



CULTURAL LEADER

Recruitment Pack
September 2026



WELCOME

Thank you for considering our opportunity to join Poetic Unity as a Cultural Leader!

At Poetic Unity, we're dedicated to empowering young people with opportunities to be heard, feel valued in society and reach their highest potential.

This role is for Black young people aged 18 - 30 living in London. Between 2021 - 2024 we ran our first Cultural Leaders programme, which, in partnership with Black Cultural Archives and Theatre Peckham, employed 36 young people, with a 70% succession rate into further employment or education.

We're proud to re-launch the Cultural Leaders programme for a further three years, providing 15 Black young people 12-month, part-time employment placements with us here at Poetic Unity.

If you're passionate about racial justice, poetry, supporting young people, and keen to build a career in the creative, community or cultural sector, this role is for you!

ABOUT US

Poetic Unity is a Black-led charity committed to addressing systemic racism and its impacts on children and young people's mental health, education and employment. We use poetry and social action to cultivate joy, connection and empowerment across our communities.

Based in Brixton and founded in 2015, we have since worked with over 60,000 young people across the UK in communities, education, cultural spaces and prisons.

Our spaces, whilst open to all, place a dedicated focus on supporting young people of Black and mixed Black heritage, ensuring they are seen, heard, and celebrated.

Our vision is to create a world free from racism and injustice through the power of poetry.

To do this, we deliver creative, poetry-based programmes that improve young people's mental health, transform their experiences of education and place them in positions of power to lead change in their lives and wider communities.



CULTURAL LEADERS PROGRAMME

The Cultural Leaders Programme is a youth employment and leadership programme designed to support Black young people to develop the skills, confidence and experience needed to build meaningful careers within the creative and cultural sectors.

The programme creates opportunities for young people to gain paid, hands-on experience whilst receiving mentoring, professional development (including an Arts Award), and opportunities to build networks with organisations and professionals across the cultural and charity sector.

At its heart, the programme recognises that young Black people are often underrepresented in positions of influence within the creative and cultural industries. The Cultural Leaders programme aims to change this by investing in young people's talent and leadership, while creating genuine pathways into employment, further education and long-term careers.

Building on what we have learned from previous cohorts, the 2026 programme has been redesigned to provide young people with a longer-term and more meaningful employment experience with longer placements, improved pay and increased access to professional development, mentoring, creative opportunities and networks.

This next chapter reflects our commitment to ensuring that young people are not simply given an opportunity to participate, but are properly valued, fairly compensated and given the time, support and resources to thrive.



JOB DESCRIPTION

Job Title:	Cultural Leader
Salary:	£18 per hour
Location:	On-site in Brixton with some remote flexibility
Hours:	Part time (10 hours per week) Due to the nature of our work, some evening and weekend work will be required with this role.
Contract:	12 months fixed term

Cultural Leaders will be employed on a part-time, freelance basis for 10 hours per week, for 12 months each. You will form a cohort of five Cultural Leaders managed by our Youth Employment Manager, while working closely with our wider Senior Leadership Team (SLT), delivery team and young people.

This role will provide a range of learning opportunities, skill development and practical experience, explained in more detail below (key learning areas). Most importantly, this programme is designed by young people, for young people; providing direct opportunities to build economic activity, increased financial freedom, and long-term sustainable employability into our community.

You will support Poetic Unity's daily operations, including learning about our fundraising, project management, programme delivery, events, communications, creative production, community engagement and social action.

“Being a Cultural Leader was amazing, it showed me that its possible to have a career in something that you enjoy whilst also making a positive difference in the community.” Kwame

KEY LEARNING AREAS

FYI: These are the areas of learning and development you will engage in throughout the role, and not what you are expected to already know how to do!

Events and Programmes:

- Working with the Programme Manager and programme Facilitators, support to deliver activities across communities and within education, including: organising the space, engaging with young people, gathering session feedback and attendance data, ensuring overall positive engagement and reporting any safeguarding concerns to management.
- Support with programme development, including building session plans, managing small project budgets, engaging in focus groups to gather community input, and designing marketing campaigns to build engagement.
- Working with the Youth Employment Manager to mobilise our new employment programmes and campaign: Senior Leadership Training and The Blackprint.

Communications:

- Building social media and communication strategies to deliver online marketing and engagement campaigns across Poetic Unity's growing platforms: Instagram, X, TikTok and YouTube.
- Design creative and graphic reports to evidence Poetic Unity's impact.
- Support to build Poetic Unity's contact with wider stakeholders, such as increasing our newsletter membership, and designing new, creative methods of communications.

Fundraising:

- Support with fundraising activities, such as seeking new grants and trusts, completing applications, building new funder relationships, and creating funding pitches/ presentations.

Skill development:

- Engage in all mandatory training, including Safeguarding and Mental Health First Aid.
- To complete an Arts Award qualification as part of the Cultural Leaders placement.
- To uphold and represent Poetic Unity's values in line with our policies.

ELIGIBILITY REQUIREMENTS



This is a development programme. We are not requiring extensive employment or educational experience - we want to see passion to learn, care for community, belief in racial justice and a creative, collaborative desire to create change.

Eligibility requirements:

- Aged 18-30
- Living in London
- Black or mixed-Black heritage
- Engage in an enhanced DBS check with no disqualifying convictions*
- Proof of your right to work in the UK
- Foreseeably available to commit to the full programme.

* Disqualifying convictions include any convictions of sexual violence, abuse, and any violence towards children or vulnerable adults. We understand the nature of the criminal legal system and racism, and the value of lived experience in resistance work. We encourage people with convictions to apply, offering a voluntary conviction disclosure at the point of application.

HOW TO APPLY

To apply, submit a copy of your CV, a video (no more than 3 minutes), or if preferred, a written cover letter (no more than three sides of A4) answering the following:

1. Why do you want to become a Cultural Leader with Poetic Unity?
2. How could becoming a Cultural Leader benefit you?
3. Why do you think it's important to create a world free from racial injustice?

Submit your applications to info@poeticunity.org.uk with the subject line 'Cultural Leader 2026.' (We suggest using WeTransfer.com to send video applications for ease.)

Deadline for applications: 6pm Friday 25th September 2026

Interviews: Week commencing 28th September 2026 (date TBC)

Role start date: Monday 12th October 2026

As a Black-led charity working towards racial justice, we strongly welcome applications from young people with lived experience of racism. We are also particularly interested in applications from young women and people from and/or with knowledge of our local Brixton community.

To find out more about Poetic Unity, visit: www.poeticunity.org.uk or find regular updates on Instagram: @PoeticUnity. Good luck with your application!





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