The logo for 'REVOLUTON' is located in the top right corner. It features the word 'REVOLUTON' in a bold, red, sans-serif font. Above the text is a circular emblem composed of multiple red, stylized arrowheads pointing outwards, resembling a sunburst or a gear.

REVOLUTON

The background of the entire image is a photograph of a night-time event. Several large, illuminated, inflatable structures with black and white spiral patterns and colorful conical tops (purple, blue, red, green) are visible. People in dark clothing and masks are walking around the structures. The scene is lit with various colors, including purple, blue, and red.

RECRUITMENT PACK

PROFESSIONAL DEVELOPMENT MANAGER

About Revolution

Who We Are

Revoluton Arts is a Luton-based arts organisation. We programme, commission and co-produce bold artistic work rooted in diverse communities. Positive social change is at the core of our work. We programme activity across all artforms, producing work that spans hyperlocal and work of scale, including outdoor arts. Our work takes us beyond the geographical boundaries of Luton, delivering ambitious creative work in partnership with artists and organisations locally, across the UK and internationally. Over the last few years, we've produced bold new work putting Luton on the map in increasingly creative ways.

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

Revoluton is on an exciting growth trajectory. Established in 2015 as an Arts Council England-funded Creative People and Places (CPP) project, we grew to become an independent organisation in 2020. We are now a Charitable Incorporated Organisation (CIO).

Developments across recent years place us in a strong position. We've secured £1.8 million investment for the

next four years, including support from Arts Council England, Paul Hamlyn Foundation, Esmée Fairbairn Foundation, The National Lottery Heritage Fund and Luton Borough Council, via Arts Council England Place Partnership funding.

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.

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. We are driven by 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, including its diverse communities and the national and global significance of its sociopolitical character.

“Since our inception in 2015, our programme has attracted over 250,000 in-person engagements and 1.3 million online.”

Visit our website to find out more about our work [here](#)

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).



What's Happening

The 'Luton and beyond' focus of our 2023 – 2027 business plan is being realised through delivery of bold projects with local, national and international partners. The below gives a taste:

Global Streets is a national network of partners that co-creates and presents international outdoor arts events with communities living and working in places which are underserved by the arts. Global Streets is led by FESTIVAL.ORG, producer of Greenwich and Docklands International Festival. Revoluton is one of 13 partners in the national network that works collaboratively to programme and tour work across the partnership. Previous examples include [Taroo by Company Zid](#), [Public Trust by Paul Ramírez Jonas](#) and [Lampadohores by Picto Facto](#).

Undercurrent is a creative heritage project that connects Luton to East London via the River Lea, the source of which is at our base in Marsh Farm. With support from The National Lottery Heritage Fund, in 2024, we delivered the research phase of this project, spanning Luton's Neolithic beginnings at the river's source and bottom-up activism of contemporary times, fuelled by music subcultures. The digital archive can be viewed [here](#). Undercurrent remains a live project and has secured a further £250,000 from The National Lottery Heritage Fund for activity into 2027.

Rave New World is an outdoor arts co-production with Tangled Feet Theatre. It delves into the history of the Exodus collective, a pioneering group based in Marsh Farm, inspired by Luton's vibrant rave scene of the 80s and 90s. Rave New World was co-created with Luton's residents, including through response to oral histories surfaced through the 2024 Undercurrent project. See [here](#) for more detail, film and images.

Luton Henge, conceived by Matthew Rosier, was co-created with Lutonians and co-produced with Revoluton in 2025, as part of the national Nature Calling programme led by the National Landscapes Association. Luton Henge was commissioned by the Chilterns National Landscape in partnership with Activate Performing Arts and the Poetry School. Luton Henge now forms a centrepiece for our work at our base in Marsh Farm, relevant to the ongoing focus of the Undercurrent project and providing an outdoor venue to celebrate Luton's culture. More information, films and images can be viewed [here](#).

Luton Henge Festival launched in 2025, attracting an audience of 1,200 across one day in July. The festival returns in 2026 for two days, in partnership with Marsh Farm Outreach. Read more about our plans [here](#).

The Revoluton Associates programme provides opportunities for local creatives to develop their practice and build connections with new local audiences through projects that have a long-lasting legacy. We have delivered 12 Revoluton Associate commissions since 2023, working collaboratively with local practitioners to co-produce and co-create work rooted in Luton's communities, including the neighbourhood locations of Bury Park, Farley Hill, Leagrave, Marsh Farm and pan-Luton. In 2023, Sonia Chowdhury was commissioned within the first cohort of Associates to create the Made in Luton documentary, which later went on to win an award in the Rameshwaram International Film Festival in India. See Sonia's film [here](#).

We support creatives aged 16 – 30 through year-round cross-arts participatory workshops and through the provision of the Young Revolutionary micro commissioning strand. Since 2023, we have commissioned 21 young people to co-create projects with young Lutonians. See more about our work with young and emerging practitioners [here](#).

(All texts in red are clickable links).

What's Coming Up

Undercurrent: Movement of Jah People is a bold creative heritage project tracing untold stories along the River Lea - from its source in Luton to the Thames in East London. Rooted in real histories of working-class and ethnically diverse communities, residents are invited to become active contributors to Revoluton's living archive shaped by community voices, memories and experiences. This two-year project funded by The National Lottery Heritage Fund takes focus on movements of people in both the socio-political sense and the stories of migration that have shaped multicultural society. Commissioned works will tour Luton to East London, culminating at the Royal Docks Originals Festival in 2027.

Archives of Change – a new cross-cultural collaboration between Third Version Creative (UK), Musyawarah Arsip (MUAR) (Indonesia), and Revoluton – invites artists from the UK and Indonesia to take part in a creative exchange. With support from the British Council, two Lutonian artists will visit Makassar in Indonesia for a two-week residency in the early autumn of 2026. The return visit from Musyawarah Arsip will follow.

Talent and professional development take a rapidly growing focus within our programme. In the summer of 2026, in partnership with Clore Leadership and The Culture Trust Luton, we will launch Luton Arts Support, funded by Arts Council England Place Partnership. Through this, Revoluton will offer bespoke in-person support to local creative practitioners. Additionally, we are growing our Associate programme to include peer network and learning activities, connecting at local and national level, alongside increasing the range of employment and commissioned opportunities to Luton-based practitioners.





About the Role

We are seeking a well-networked, collaborative and person-centred experienced Professional Development Manager to manage Revoluton's Professional Development offer.

Revoluton was established as an independent organisation in 2020, and this is an exciting time to join the team as we continue to broaden our programme and ambitions. The postholder will play a vital role as a leader in establishing and building new and existing activity to support the professional development of Luton-based artists and creative practitioners, at all stages of their career.

This new post will:

- Co-ordinate, develop & deliver services for Luton Arts Support, working in partnership with Luton Borough Council, The Culture Trust Luton and Clore Leadership.
- Work with Revoluton's CEO/Creative Director to develop plans for a new peer network and associated learning, with partners in Luton and beyond.
- Plan and produce regular open events for creative practitioners, building on learning from a previous successful programme.

- Explore and activate paid progression opportunities across Revoluton's programme as next steps for Revoluton Associates.
- Work with the Producing team to oversee artist selection and liaison for PLATFORM, Revoluton's quarterly scratch event.

We are looking for a self-starter with great passion for developing artists and producers, with tangible outcomes, in super-diverse settings. This is an exciting opportunity in a growing organisation that is building creative opportunities with amazing communities in Luton and with places like Luton.

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.



Photo Credits: Aleksandra Warchol

Key Responsibilities

Programme design and delivery

- Working closely with the Senior Producer to, develop, schedule, and oversee activities aimed to support the professional development of Luton-based creative practitioners at all career stages.
- Take leadership responsibility for the delivery of support services within Luton Arts Support, providing bespoke one to one support, advice and signposting to resources and access to support available across Luton's wider creative infrastructure and beyond.
- Design & deliver a year-round series of thematic open events (minimum quarterly), aligned to Revoluton's wider creative programme, providing inspiration, information, networking, and advice for Luton-based creative practitioners, with a focus on socially engaged practice, with the contribution of artists and producers with profile, representative of Luton's super-diversity.
- Develop a new peer network programme for Luton-based creative practitioners (ultimately aimed to connect with peers in other locations, nationally), with the support of the CEO/Creative Director, establishing relevant local and national partnerships.

- Explore paid progression opportunities for Revoluton Associates within Revoluton's programme, such as associate programmer and producer functions or Associate artist roles, working with the Senior Producer to help enable these within Revoluton's wider creative programme.
- Work with the Producing team to oversee artist selection and liaison for *PLATFORM*, Revoluton's quarterly scratch event.

Operational

- Ensure that above activity is risk-assessed and complies with all relevant legislation and best practice, including minimising the environmental impact.
- Ensure appropriate safeguarding and security measures for this activity, both online and in person.
- Escalate safeguarding concerns and disclosures promptly to the Designated Safeguarding Lead (Senior Producer), following Revoluton's policy.

Key Responsibilities

- Seek budget approval from the Executive Director and ensure project budgets are managed in line with financial procedures, taking responsibility for delegated budget lines and accurately tracking spend on an ongoing basis.
- Recruit, contract and manage a network of freelance associates and/or organisations to support the delivery of professional development activity.
- Contribute to marketing and press campaigns as required, including planning and partner/artist liaison.
- Support the evaluation of the activity and aid the Operations Coordinator in the collection of evaluation data, ensuring activity is evaluated robustly.
- Work with the Executive Director and CEO/Creative Director to seek appropriate opportunities for additional funding for the programmes and provide the fundraiser with plans, budgets, monitoring reports etc for bids.
- Provide regular programme updates to the Executive team and contribute to the creation of reports for the Board of Trustees or required by funders, including reporting to Luton Borough Council on Luton Arts Support.
- Attend internal and external meetings, conferences and events as required, on occasion representing the Executive team.
- Develop a wide network of contacts locally, regionally and nationally.
- Support the implementation of Revoluton Equality Policy, Diversity Action Plan, Health & Safety Policy and any other policies introduced in the future.
- Undertake any other duties as appropriate to the post and agreed with the Senior Producer.
- Act as an ambassador for Revoluton at all times.

This job description is a guide to the nature of the work required of the Professional Development Manager. It is not wholly comprehensive or restrictive and may be reviewed with the postholder and CEO/Creative Director as required.



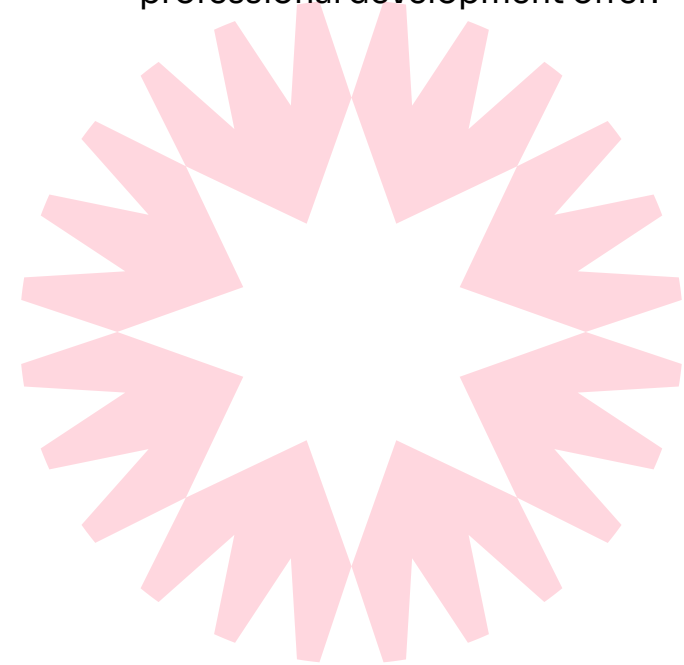
Person Specification

Essential

- Passionate about working to realise the Revoluton Arts mission, vision, and values.
- At least two years' experience of similar roles in the cultural and creative sector.
- Experience of developing and producing professional development activities in the cultural and creative sector, especially for those from underrepresented backgrounds.
- Experience of directly providing professional development support to creative practitioners.
- Commitment to safeguarding best practice.
- Experience of working with Luton's diverse communities, or with diverse communities similar in nature to those in Luton, including understanding the social, economic and political issues that affect their lives.
- Strong track record of building relationships with external stakeholders such as artists, funders and partner organisations.
- Excellent organisation and planning skills with proven ability to work flexibly, prioritise and to meet deadlines.
- Ability to manage budgets, including accurately tracking expenditure.
- Willing to contribute to a culture of proactive problem prevention and problem-solving.
- Strong administrative skills, including using Microsoft Word and Excel.
- A proven commitment to equality, diversity and inclusion.
- Open to feedback and committed to continuous professional development.

Desirable

- Experience of working with different art forms.
- Experience of fundraising for cultural and creative projects.
- An existing network of relevant contacts, organisations and freelancers who might contribute to the development of Revoluton's professional development offer.



Application Details

Contract Terms: 0.5 full-time equivalent, 2.5 days per week

Salary: £38,000 pro-rata (actual salary £19,000 per annum), plus pension contribution.

Responsible to: Senior Producer

Responsible for: Freelance associates and/or organisations supporting the delivery of professional development activity

Start date: As soon as possible, from October 2026

Place of work: Hybrid working, with at least 60% of the week in the Revoluton office at Marsh Farm, less than 10 minutes from Leagrave Station on the Thameslink.

Probationary period: 6 months

Notice period: 3 months (four weeks during probation)

Application Information

Deadline for applications: Friday 11 September 2026

Interviews: First interviews will take place on Thursday 24 September 2026, in person in Luton. The panel will include Revoluton's CEO/Creative Director, Senior Producer and Revoluton's Luton Arts Support consultant.

If you would like to discuss the role before applying, please contact Mathew Russell, Revoluton's Luton Arts Support consultant, mathew@variablematter.com, to arrange a call.

How to Apply

Please email your application to: hello@revolutonarts.com

To submit an application, please send in 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 recruitment@dsawyerr.com

REVOLUTON