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**Literature Wales is looking for the new**

**Bardd Plant Cymru 2023-2025**

**To inspire and ignite the creativity of Wales’ children**

**Important dates:**

Deadline to apply: **12.00 midday, Thursday 16 March 2023**
Interview/pilot workshops: **week beginning 17 April 2023**
Announcement Event at **Urdd Eisteddfod 2023: details to be confirmed**

**Introduction**

Bardd Plant Cymru is a national role aimed at igniting creativity and inspiring the children of Wales through poetry. We select a new poet or writer for the role every two years.

Bardd Plant Cymru uses literature to encourage the children to be creative and to foster a love of creative writing, reading and the Welsh language. The project workshops aim to develop the confidence and creative communications skills of participating children, and empower future generations to write about the things that are important to them.

**Are you a poet or a writer who loves to work with children? Do you believe in the power of literature to inspire, improve and brighten lives – especially the lives of young people? Are you passionate in celebrating and representing the rights and aspirations of Wales’ youth – and willing to take that passion to national platforms? Then we want to hear from you.**

The Bardd Plant Cymru project was founded in 2000 and since then 17 poets have undertaken the role.. Literature Wales is looking for the next writer to take on the mantle for 2023-25, and we’re inviting applications from passionate individuals with a clear vision for the role. We welcome applications from individuals from a range of diverse backgrounds and lived experiences, and we’ll consider both experienced and more emerging writers for the role. We are looking for writers who share our values of equality and representation, who will be a strong ambassador for children’s rights to be creative, to express their views, to get their voices heard and of course to have fun with words.

TheBardd Plant Cymru project is run by Literature Wales with the support of the Welsh Government, S4C, the Books Council of Wales and Urdd Gobaith Cymru.

**Details of the Role**

* The next Bardd Plant Cymru will start in their role in the summer of 2023. The new Bardd Plant will be announced at Urdd Eisteddfod in Carmarthenshire in May 2023 .
* The role will last two years, until summer 2025.
* The fee for the work is **£10,000 per year** plus additional expenses. The core work plan will correspond to approximately **25 days** of activity per year.
* The nature of the 25 days will vary. At times, you’ll be running workshops as part of a national project in schools or communities. Other times, you will be writing on a poetry or a short fiction commission to celebrate a notable national event, or visiting an arts festival. You’ll travel all over Wales during the two years to achieve the aims of this lively and busy role.
* Bardd Plant Cymru is a Welsh-language project, which often works closely with its sister English-language project, [Children’s](https://www.literaturewales.org/our-projects/childrens-laureate-wales/) Laureate Wales. The new Children’s Laureate Waleswill also follow the same recruitment timetable, and start their two year role in the summer.
* The current Bardd Plant Cymru is Casi Wyn. There will be an opportunity to shadow and work closely with Casi during the summer of 2023. Further information about past Bardd Plant Cymru projects can be found [here](https://www.literaturewales.org/our-projects/bardd-plant-cymru/previous-bardd-plant-cymru/).

**How does the project work?**

At the beginning of the project, Literature Wales will work closely with the new Bardd Plant to help them put their own stamp on the role. Looking at the new poet’s interests, expertise and vision, side by side with the [role’s aims](#Aims) and [Literature Wales’ priorities](https://www.literaturewales.org/strategic-plan-homepage/strategic-plan-main/our-goals/) as well as the project’s partners, a detailed Work Plan will be developed for the first year’s 25 core days. As part of the Work Plan, we’re eager to develop one large project during the year which will aim to have a longstanding impact on a specific group of children in Wales. We’ll work closely with the Bardd to capture and communicate the impact of the role.

The Bardd Plant’s priority will be to achieve the Work Plan. But this is a popular and high-profile role, so beyond the core 25 days listed in the contract, we expect that many requests and invitations will arrive for the poet from schools and organisations. These might include taking part in national campaigns and various projects, and it’s likely that the media will want to speak to you often on issues relating to future generations. Your Literature Wales project coordinator will be available to discuss your appetite to take on these further commissions, and to discuss the possibilities and practicalities. Please note that any work beyond the core 25 days will be agreed upon, and contracted, separately by the poet on a freelance basis.

As Bardd Plant Cymru, some of your **responsibilities** will include the following:

* Taking part in meetings with Literature Wales staff to organise campaigns or to discuss the progress of projects;
* Writing a poetry commission on a particular theme or issue;
* Travelling across Wales to run creative writing workshops with groups of children or young people;
* Organising and curating a performance with a group of children for an event at a festival;
* Detailed organising work, including devising appealing workshops with tangible outcomes and evaluating projects;
* Judging writing competitions;
* Speaking with the press and media about your role as the Laureate, and/or your views on specific public issues or events;
* Taking part in high profile events, for example at the Urdd or National Eisteddfod or at the Senedd;
* Writing an article or a blog on your work or on a campaign about which you are passionate.

You will receive support and guidance by the project coordinator at Literature Wales throughout your time in the role. The coordinator will support your timetable and day-to-day responsibilities as the Bardd Plant, and will help you to schedule, organise and evaluate the projects in the Work Plan.

**Aims of the Bardd Plant Cymru Project**

The Bardd Plant will work with children across Wales, and with groups from a wide variety of different backgrounds. The Bardd Plant will also act as an ambassador for children, promoting their rights, their interests, their aspirations and their lives through the medium of Welsh.

We’re looking for applications which bring creative and pioneering ideas on how to achieve the aims of Bardd Plant Cymru project. We’re also looking for applications that demonstrate how your vision for the role coincides with Literature Wales’ priorities. Literature Wales’ Strategic Plan (2022-25) is available [here](https://www.literaturewales.org/strategic-plan-homepage/strategic-plan-main/our-goals/). We recommend you read this plan before writing your application.

Bardd Plant Cymru will:

* Be an ambassador for children, promoting the rights and interests of future generations, including mental health, representation, education and the climate emergency;
* Be an ambassador for Literature Wales and our priorities, in particular for our belief that literature empowers, improves and brightens lives;
* Connect with children across Wales to inspire them to be creative and to give them the tools to express themselves through literature;
* Encourage children to have fun with words and literature;
* Promote every child’s right to tell their story and to voice their opinion;
* Help develop self-confidence, children’s literacy and communication skills through creativity;
* Celebrate and promote the Welsh language;
* Support the development of the next generation of young poets and writers;
* Raise awareness of literature among the children of Wales;
* Connect in particular with groups of children who are under-represented and who face barriers to taking part in creative writing and literary activity, e.g. children from Black, Asian or Ethnic Minority backgrounds, children from low income backgrounds, or children with disabilities or illnesses.

**Requirements and suitability for the role**

Bardd Plant Cymru 2023-2025 will:

* Be available for **at least 25 days** of work per year, for two years, between summer 2023 and summer 2025, to undertake Bardd Plant duties;
* Be confident and experienced in working with children and young people aged 4 - 18;
* Have experience of running creative workshops for children and young people;
* Have the ability to write suitable and appealing work for children and young people;
* Be a confident public speaker, and an inspiring communicator when dealing with both children and young people, and the media and press;
* Have excellent administration skills to ensure that the project runs efficiently and successfully;
* Be living in Wales.

We welcome applications from experienced writers and facilitators and also from more emerging writers, but we’ll be looking in particular for experience in running workshops for children and young people. The shortlisted applicants will receive the opportunity to run a virtual workshop for a group of children as part of the interview process, and the children and the interview panel will assess the workshop as part of the application process.

We’re eager to encourage applications from individuals without fair representation in the creative sector, and from applicants who have faced barriers and discrimination due to ethnic background, disability or experience of a low-income background. For further information, read our [Equality, Diversity and Inclusion Plan](https://www.llenyddiaethcymru.org/wp-content/uploads/2022/10/21-Equality-Diversity-and-Inclusion-Action-Plan-June-2022-English.pdf). If you want to apply for this role, but feel uncertain whether you have the correct and/or enough experience, please contact Mared Roberts for an informal chat: mared@literaturewales.org

The successful appointment will subject to a satisfactory advanced DBS check before starting on the role.

**Literature Wales’ Promise**

**Access:** We’re committed to accommodating every candidate’s access needs. We ask you to tell us what you need to ensure you can navigate the application process in an accessible, safe and comfortable way. We’ll ask the successful candidate about their access needs, and support the Poet to achieve the role’s requirements to the best of their ability.

**Training and Safeguarding**: Literature Wales will organise intense safeguarding training at the beginning of the two years, and will continue to support the Poet with this important element for the duration. Further training will be offered as needed, including possible mentorship with a more experienced writer or facilitator. Literature Wales will also ensure the well-being of the Poet themselves is encouraged and protected, and regular meetings will be held with the project coordinator to discuss any concerns.

**Diversity:** We’re passionate in our aim to address under-representations and inequalities within the arts. Equality and diversity within the world of children’s literature is even more important, as our young readers and writers look for role models and relevant storylines to inspire them. We will therefore be particularly interested in receiving applications from individuals who identify with one or more of the following statements:

* I come from a Black, Asian or Minority ethnic background.
* I am disabled or suffer from long-term illness (mental or physical).
* I come from a low-income background.

**Public Relations:** This is a public-facing role, and the media/press might be interested in contacting you about your views on topics including children’s literature, the Welsh language, children’s rights and more. Important and notable organisations might also contact to invite you to take part in high profile events. This is a busy role that requires excellent communications and administration skills. The Bardd Plant’s coordinator, and Literature Wales’ communications team, will support these responsibilities, including briefing the Poet beforehand, supporting the schedule and diary of the Bardd Plant, and ensure that you are comfortable in accepting invitations and carrying out high profile duties.

**How to apply?**

To apply for this role, please send us the following:

1. Application letter (two pages maximum) **OR** a 5-minute video outlining:
* What you’d like to focus on or achieve during your two years in the role. Perhaps you’d like to select one main theme to sit at the core, for example mental health, representation or the climate and ecology crisis.
* Examples of the kind of large projects you would like to develop. There will be opportunity to discuss these projects further and in more detail during the interview.
* Why you want to undertake the role
* Why you are a suitable candidate for the role. You can refer here to examples of previous experiences and work.
1. Three poems, or a piece of fiction (no more than 2,000 words) for children and/or young people.
2. Please fill out an anonymous Diversity and Equality Questionnaire, [available here](https://www.surveymonkey.co.uk/r/2ZNJF7R).

Send your letter or video and creative work to post@literaturewales.org with the subject title **Bardd Plant Cymru** and your name.

If you have any questions before applying, or if you’re eager to organise an informal chat with a member of the Literature Wales team, you are welcome to email Mared Roberts: mared@literaturewales.org or call one of Literature Wales’ offices:

01766 522 811 (Tŷ Newydd) or 029 2047 2266 (Cardiff).

**Please send your application to Literature Wales by 12.00 midday, Thursday 16 March 2023.**

**What will happen next?**

The panel will select a shortlist, and Literature Wales will invite those applicants:

* To an interview on Zoom to discuss their application further, and
* To run a pilot workshop, lasting 30 minutes, for a group of KS2 pupils on Zoom. More details will be provided.

The interview and workshop will take place during the week beginning 17 April 2023.

The role will be offered to the successful candidate pending an advance DBS check.

The Poet will start their role during summer 2023, with an opportunity to shadow Casi Wyn, the current Bardd Plant Cymru, until the autumn when she steps down. We will ask during the interview for confirmation of availability for the announcement event at the Urdd Eisteddfod.

*Literature Wales is a registered charity working with the support of the Arts Council of Wales and Welsh Government. For further information, visit* [*www.literaturewales.org*](http://www.literaturewales.org)