

# SCOTTISH BALLET

## Mentorship Description

<b>Title</b>	<b>Mentorship in Photography for dance</b>
<b>Location</b>	Primarily Glasgow and Edinburgh, with the requirement to spend some time outwith these locations to attend performances, shoots and events as needed.
<b>Key Relationships</b>	
<b>Reports to:</b>	<b>Digital Producer</b>
<b>Direct Reports:</b>	N/A
<b>Key relationships:</b>	The position will work closely with all members of the Brand, Audience & Digital team and liaise with Engagement, Advancement, Artistic teams.
<b>Purpose</b>	
<b><u>Experiential learning</u></b> Create a paid pathway for an emerging global majority photographer into a career in dance photography.	
<b><u>Skills development</u></b> Provide structured and unstructured mentorship for the photographer and contribute to the development of their skillset.	
<b><u>Industry access</u></b> Provide the photographer with unprecedented access to Scottish Ballet, granting them physical studio access as well as introductions to the company's network of photographers.	
<b><u>Portfolio development</u></b> Collaborate on projects which the photographer can use in their professional portfolio.	
<b><u>Sector development</u></b> Actively contribute to the pool of specialised dance photographers in Scotland, including networking support and introductions.	

## **Mentorship Structure**

- The photographer will be provided paid 1:1 time with Scottish Ballet's frequently commissioned professional photographers including Rimbaud Patron, Mihaela Bodlovic, Andy Ross, and Gavin Smart, and Scottish Ballet staff including the Brand Creative Lead and Senior Producer. Other mentorship opportunities and connections can be arranged in discussion with the photographer.
- Photography specialities explored during the mentorship will include stage production, backstage, behind-the-scenes, studio, community projects, event, headshots, and promotional materials.
- The photographer will also be provided sessions with members of Scottish Ballet's Brand, Audience & Digital team to explore relevant topics including responding to a brief, budgeting, working with arts companies, approval processes, portfolio development, and how to develop an 'eye' for dance.
- The photographer can, at any time by advance arrangement with Scottish Ballet staff during the mentorship, attend rehearsals, productions, or events at Scottish Ballet's studios to take photos.
- The photographer will have access to Scottish Ballet's photography equipment to use for work within the scope of the residency.
- The structure of this mentorship may be adapted to suit the existing skills of the photographer.

## **IP and Licensing**

- The photographer will retain the IP of all photos taken of the company during the residency.
- Scottish Ballet will 'approve' or 'reject' all photos taken of the company during the residency, as per standard operating procedures. Only approved images can be used by the photographer or company. This review process will be done in conversation with the photographer and feedback will be offered to explain approval decisions.
- Scottish Ballet will retain an exclusive unrestricted license to publish and reproduce all images of the company taken by the photographer in perpetuity. The photographer will be credited for their work in all instances where possible and appropriate.
- Photos taken by candidates during the selection process will not be used by Scottish Ballet or the candidate unless by written agreement.

## **Desirable Qualifications & Experience**

- Formal qualifications and relevant industry experience hold equal merit.
- Must be within first 3 years of their professional photography career.
- Must be actively working as or intending to work as a full-time professional photographer.
- Demonstrated ability to confidently operate a DSLR camera (preferable if candidate owns their own camera).
- Experience with Adobe Creative Suite is desirable.

## General Characteristics

- A positive, can-do attitude with a high level of self-motivation.
- Ability to plan and manage work efficiently, effectively, and independently.
- The ability to work collaboratively and form effective partnerships internally and externally, sharing skills and experience.
- A strong creative sensibility and artistic flair.
- A positive, proactive, and flexible approach.
- The ability to work to tight deadlines while working calmly under pressure.
- Respect for confidentiality.
- Commitment to maintaining own professional development.

Created By:	Tony Currie	PWB:	Louise Devlin
Date:	Feb 2025	Approver:	
Revision:	RD/LD/CC	Revised by:	
Date of:			