



Gaelic Officer
Recruitment Pack
ATLAS Arts October 2025



From Plockton to Portree: A boat build project, by Malcolm Mackenzie. Portree boat launch 2023. Photo by Murdo MacGillivray

ATLAS Arts Gaelic Officer Job Description 2025

Summary

This is a new Gaelic Officer role, focused on Gaelic language development through long-term community arts projects. The role will be focused on working with people under the age of 25, visual artists, and the development of Gaelic-first and Gaelic-only spaces across ATLAS Art's programme.

The post is predominantly based in the ATLAS Office in Portree. We offer flexible working, and some remote working. The post is full time (5 days a week), but 4 days a week, or job share, would be considered.

If you are thinking of applying, don't hesitate to contact Ainslie Roddick, ATLAS Director (ainslie@atlasarts.org.uk) for an informal discussion, and to find out more.

Application Deadline: Friday 31 October 2025, 2025, 12 noon
Interviews: 14 November 2025, ATLAS office, Portree

1. Key information

Job Title: Gaelic officer

Start Date: 1 January 2025

Reporting to: Artistic Director/CEO

Contract type: Full time for an initial 12 month period. Contract extension subject to Bòrd na Gàidhlig funding review in Summer 2026. (5 days, 35 hours a week) 4 days a week, or job share also considered.

Salary: £30,000 for full time hours.

Location: Portree office. Some working from home supported by agreement.

Probationary period: Three months

Notice: Notice period of 3 months is required by either party

Pension: Auto enrolment onto Nest pension scheme at 3%

Annual Leave: 25 + 10 public holidays pro rata

2. About the role

This is a new Gaelic Officer role, focused on Gaelic language development through long-term community arts projects. The role will be focused on working with people under the age of 25, Local Gaelic speaking communities, artists, and the development of Gaelic-first and Gaelic-only spaces and outputs across ATLAS Art's programme.

As a core team member of six people, the officer will shape and contribute to our programme, widening the reach and impact of existing work.

The role has been created to:

- Increase opportunities for use of Gaelic in the community
- Grow the number of these opportunities through ATLAS' Programme
- Increase the number of Gaelic events in ATLAS' Programme
- Build partnership working between Gaelic officers and local cultural organisations

The role will focus on 3 specific areas of ATLAS' work:

1. Developing work with young people and local Gaelic speakers in the ATLAS Arts programme, leading and developing your own projects, events and Gaelic language outputs.
2. Community building and commission development with artists and writers, in collaboration with the rest of the team that centres and prioritises Gaelic. From 2025-2028 we are hoping to grow our collaboration with Tobar an Dualchais, and, aiming to commission a new series of place-based artworks across the Hebrides. In 2025/26 we are working with Skye-based Gaelic artist Caitlin Ferguson (Sona design) on a new project exploring local histories of publishing, and a new artist R&D residency too. The Officer role will support public outputs, audience development, Gaelic-only, and Gaelic-first spaces across these projects.
3. Book making and conversations with books: Using our community publication studio, which fits in the boot of a car, the Officer will support communities to make and discuss new books in Gaelic medium, over long periods of time.

3. What we are looking for

ATLAS Arts is looking to recruit an experienced events organiser to plan, produce and deliver our programme of Gaelic language and cultural events and projects.

We are looking for someone who is open, friendly and well organised, with a proven track record of planning and delivering events and cultural projects in the Gaelic language. The ideal candidate will have a good knowledge of Skye, Raasay and Lochalsh, of local culture, and of the ways in which Gaelic officer roles can have a meaningful impact in communities.

The Gaelic Officer will focus on work with young people and local Gaelic-speaking communities. They will be responsible for developing their own projects and events and be supported by the rest of the team to do so, as well as supporting and developing existing long-term projects at ATLAS.

The postholder will support fundraising, reporting, budgets and evaluation for the relevant parts of the programme. They will sustain and develop local, national and - over time - international partnerships. They will support artists to develop research into public projects, ensuring our programme is inclusive, accessible and responsive.

4. Responsibilities

Development and delivery of programme:

- Develop and grow the number and quality of Gaelic language events and outputs at ATLAS Arts, in collaboration with the whole team
- Oversee programme and event logistics from initial project development, to final debrief and evaluation
- Research ideas, artworks, artists, venues and partners for projects, working in close partnership with the Director and team
- Prepare relevant project and event risk assessments, in collaboration with the Producer and Director
- Build on the network of artists, experts, venues and organisations working towards collaborative projects and programmes.
- Seek out and respond creatively to appropriate calls, competitions, and strategic funding opportunities.
- Manage project staff and freelancers, where relevant.

Communications, community building and audience development:

- Contribute to weekly communications and access meetings
- Ensure the timely planning of events for wider communications
- Support community building across projects in line with collectively defined aims
- Promote awareness of ATLAS within the local community and beyond, including through public talks, as needed.
- Provide texts and other written and visual material for the programme, in Gaelic, and ensuring communications are clear and appropriate to the audience
- Contribute to maintaining ATLAS Arts website, archive and social media.
- Ensure our event Access Checklist is followed, and feed into access, equalities, diversity and inclusion improvements

Fundraising and reporting:

- Prepare funding proposals, liaise with programme funders, and produce reports for projects in a timely manner
- Contribute to quarterly board update reports

Financial management:

- Monitor relevant project budgets, log programme invoices, expenses, and bring projects in on budget.
- Contribute to team financial checks, ensuring project income and expenditure is coded correctly in ATLAS' accounting software (Quickbooks)

Other

- ATLAS is a small team and we share some tasks between us, including putting up posters, cleaning, social media, communications tasks and ad hoc support when the programme is busy.
- Any other reasonable responsibilities delegated by the Artistic Director



Dàn Fianais at The Skye Gathering Hall, 2022, with ATLAS' community cinema kit

5. About ATLAS Arts

ATLAS Arts organises art projects across Skye, Raasay and Lochalsh. We work as part of a community to support a programme of long-term artist commissions, education projects, events, residencies, screenings, workshops and gatherings.

ATLAS' projects are rooted in this area and the wider Highlands and Islands, creating opportunities to make, share and take part in arts and culture, and responding to histories and speculative futures, climates and ecologies. ATLAS' team works intentionally with no fixed venue - in different locations depending on the nature of each project – connecting people, generating collective resources, and building communities through creative work.

See our [website](#) for the latest news and projects, and see our current strategic plan, and current policies, [here](#).



Àirigh na Creige, Shieling walk, May 2025, with Eilidh Mackenzie and Dr Michael Given, as part of *ùir sgeul*, 2025.

6. Some of our ongoing projects

[*The School of Plural Futures*](#) An alternative school led by local young people and artist Emmie McLuskey, with contributors from the rest of our programme, and from across Skye and Lochalsh.

[*ATLAS/Tobar an Dualchais Artist residency*](#): An annual residency inviting artists to research the Tobar an Dualchais collections.

A new commission with [*Daniel Godínez Nivón*](#): whose work explores indigenous practices of dreaming, and the relationship between dreaming, midwifery, healing plants and community imagination. Public sharings in February and June 2026.

[*New commission with Caitlin Ferguson*](#), exploring stories of *An Cabairneach*, a Gaelic magazine produced by the Portree High School branch of Comunn na h-Oigridh in the 1940s, 50s and 60s.

A Winter/Spring 25/26 community publishing programme across Skye and Lochalsh, launching at Dunvegan Hall 22 November 2025, exploring local cultures of self publishing, with the aim of raising awareness and community use of [*The Making Publics Press*](#).



Sheep worrying sign for Chrissie, part of previous project *Samhla*, Lauren Gault, from July 2024, Romesdal Common Grazing. Photo by Murdo MacGillivray.

7. Our Values

Art for-and-with all: We believe art is made by and for everyone, and that it is a carrier for learning and social change. Growing the ways art is experienced, valued, and contributed to, we focus on building relationships across our projects. We support people to make and encounter art in the everyday, with free and open access to tools, knowledge and culture. We support artists, in their many forms, to make work on their terms – to do what they do best.

A local global welcome: Everyone is welcome here. Our projects build attentiveness to place, belonging and local culture - wherever you are in the world. Exploring Gàidhealtachd histories and futures, and life in the Highlands and Islands, we expand relationships with - and responsibilities to - other places. We share learning across borders.

Depth and empathy: We centre deep roots and ripple effects. We are sensitive to culture and context, and take time to listen and learn. We work to ensure equal footing and try not to fix things. "Growing life from ancient stock", we think carefully about how and whose stories we are sharing, who they are for and where they land. We reflect on our intentions to ensure our projects have meaning and longevity.

Slowness: We prioritise the well-being of those we work with. We are social and believe in slow, satisfying, and critical learning. We ensure there is time for creativity,

reflection, criticality and pleasure in a fast-paced world. We believe having time to experience art is vital for a healthy, questioning, joyful life.

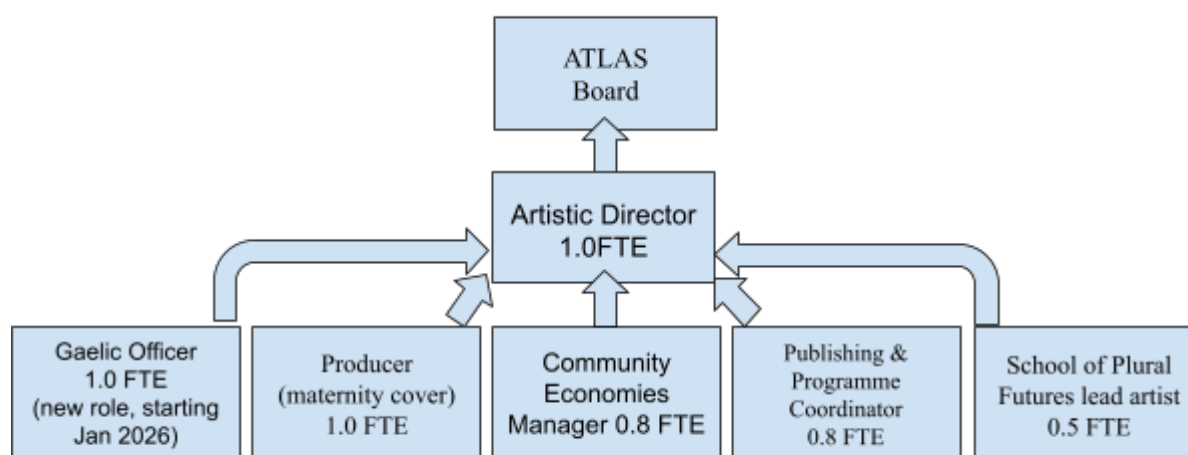
Solidarity: We are about people. We believe that social justice is realised through community building and fairer economies. We promote long-term and fair pay for artists and the sharing of resources. Our work is woven by threads of different lived experiences, practices, geographies, longitudes and latitudes. We value many ways of being, thinking and making, and work with and for the people our projects address.



Boards prepared by Mairi McFadyen and Raghnaid Sandilands for The School of Plural Futures, ATLAS Arts' ongoing alternative education project, June 2021

8. About the ATLAS team

ATLAS Arts is a team of six people, who work to organise the programme collectively. On a normal week you will find ATLAS' staff walking or driving around Skye, Raasay or Lochalsh – putting up posters, visiting people, delivering equipment – or in wellies and waterproofs setting up for an event.



As a team we work in the office and sometimes from home, but we aim to have at least 2 or 3 days in person crossover each week. Our whole team supports community building, connecting people and ideas through our projects and collective resources.

9. Person Specification

Criteria	Essential	Desirable
Personal Traits	• Fluent in Gaelic (written and spoken) • Enjoys working with people and sensitive to the differing needs of people and communities • A good listener and collaborative team member • Passionate about doing things differently and the of importance of art and culture • Works with pace and energy • Creative thinker and problem solver • Ability to work on own initiative • Commitment to the development of the Gaelic language and culture through the work of the organisation. • Willingness to get stuck in to a range of practical and administrative tasks	

Experience and Knowledge	• Experience of working with communities • Knowledge, interest and understanding of local life and culture, and communities in Skye, Raasay & Lochalsh • Proven track record of planning and delivering cultural events. • Budgeting experience • Experience working with young people	• Experience of Creative Scotland applications • Experience of writing funding reports • Experience of fundraising • Knowledge of contemporary art practice • Event evaluation experience • Experience of working with visual artists
Skills and/or Abilities	• Ability to write funding reports and project texts • Excellent project management skills. • Comprehensive computer literacy	
Specific Job Requirements	• Clean driving licence, and use of a car • Ability to join PVG scheme • Ability to be based in Skye/Lochalsh from start date	

10. How to apply

To discuss the role and for further information, don't hesitate to contact Ainslie Roddick at ainslie@atlasarts.org.uk or 07731453666.

In making an application, you are asked to submit, in English:

- A (maximum two-page) covering letter that summarises your interest in this post, and provides evidence of your ability to match the criteria outlined in this brief – please refer to the criteria outlined in the person specification (p8-9)
- A curriculum vitae including, your current address, date of birth and relevant experience
- Confirmation of your start date availability and eligibility to work in the UK; any relevant notice period, and your preference to work 4 or 5 days a week, or number of days job share.

- The names of two referees, and confirmation of when they can be contacted
- A completed [Equalities and Diversity monitoring form](#).

We are open to reviewing applications in different formats, including audio and visual recordings. If in doubt, or if you have a different preference, reach out to Ainslie, we will support different access needs and requirements.

CLOSING DATE FOR APPLICATIONS: 31 October 2025, 12 noon

We would prefer to receive applications via email and in English so the Director and board can review. They should be sent to recruitment@atlasarts.org.uk

PLEASE NOTE:

We expect to let you know if you have been selected for interviews by **the afternoon of 4 Nov 2025**. Interviews are scheduled to take place on **14 November 2025**, and will take place in the [ATLAS Office in Portree](#) with Ainslie Roddick (ATLAS Director) and Iain Craig (Community Land Scotland).

Please indicate on your application if you would have any difficulty with attending interviews on this date, location, and/or would prefer to join via Zoom. We will cover Interviewees' travel expenses, and send interview questions in advance.



Maoilios Caimbeul addressing the School of Plural futures, Flodigarry, photo by Emmie McLuskey, 2021