



Working at Made With Many Frequently Asked Questions

What do you actually mean by 'occasional evening and weekends' required?

All of our roles require us to work in the evenings and on weekends, the frequency of which depends on the role. Weekday evenings are normally needed for community meetings and decision-making panels, whilst weekend working is usually for our own events. We schedule these as far in advance as possible, and all staff take time off in lieu for any overtime.

Can I work from home?

We operate a hybrid working arrangement, where each member of the team splits their time between both our offices in Corby and Wellingborough and their own homes depending on the needs of both their role and the programme. We expect every member of the team to have a weekly presence in each office, as well as regularly attending in-person meetings across the area.

What are the opportunities for professional development?

Each member of the team has an annual professional development budget and they work with their line manager to decide on the best way to use it. Previously staff have attended conferences, training sessions, artistic research and paid for mentoring/coaching sessions.

In addition to individual professional development, we regularly undertake full team training in areas such as equalities and safeguarding, as well as making the most of opportunities to learn from each other. There's also opportunities for the team through the Creative People & Places Peer Learning programme run by Arts Council England.

What is the team like?

We are a friendly, welcoming team, who are all passionate about arts, communities and the need for a decent cup of tea or coffee! We come from a variety of backgrounds; potters, dancers, producers, writers, administrators and youth workers, and two thirds of us live in North Northants. In between working hard to deliver the programme, you can find us discussing our latest Netflix binge, comparing local restaurants, and debating current affairs. We're a small but supportive and close team, who welcome partners and local freelancers to use our office space.

We also recognise the ups and downs of working in the arts and that staff wellbeing is crucial to a healthy workplace. We recently held our first staff wellbeing day, taking part in mindful creative activities and a delicious lunch. No work was discussed - just a time to reconnect as

a team and enjoy a day away from the office. We are planning to build on this and make it a regular part of our calendar.

What additional employment benefits are available?

We offer the following benefits:

- 28 days annual leave per year, plus bank holidays (pro-rata for part-time employees)
- Enhanced sick pay policy
- Flexible working around family commitments (where possible within the demands of the role and programme), including statutory parental leave and paid bereavement leave
- Employer pension and life insurance scheme
- Assistance with the cost of eye tests and glasses for regular computer users

What are the terms of employment?

Employees are offered either permanent or fixed term contracts depending on how the role is funded. All new employees are subject to a 6 month probationary period, whereby your employment may be terminated by 1 months notice in writing by either Groundwork Northamptonshire or the employee. After the probationary period, employment is subject to the following notice periods: 3 months for Directors, 2 months for Senior Manager and 1 month for all other employees.