

Associate Artist/Producer Training Programme (AAPT)

160 Hours Paid Hands-on Training for IW LGBTQ+ Young Leaders in the Performing Arts and Community Sector

From 1 June 2026 to 31 March 2027

£12.71 per hour

Application deadline: 26 April 2026

Interviews: 5th AND 6th May

Q&A session: Wednesday 15th April at 3pm*.

*If you would like to attend, please email susanne@stonecrabs.co.uk to register and receive the Google Meet invite.

To apply email info@stonecrabs.co.uk with your CV and a covering letter explaining why you feel you are the right candidate for this traineeship

Who is it for?

This programme is perfect for creative individuals looking for a flexible way to gain practical experience, build their CVs, and to engage with a network of LGBTQ+ individuals and allies.

This is not an 'one-size-fits-all' training. Each trainee will shape their own training in dialogue with StoneCrabs. We are keen to support you in the development of areas you are most interested in. We aim to be as flexible as we can and will endeavor to allocate tasks and responsibilities that best fit your interests. But we also believe in challenging and stretching ourselves as an integral part of a rounded learning process. Therefore, we will encourage and support you to try new things, we will of course be by your side throughout.

It is a fantastic opportunity to contribute to StoneCrabs' funded community projects, the only dedicated LGBTQ+ projects on the Isle of Wight. You will work with a small, supportive team who are passionate about inclusion and diversity. Recent projects include a Historic England funded project on LGBTQ+ Working Class Histories in Ryde and a series of Performed Walks based on LGBTQ+ history on the Isle of Wight.

The traineeship position offers a wage of £12.71 per hour and a valuable opportunity for those wanting to gain hands-on experience in both the artistic and administrative realms of community event production, especially within a community-centered project that amplifies the voices of the LGBTQ+ community.

Why?

StoneCrabs Theatre is committed to ensuring that its work is sustainable, training the next generation of diverse leaders and contributing to a more inclusive Isle of Wight.

Our flagship community engagement project, Out On An Island, originally funded by The National Lottery Heritage Fund, has been running successfully since 2019, shining a light on the rich and multilayered Isle of Wight LGBTQ+ history and heritage. The project's book '*Out On An Island*' was awarded 'Isle of Wight Book of the Year' and 'Best Non-Fiction' in 2023.

Recently, the project has gained recognition from the National Lottery Community Fund, which will be supporting the project's next 3-year phase "Out On An Island: Building Bridges" (2024 - 2027) and helping StoneCrabs support the development of the next generation of IW LGBTQ+ leaders.

What?

StoneCrabs Theatre's Associate Artist/Producer Training Programme (AAPT) is an opportunity to be fully involved with a small and committed team, the only organisation delivering regular activities and ongoing high-quality artistic projects for the Island's LGBTQ+ community.

Working primarily within the "Out On An Island: Building Bridges" project (but also across StoneCrabs' overall programme), trainees will undertake hands-on (learning by doing) training, collaborating with StoneCrabs on the planning and delivery of activities, and taking on practical responsibilities.

This immersive experience will involve shadowing the artistic director, Franko Figueiredo and/or project manager, Caroline Diamond assisting with events planning, setup and delivery, attending workshops, and undergoing specialised training. Trainees will also have opportunities to facilitate or assist in workshops and work with Katie Daysh in Marketing and Susanne Hasselmann, our Executive Director.

There are a number of mandatory hours you will need to complete in order to get a good grounding and oversight of the organisation and all its activities. This will allow you to explore all the elements of running a theatre company and community engagement activities, after which you can decide which area suits you best and where you would like to focus. You'll complete your training by collaborating on a final project.

Our commitment to you

StoneCrabs will support you fully in this role. We are a small, dedicated team and we have worked together on Out On An Island since 2019. We understand the challenges faced both working with and being part of the LGBTQ+ community. If you are facing challenges

personally or professionally, we can offer a number of confidential counselling sessions if required.

As part of your traineeship, StoneCrabs will (in partnership with specialist providers) offer the opportunity to undertake training in areas such as:

- LGBT History
- Health and Safety
- Drama/General Facilitating Skills
- And others

If you do not have an up-to-date DBS certificate, we will help you through the process of acquiring one, and, if applicable, safeguarding training. The cost for this will be covered by StoneCrabs.

When?

The Associate Artist/Producer Training Programme (AAPT) will take place **from 1 June 2026 to 31 March 2027**. Trainees will complete a total of **160 paid hours (£12.71 per hour)** over the 10 months to fulfil their traineeship.

Potential responsibilities in 'Hands-on Training' over the year might include:

Artistic Contribution:

- Engage in the creative process by offering ideas for storytelling, scripts, or performances.
- Learn to plan, deliver, support and eventually facilitate workshops, providing constructive feedback to participants, performers and artists.

Project Coordination:

- Assist in planning and organising events, performances, and workshops.
- Help manage schedules, deadlines, and budgets to ensure the smooth execution of project components.

Community Engagement:

- Facilitate outreach to local LGBTQ+ communities and other stakeholders to encourage participation.
- Collaborate with community members to gather stories and narratives for final sharing of work and/or public performances.

Networking:

- Establish relationships with local artists, LGBTQ+ organizations, and community leaders to encourage collaboration and support.
- Attend relevant workshops, seminars, and networking events to represent both the project and StoneCrabs Theatre.

Marketing and Promotion:

- Contribute to social media and website communication and maintenance.
- Aid in developing marketing materials for events, such as social media content, press releases, and flyers.
- Learn how to connect with local media and community organisations to promote the project and draw in audiences. (i.e. Press releases, community communication).

Logistical Support:

- Assist in the set-up and taking down of events, exhibitions etc., ensuring that all technical and spatial requirements are met.
- Coordinate venues, resources, and equipment necessary for workshops, events and productions.

Evaluation and Feedback:

- Assist on gathering audience feedback and data during and after events to assess impact and effectiveness.
- Participate in discussions regarding project outcomes and suggestions for improvement for future initiatives.

How to effectively utilize 160 hours over the yearlong traineeship?

This could be broken down into manageable segments. Here are four potential options for how the hours could be distributed. This will be discussed with you at the beginning of your traineeship.

Example 1: Weekly Commitment

- Hours per Week: 4 hours
- Weeks per Year: 40 weeks (allowing for 4 weeks off)
- Activities: This can include a mix of workshops, event preparations, marketing tasks, and community engagement activities.

Example 2: Monthly Commitment

- Hours per Month: 16 hours
- Months per training year: 10 months
- Activities: Each month could focus on different aspects, such as planning events in the first month, community outreach in the second, and evaluating events or collecting feedback in the third.

Or another combination with agreement from StoneCrabs.