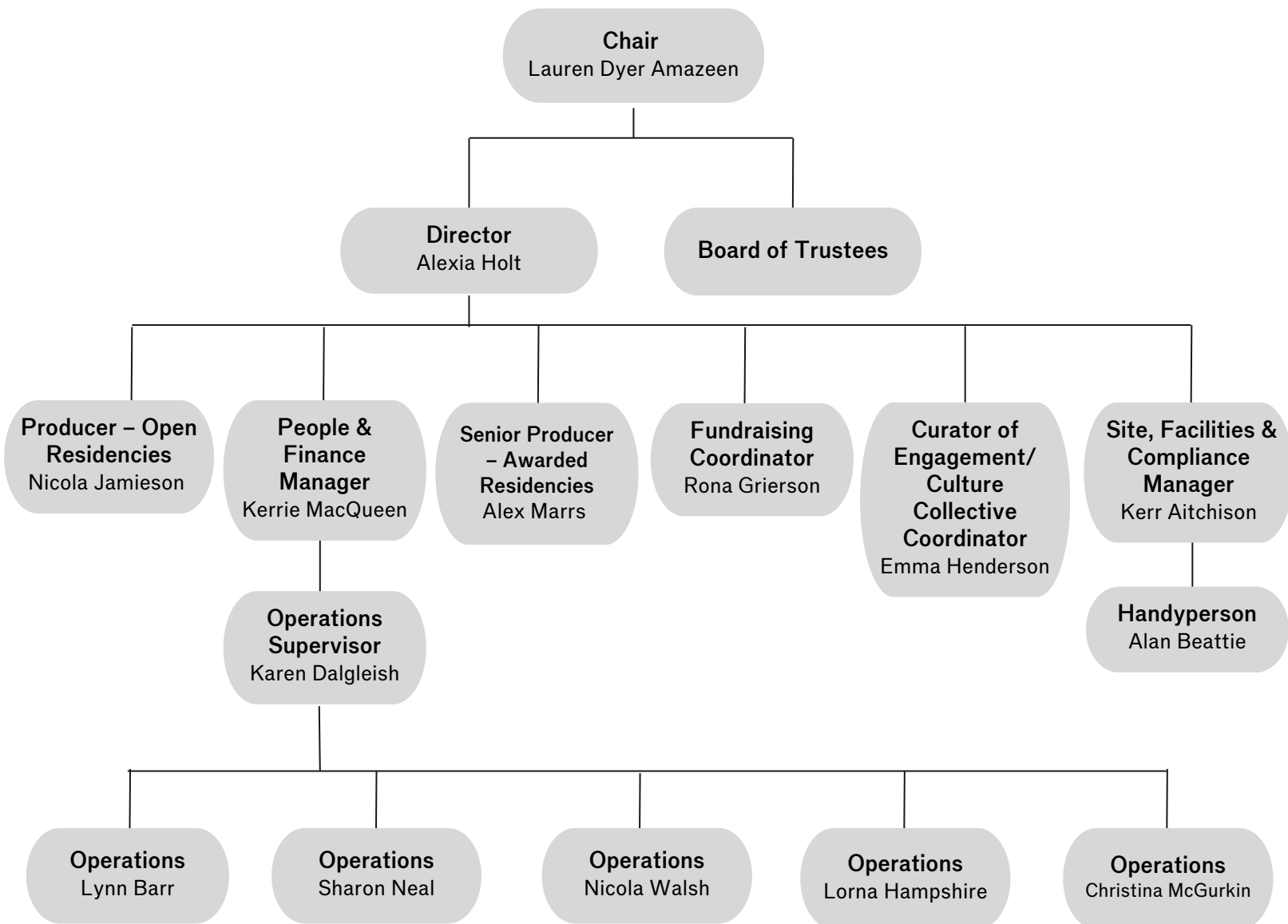
As language, terms, and expressions inevitably evolve, Cove Park is committed to reviewing this statement regularly – and as often as it becomes appropriate – with our local, national and international communities.

PERSONAL DATA

Please note, we will store applications electronically for one year. The data contained within your application will not be used for any purpose other than short-listing, running, and evaluating the programme. We will not share your details with any third parties without obtaining permission from you to do so.



ORGANISATIONAL CHART





Faslane Peace Camp, the UK's oldest continuously occupied peace camp (photography, Alan Dimmick)

COVE
PARK



COVE PARK

Charity no. SCO29530 | Company no. SC201042

DIRECTOR
Alexia Holt

TRUSTEES

Lauren Dyer Amazeen (Chair), Eileen Jacobs (Founding Trustee), Ashanti Harris, Eric Latzky, Brian Lochrie, Parvinder Marhwaha, Karen McMillan, Heather Parry, Nadia Sirc, Marianne Stark, Sophie Crichton Stuart