

RECRUITMENT PACK

HERITAGE RESEARCHER

Photo Credit: Greta Zabulyte

About Revoluton

Who We Are

Revoluton is a Luton-based arts organisation. We work with artists and communities – across a range of art forms and disciplines – to produce creative work that promotes positive futures for people and place. We provide support, resource and mentoring to artists and emerging creative practitioners. We facilitate pathways for people to engage with creativity, as professional practitioners, participants and as audience members.

“We believe the spirit of Luton encapsulates activism, warmth and generosity. The spirit of our work is captured in our name – Revoluton.

Revoluton was established as an Arts Council England-funded Creative People and Places (CPP) project in 2015 and became an independent organisation in 2020. Over the last few years, we've produced bold new work putting Luton on the map in increasingly creative ways.

Now is an exciting time to join the team as we prepare to deliver many new and ambitious projects. We've shaped a long-term strategy that will see more people engaging with our work as audiences, creatives and co-designers – in person and via digital means.

Revoluton

Our work as a newly established independent organisation takes us beyond the geographical boundaries of Luton, delivering ambitious creative work in addition to the remit of our primary funded programme, CPP.

Our work remains deeply rooted in Luton and our creative programme will be co-created with communities in Luton and beyond. Building on experience gained through producing work within previous CPP activity, Revoluton Arts has now established a role as a producer of bold new work. Additionally, we are building ambitious new partnerships at local, national and international levels.

Central to this plan is an ambition to locate Luton in the world. This is in respect of Luton's global relevance and multicultural makeup. It is also about a deep desire to put Luton on the map – to share with the world the many great things that contribute to Luton's cultural vibrancy.

“Since our inception in 2015, our programme has attracted over 220,000 in-person engagements and over 1.2 million online.

Heritage Researcher

Our Vision, Mission and Values

Our vision is for communities to connect through creativity, locally and globally, uniting to define their positive futures.

Our mission is to unite communities and creatives as the collective catalyst for change. We locate Luton in the world. We do this by connecting the people of Luton with standout creative practitioners – locally and beyond – to create cultural activities that bring positive change to people and places.

Our values are:

Agency (affirming the voice, choice and power of marginalised communities to bring positive change).

Belonging (celebrating place and creating a sense of acceptance and freedom).

Connection (uniting people and forming partnerships towards a common purpose).

Creativity (nurturing talent, promoting everyday creativity and producing creative work made in Luton).

Opportunity (providing and promoting access to arts and creativity for leisure, learning, and livelihood).





About Undercurrent

The Lea Marsh Heritage Zone, led by Glenn Jenkins (Marsh Farm Outreach) and Lindsey Pugh (Revoluton Arts), is a culturally significant site in Luton, with a history spanning from Neolithic times to the rave scene of the 80s and 90s. Motivated by their shared histories, Jenkins and Pugh began documenting the site's rich heritage, from myths of Waulud's Bank to grassroots activism and music subcultures.

In 2024, Revoluton Arts, supported by The National Lottery Heritage Fund and Arts Council England, led the research phase of Undercurrent, exploring themes of bottom-up activism and associated music subcultures connected to communities along the River Lea, the natural heritage of the Lea and the Neolithic beginnings of Luton's communities at Waulud's Bank. This phase included community events, oral history interviews, creative commissions, and the creation of the Undercurrent Digital Archive, culminating in a public sharing event at the River Lea's source.

The ongoing focus for Undercurrent is fourfold:

- Amplification of voice, choice and power
- Music and creative subcultures
- Ceremony, ritual and spirituality
- Connectedness

Building on the original phase of Undercurrent, the project will now centre on movements of people in bottom-up activism, motivated by the principles of humanity and love – living better together, as opposed to with hostility. It will conduct deeper research into the physical movement of people – the super-diverse communities at either end of the Lea, Luton and London – and their connectedness. It will amplify voices hardly heard, make visible the communities seldom seen, and it will surface the pioneering music and creative subcultures that have promoted – and continue to inform – positive political and social change in multicultural society.

The next phase of Undercurrent, beginning autumn 2025 is titled Undercurrent: Movement of Jah People, taken from Bob Marley and The Wailers, Exodus, 1977. This will explore the history of communities connected to the River Lea, beginning at the source in Luton, within the context of the ongoing focus of Undercurrent, particularly relative to the movement and movements of people at either end of the river.

There will be significant creative outputs within this multifaceted two-year project. This will result in a touring exhibition with a soundscape exploring the Neolithic and recent history of the people at the river's source. This will tour the river ends. The tour will be animated by co-created works led by commissioned creative heritage practitioners. A Podcast series will also be produced, highlighting the hidden stories of people around the river's source, exploring their points of connection with communities in east London, where the Lea meets the Thames. Both will be co-created with young people from the Luton and Marsh Farm area, connecting with other young people and communities in east London.

The Brief

The Heritage Researcher will play a pivotal role in shaping the next phase of Undercurrent by conducting comprehensive historical research that informs creative outputs such as podcasts, oral history collections, public events and digital archives. In collaboration with the Revoluton Arts CEO/Creative Director, Senior Heritage Producer and Revoluton producing team, this role will help frame the narrative of the River Lea's rich heritage and its evolution as a site of collective memory and creative resistance.

Equity, diversity and inclusion are at the heart of everything we do, from programming work with, by and for Lutonians, to how we budget and build partnerships. We are committed to our organisation reflecting and celebrating Luton's incredible diversity across ethnicity, age, gender, disability and socio-economic background. We therefore especially welcome applications from people with lived experience of the communities that we work with.



Key Responsibilities

The Researcher will be contracted to provide the following services:

- Work directly with the CEO/Creative Director and Revoluton producing team to develop a detailed research plan that identifies heritage themes, archival research, potential community partners and key subjects across Luton and London.
- Work alongside the CEO/Creative Director and Revoluton producing team, to conduct desk-based and archival research around existing relative social histories, cultural programmes and projects, and make recommendations for partners and people to be engaged during the research project.
- Work with the CEO/Creative Director and Senior Heritage Producer to map the relative heritage in response to key areas of research identified through archives and community engagement.
- Propose relevant areas of research aligned to the key themes of Undercurrent. NB. Research areas should have strong potential for interpretation through podcasting and oral histories, presentation at Creative Assemblies (creative consultation) and public sharing events.
- Conduct one-to-one research conversations with heritage experts, key individuals and/or organisations, as agreed with the CEO/Creative Director and Senior Heritage Producer, in Luton and east London.
- Lead on and conduct deeper research into selected histories and key areas of research identified and agreed with the CEO/Creative Director, including through community engagement.
- Ensure all research is documented and maintained as agreed with the CEO/Creative Director and Senior Heritage Producer, including written, audio and visual accounts of research with subjects, which may be used for the purpose of public sharing, community discussion, archive and for future interpretation and creative purposes.
- Alongside the Senior Heritage Producer, work with the project's archivist to ensure research is captured effectively for future use by the wider heritage community.
- Provide progress reports and summaries of research to the CEO/Creative Director and Senior Heritage Producer.
- Attend Creative Assembly events and work with the CEO/Creative Director and Revoluton producing team to share research findings in ways that engage and inspire partners and members of the public.
- Participate in the research project evaluation led by the Executive Director.

Key Responsibilities

We expect delivery of the following:

- A comprehensive plan to outline areas of research, partners, potential subjects and latter delivery of the plan.
- Shared delivery with CEO/Creative Director and Revoluton producing team of individual conversations about histories connected with the river, with lead responsibility for relevant documented heritage, archives and existing relative social histories
- Attendance at Creative Assemblies, presenting research findings in ways that engage and inspire.
- Co-production of public sharing events that creatively presents the research story to the broader community.
- Collation of a well-referenced archive comprising of research including written, audio and visual accounts, ensuring long-term preservation and accessibility.
- Meetings with artists and creatives working on Undercurrent, presenting research and answering questions as needed.

The audiences for this work will be:

- Strategic and delivery partners, identified with the CEO/Creative Director and Senior Heritage Producer.
- Individuals and diverse communities with connections to the river and the key themes of Undercurrent, in Luton and east London, including their own oral histories.
- Wider residents of the area/s who might be motivated to attend the exhibited works.

- Young people aged 11 - 16 years, their families and neighbourhood communities from Marsh Farm, Leagrave and pan-Luton participating in creative projects. Young people aged 16 - 30 years from Luton participating in the Undercurrent podcast project strand, alongside their peers in east London, particularly in Newham.
- Creative and heritage practitioners.

Research findings should be shared through co-production of Creative Assemblies and public sharing in ways that are accessible, attractive and enjoyable for all, especially those who may not normally engage with heritage activities.

The Researcher will be expected to use the methodology, systems, processes and policies adopted by Revoluton Arts, including:

- Principles of co-creation and existing methodology around convening Creative Assemblies.
- Procedures around gaining appropriate and informed consent from participants.
- Relevant best practice in the collection and documentation of oral histories.
- Project planning procedures, as necessary.
- Marketing & communications processes, as necessary.
- Evaluation framework and processes for data capture.
- Equal Opportunities Policy and associated Equality Action Plan.
- Other policies including Health & Safety, Data Protection, Safeguarding, Volunteering and social media.



Photo Credit: Sidney Sambu

Person Specification

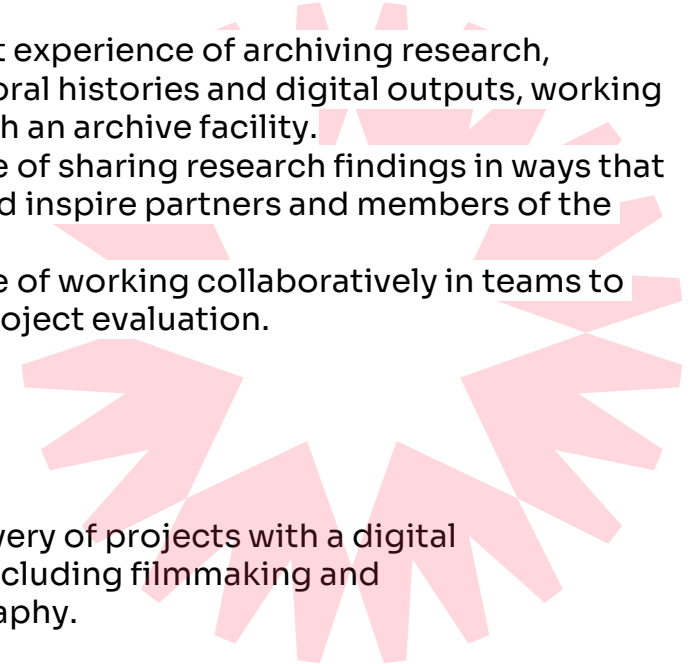
Essential

We are looking for an experienced heritage researcher with the following essential attributes:

- Significant track record of conducting research for creative heritage projects, with expertise in community engagement, supporting heritage interpretation through co-creation.
- Significant track record of leading research for multifaceted projects, enabling heritage interpretation with/for heritage and creative practitioners, spanning multiple disciplines and with ambitious creative outputs.
- Experience of developing detailed research plans against identified heritage themes, archival research, partnership and community engagement.
- Experience of working with teams in creative organisations to conduct desk-based and archival research around relative social histories, cultural programmes and projects.
- Experience of working with teams in creative organisations to map heritage research identified through archival research and community engagement, to key project themes
- Experience of working with teams in creative organisations to design comprehensive project plans and providing progress reports to support ongoing delivery.
- Significant track record in conducting one-to-one research conversations with heritage experts, key individuals and/or organisations, and diverse communities.
- Significant track record of leading and conducting deep research into selected histories, including through community engagement, relative to the key themes of Undercurrent.
- A demonstrable commitment to high-quality documentation of heritage research, enabling written and audio/visual records to be used for the purpose of public sharing, community discussion, archive and for future interpretation and creative purposes.
- Significant experience of archiving research, including oral histories and digital outputs, working closely with an archive facility.
- Experience of sharing research findings in ways that engage and inspire partners and members of the public.
- Experience of working collaboratively in teams to support project evaluation.

Desirable

- Co-delivery of projects with a digital focus, including filmmaking and videography.



Application Details

Contract Terms

Contract duration: We expect the Heritage Researcher to begin ASAP from January 2026 and be completed by 30 November 2027 (research activity will be largely frontloaded in 2026).

Responsible to: The contract will be managed by the CEO/Creative Director with support from the Senior Heritage Producer.

Fee: The research budget is £15,750 to include VAT (if applicable), for 45 days' work at £350 per day, including all expenses. Payment will be made monthly for days worked.

The Service Provider must provide an invoice addressed to Revoluton Arts CIO. Payments may take up to 30 days to process upon receipt of a satisfactory invoice submitted following completion of payment terms above.

Under the terms of the contract, the Service Provider will be responsible for managing their own tax and financial liabilities (including national insurance contributions), classed as either self-employed, as a limited company or as a registered charity.

The Service Provider will be engaged on a non-exclusive basis.

Application Information

Deadline for applications: 23:59, Monday 1 December

Interviews: Interviews will take place on Tuesday, 9 December, at Marsh House, Bramingham Road, Luton, LU3 2SR

How to Apply

Please email your application to: hello@revolutonarts.com

To submit an application, please send an up-to-date CV, with details of two referees, a completed Equal Opportunities Form and a supporting statement outlining your interest and why your experience makes you an excellent fit for the role.

We will accept the following formats for the statement:

- Written statement that is no more than 2 sides of A4.
- Video submission that is no longer than 5 minutes.
- Audio submission as an MP3 or WAV file, that is no longer than 5 minutes.

Please clearly label your files with your name. The Equal Opportunities Form should be anonymous and requires no label.

Revoluton is a diverse organisation, committed to equal opportunities and we welcome applications from all sections of the community. If you require any further information, assistance in making an application or this information in an alternative format, please contact us on hello@revolutonarts.com or 01582 345560.

