**POST APPLICATION Q&A – FAQ’s**

**Experience levels/eligibility/**

**How fixed is the eligibility criteria? Can this criteria be matched by the experience and learning in the time one has had, if it's applicable/shows what you're looking for?**

* It is important to read the Fellowship criteria carefully. The general and specific Fellowship criteria are on the website. You should apply for the Fellowship only if you meet both the general criteria and the specific criteria of the Fellowship for which you are applying.

**What demonstrable skills or experiences are you looking for in applicants? in general, how specific is the selection criteria?**

* We are looking for leaders who are dynamic, strategic and collaborative; who possess a high degree of intellectual curiosity, creativity, integrity and emotional intelligence.
* You will be entrepreneurial and driven to making a difference in your organisation, community of practice, sector and/or society through culture.

**I’ve had 21 years in the industry and am already an established leader - is this programme for me? What would be the benefits of taking part having already developed so many skills?**

* The Fellowship Programme is for leaders who have ambition and vision, and can show clearly how they might take their leadership to the next level. If you’re an established leader looking to make change, then yes you would be eligible.
* The programme is deeply reflective and involves spending time learning about yourself, considering the role of leadership in the wider sector and where and how your leadership will make an impact.

**There are so many challenges to the arts and society at the moment, what are the priorities for Clore Fellowship for this round in terms of the changing needs of Leadership and the Industry?**

* The programme is for leaders from across the cultural sector who are poised to take on a significant leadership challenge, to make a step change in their leadership careers and effect change in the cultural sector. These are complex and multiple. As such we don’t have priority areas of focus.
* We do have a priority around support underrepresentation of global majority and D/deaf, disabled and neurodivergent leaders in the cultural sector.
* You may be about to take on a major project or executive leadership role, or are ready to develop your organisation.
* Whether working independently or as part of an institution, you will be able to demonstrate your aptitude and appetite for effecting significant change.

**Does the 'cultural education background' specifically regarding eligibility for the Cultural Learning Fellowship mean a background in leadership working with Children and Young People or can it be Adults too?**

* The criteria for the Cultural Learning Fellowship covers a background in cultural education, learning, outreach, participation and engagement (including formal education). It does not stipulate the age range of any participants or audiences for this work.

**My Application**

**In my application is it okay to talk about the bad experiences we've had that have led to us wanting to enact change?**

* The application is an opportunity to show case your authentic self and reflect on the changes you want to make within yourself and within the sector you work. Challenges and negative experiences are relevant, as much as those that are positive.

**How many Fellowships can you apply for?**

* You can apply for 2 x Fellowships as long as you fit the eligibility criteria.

**Is submitting a video mandatory?**

* Yes. The video is submitted as part of the application and is assessed alongside the rest of the application, applicants can also, if you wish to you can present in BSL and upload a transcript.

**Is it relevant to include experience from sectors beyond arts and culture in application?**

* If you feel your experience outside the cultural sector is relevant please do it include it, it paints a picture of you as a leader, however you still need to match the eligibility criteria

**Do nominators have to submit their nomination by 23 Feb?**

* Yes. Nominators need to submit their nomination before applicants can submit the final application. Applicants will receive an automated email confirming when the nominator section has been submitted.

**Impact & Benefits**

**What’s the impact or long term benefit of being a Clore Fellow? How does the program specifically support leadership opportunities?**

* The impact of Clore Leadership has been wide-ranging and Fellows have found many different environments in which to be leaders.
* Some have founded new charities, businesses or are working independently; others have returned to their roles/ practice with renewed confidence, added dynamism, more extensive networks and advanced skills; and yet others have moved into new roles/ practices.
* As a Clore Fellow, you become part of an extensive network of cultural leaders spread throughout the UK and beyond, from countries such as Canada, China, Egypt, Mexico, Brazil, India and the Middle East. The Clore Network of over 400 Fellows and 2000 Clore Leaders of our residential courses work across the cultural sector and are a constant source of inspiration, knowledge and expertise. We stay in touch with them regularly through a newsletter and an active Facebook group with occasional invitations to events and further masterclasses.

**Do you engage only with Fellows from your sector?**

* Fellows comes together as a cohort, from different disciplines and backgrounds and lived experiences during the residentials and workshops, collaborative enquiries and often arrange training and study visits together.
* The value of the Clore cohort is something that Fellows tell us is priceless, they often become a touchstone, for advice and support during the Fellowship and beyond.

**I am currently self-employed, but may set myself up as a Limited Company how would I be considered in terms of the funding?**

* Fellows work across a range of roles and have a range of employment statuses.
* If you are self-employed or taking a career break whilst on your Fellowship, you will normally be eligible for a bursary of £10,000 for UK and Ireland Fellowships, paid directly to you (with the exception of self–funded or employer-supported Fellowships.)
* If you stay in employment, and continue to receive a wage, your employer may be eligible for an employer’s payment of £10,000, paid directly to the employer.

**What are the additional benefits (if any) in my participating as a Black, Asian or ethnically diverse cultural leader? How might Clore be able to address an area like this for communities who are near invisible in the arts, and for whom the arts can be a lonely, isolating world?**

* Clore Leadership aims to increase the diversity of leaders in arts and culture and particularly welcome applications from Black, Asian and ethnically diverse leaders and / or D/deaf and disabled leaders, who are currently under-represented in the sector.
* Alongside the Fellowship Programme Clore Leadership has created Brilliant Routes, a supportive space for Black, Asian and Ethnically Diverse cultural leaders addressing issues of progression and retention in the cultural sector.

**Programme Content**

**When does the fellowship begin and how is it designed? Are there examples of what may be covered during the training?**

* The 2023 Fellowship runs from September 2023- April 2024.
* There is a 3 day workshop in January and a Climate Assembly Zoom event in February.
* The Fellowship is not a course, and is self-directed, so there is no ‘standard’ weekly time commitment or number of weeks.
* Each Fellowship is tailored to the individual and as such the timescale can vary.
* Fellows meet with Fellowship Team to discuss goals/step change and consider possible next steps
* There are fixed dates for whole group activities, such as the residential. We expect all Fellows to attend. But for your secondment, development activity, coaching or mentoring and provocation piece, the timing of the activity will vary from Fellow to Fellow.
* Areas of leadership training we may cover are; Finance, Governance, Strategy, Risk, EDI
* There are milestones set for completion of activities, but the detailed timing will be agreed with yourself.

**Residential**

**I understand the first residential is for 10 days. Are each of these 10 days full sessions? Re childcare, (as a single parent) is there an opportunity to step out in the middle for example?**

* The residential take place 11 – 20th September and 18 – 22nd March
* The residential is full time, running from 9am – 5pm, with some evening re dinner speakers.
* If successful we can discuss with you how you could manage attendance at the residential. Utilising the child care budget etc.
* Fellows can, if necessary return home over the weekend, from Friday night to Sunday afternoon.

**Secondment**

**What if I’m interested in a particular Secondment? Genre/Area of the sector/ Can Fellows avail of Clore insights/guidance on where to head for the 6 week secondment?**

* Your Fellowship secondment is an opportunity to spend time away from your usual work or practice working with a host organisation.
* You will have the opportunity to discuss your development plan and the Fellowship Team will provide advice and support in identifying a host.
* We hold a list of potential host organisations and when you prepare your development plan you are asked to detail your host choices and reasons why.
* The Secondment is an opportunity for stretch and learning and we actively encourage Fellows to step out of their comfort zones, learn about new areas of work, new art forms or areas of practice.

**Can the secondment be within your own organisation to enable you time to grow within it?**

* Ordinarily no, as the secondment is an opportunity to do something different outside of your usual work.
* Secondments can take a variety of forms and we will negotiate the detail individually with yourself and a possible host.
* We engage with a wide variety of host organisations across the cultural sector both commercial and funded, and extend the list annually.

**Juggling work/caring commitments**

**I can’t take 4-6 months off, and have other time commitments. How can I juggle my time between a full time jobs and the programme/ how do I juggle childcare etc.**

* The Fellowship starts in September 2023 and ends in April 2024, you should expect to be away from the workplace for a period of around 5-7 months.
* We recommend that Fellows step away from their work completely but understand that people have very different pressures on their time, whether they be work or caring commitments so every Fellow will decide on the shape of when they focus on their Fellowship activities.
* The Fellowship is self-led and therefore the non-mandatory aspects of the Fellowship can be planned to fit around other commitments. However the self-led aspects of the Fellowship are vital to the overall leadership learning and there are milestones that must be passed in order to receive funding and graduate.
* The Fellowship is a once in a lifetime opportunity, a chance to reflect on your leadership journey and we hear that Fellows value the opportunity to step out, learn about themselves, new skills and others.
* The Fellowship is an investment of the equivalent of around £30,000 on your development as a cultural leader, with support from our funders. As such your is is a significant commitment.
* In the past Fellows have juggled, jobs, families, etc. the Fellowship is built to flex and adapt according to each Fellow.

**AHRC**

**How does the AHRC Research work? How is my supervisor chosen? Is there funding available?**

* Clore Leadership have been working with The Arts and Humanities Research Council (AHRC) since 2004, to support professionals in the creative and cultural sector to undertake short research projects, as part of their Clore Fellowship.
* UK Fellows are invited to put forward Research Proposals at the end of their Fellowship, they must be linked to the cultural sector and in some way leadership.
* Applicants must source their own HE Supervisor but are offered advice on how to go about this.
* If successful, Research Grants are up to £10,000 which includes £2,500 for the research supervisor ( paid to the Higher education institution )

**International applicants**

**I live outside England/UK can I apply? I have no work or residency permit in the UK.**

* Each Clore Fellowship has its own eligibility criteria and expect applicants to be living and working in either, England or the UK/Ireland.
* If you live outside the UK and Ireland, we offer International Fellowships, however these are managed through partnerships with the Chevening Secretariat and the Hong Kong Arts Development Trust (who fund these Fellowships).
* Please note the application and recruitment process for these Fellowships is different to that of the UK and Ireland Fellowship and we ask that you check the details on the relevant websites.

**Funding**

**How can I get funding to support me during the Fellowship programme? Is there a bursary to cover the costs?**

The Fellowship Programme is generously supported by a range of funding partners. The cost of all Fellowships, with the exception of self or employer funded Fellowships, are fully funded.

Included in your funded Fellowship:

1. The cost of two residential programmes including tuition and all course materials.
2. Travel to and from and accommodation, meals and refreshments for the duration of the residential courses.
3. Travel to and from, accommodation and associated content costs for skills-based workshops.
4. Support from a mentor or coach.
5. Development budget of up to £3,500 towards the costs of your individual development programme. This is available to all Fellows (including employer-supported Fellowships)
6. An access budget supporting the needs of D/deaf, disabled or neurodivergent Fellows or those with caring responsibilities
7. Central support from the Clore Leadership team
8. If you are self-employed or taking a career break whilst on your Fellowship, you will normally be eligible for a bursary of £10,000 for UK and Ireland Fellowships, paid directly to you (with the exception of self–funded or employer-supported Fellowships.)
9. If you are planning to remain in employment during your Fellowship (and have been awarded a funded Fellowship), your employer will be able to claim a contribution up to a maximum of £10,000 towards compensation for the periods when you are away from the workplace.

**I'm currently part self-employed, but I'll be fully self-employed in April. Will this make a difference to applying as a self-employed person?**

* Your employment status will not affect your application, if successful, and freelance you can apply for the bursary to help cover living costs.

**What would a self-funded fellowship cost? Are self-funded still eligible for the bursary and other financial support?**

If you are successful and are offered a place, you would need to have funds available to cover the full costs of your participation in the Programme. This equates to approx. £20k + VAT paid to Clore Leadership and you would need to have sufficient funds to cover your own living/development budget costs.

**Access**

**How does Clore Fellowship support those who are deaf & disabled, or those who are neurodiverse? Or those with caring commitments?**

**At interview;**

* Our guaranteed interview scheme applies to D/deaf, disabled or neurodivergent applicants who meet the general and specific Fellowship criteria and whom have not previously had an interview. If an applicant selects the GI scheme, providing you meet the criteria, you would automatically be offered an interview place.
* You can select that you wish to apply for the GI scheme in the application form.
* As a disabled applicant you can also opt not to apply under the GI scheme.
* We would ask you for any details of your access requirements for interview.
* You will received the interview questions in advance of your interview.

**If you are successful;**

* We will liaise with Fellows as part of Fellowship ‘onboarding’ and induction about any requirements you have, this might include provision of captioning, interpreters or a note taker for residential or supporting dependents during the residential.
* The venue we use for the residential has accessible accommodation and rooms and we can work with you to provide an orientation pre and at arrival.
* We have worked with many D/deaf, disabled and neurodivergent Fellows and we can explore putting you in touch with someone if you would like to talk about their experiences.
* For previous Fellows we have offered support towards the costs of childcare, or provide a family room enabling a partner to be able to provide support.
* There is no one approach so we would work with you to understand your requirements and put support in place.

**Is an ADHD diagnosis required to get the coaching support?**

* All Fellows can choose to meet with a Mentor or Coach as part of their Fellowship