

A man and a woman are in a gallery, looking at a document. The man is wearing a tan cap and a brown shirt, and the woman is wearing a brown jacket and a colorful headwrap. They are both smiling. In the background, there are framed paintings on a green wall.

AUT  GRAPH

**Evaluator Brief
Acts of Solidarity**

Hello!

Thank you for your interest in this opportunity with Autograph. We are seeking an Evaluator for Acts of Solidarity, a new 30 month long co-development and commissioning project.

This is a freelance opportunity. The fee available is £8,750 for 25 days (£350 per day) covering meeting, planning and delivery time.

In this brief, you'll find information about: who we are and what Autograph does; the evaluator role; the project you would be evaluating; how to tender.

Here's some helpful links

- [Autograph's website](#)
- [Webpage for the opportunity](#)
- [Acts of Solidarity project webpage](#)

Autograph strives to be an inclusive place where we can all be ourselves. We particularly encourage responses to this opportunity from applicants with lived experience of displacement, reflecting the project purpose, and those who are underrepresented in museums and galleries more broadly.

Have any questions, or need this brief in a format that's more accessible for you? We're here to help, get in touch at info@autograph-abp.co.uk

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The deadline to apply is 10am (BST) on Monday 2 June 2025.

Supported by





About the project

This role is focused on managing and producing the Acts of Solidarity project. Acts of Solidarity is a new project bringing together artists and local grassroots communities from refugee and asylum-seeking backgrounds to explore issues of identity and belonging, to challenge exclusion and inequality in the arts.

Through a long-term process of collaboration, the artists will work with communities to develop socially-engaged projects that creatively engage with the nuanced stories and counter-narratives of people's lived experiences of identity, migration, home and belonging.

Alongside these projects, the artists will be supported with training and mentoring, as well as the space and resources to develop their own creative practice and collective peer support. Artists and partners will facilitate further exchange and development events for the public and a wider cohort of socially-engaged artists working in the sector to expand on the project's learnings around equity and justice in the arts.

Acts of Solidarity is delivered in partnership with All Change, Caribbean Social Forum, Counterpoints Arts and Mouth that Roars with support from Paul Hamlyn Foundation.

You can [find out more about the project here](#).

About the role

Autograph is looking for an evaluator to work with us to develop and implement a framework and methodology for evaluating the Acts of Solidarity project. The Evaluator will work closely with the Autograph team and will be accountable for delivering their objectives in line with the organisation's strategy and the project's key priorities (outlined below and to be further finalised upon appointment). This role would suit someone who is passionate about evidencing the values of lived experience in creative collaborations which seek to challenge inequality.

We expect the Evaluator to work on a hybrid basis with some remote work and some in-person activity, taking place in London. Given the nature of the work, the Evaluator would be expected to work some evenings and weekends to be able to attend workshops and events related to the project.

Project timeline

Dates and details are subject to change.

August - September 2025	Joining Autograph's team, meeting with project partners; artist recruitment in progress
October - December 2025	Artist inductions, artist development programme delivered
January - March 2026	Artist induction with community partners and relationship building
April - December 2026	Artist-led creative sessions with community partners
January - June 2027	Development and production of artist commissions
July 2027	Public launch of commissions. Producing socially-engaged 'standards code' for public dissemination
March 2028	Socially-engaged standards code published and disseminated. Public event and project sharing

Measures of success

By the end of the project, we hope to have:

- Learned what conditions are necessary for culturally engaged experiences to take place in a way that is fair, professional, compassionate, meaningful and equitable for all parties involved.
- Charted and met the varying needs of the artists and communities engaged in the project.
- Identified the approaches, tools, skills, knowledge and experience that support high-quality co-development and good professional experiences for artists and community partners.
- Reflected on whether the project can produce a model for more equitable approaches to collaboration and inclusion in the arts.
- Understood the wider impact of the project and its usefulness for effecting change in the sector.

The brief

Autograph is seeking an Evaluator to assess Acts of Solidarity's success against the measures stated above. Other objectives may formalise over the early stages of the project, in conversation with the artists and participants of the project.

Fee: This is a freelance opportunity. The fee available is £8,750 for 25 days (£350 per day) covering meetings, planning and delivery time.

Evaluation period: August 2025 – March 2028.

Project location: London, UK.

Scope of service

The Evaluator will play a key role in supporting learning and reflection throughout the Acts of Solidarity project. The Evaluator will be expected to attend key project milestones including partner meetings, artist development sessions, community workshops and public events.

Working in the spirit of a critical friend, the Evaluator will:

- Develop an evaluation framework rooted in equity, inclusion and rights-based practice, aligned with the project's aims.
- Propose a methodology that takes into account forms of knowledge developed through lived experience and community exchange.
- Conduct ongoing formative and summative evaluation from August 2025 to March 2028.
- Engage with artists, grassroots partners, participants and Autograph staff through interviews, observation, reflective sessions and creative feedback tools.
- Collect and analyse qualitative and quantitative data that documents the process and impact of:
 - Long-form, socially-engaged practice led by artists.
 - Collaborative relationships across three community settings.
 - Support systems for artists and participants engaging with intersectional identities and systemic barriers.

Key deliverables include:

- Contributions to learning reports for our funder (due September 2026 and 2027) with reflections on work to date and critical insights for shaping project and toolkit delivery.
- Contributions to a final evaluation report (March 2028) highlighting key findings, tools and recommendations.
- Contributions to the co-development and review of a tool kit for sector-wide dissemination.

What do we do?

Established in 1988, Autograph's mission is to share the work of artists who use photography and film to highlight questions of race, representation, human rights and social justice. Through doing so, we invite people to explore the creative and critical power of visual representation, in shaping our understanding of ourselves and of others.

We achieve this by:

- Commissioning artists and writers; making and sharing exhibitions and publications both in the UK and internationally.
- Sharing our unique photography collection which is used for research, learning, participation, and lending purposes.
- Supporting professional development of artists through providing advice, information, mentoring and selective hosting of projects.
- Producing talks, events and workshops through which people can listen, learn engage in debate and take part in creative making.
- We form creative, strategic partnerships to respond to particular community needs and opportunities.

We hope that through an encounter with an Autograph project, people experience one or more of the following:

- Discover how photography can speak to many different experiences.
- Learn about subjects and stories left out of historical and contemporary visual records and narratives.
- Reflect upon the act of 'seeing' and of 'being seen'.
- Recognise their own potential 'agency' in making and looking at images every day.
- Participate and engage again with Autograph to find out more.

Our values

To foster informed enquiry and personal creative development, promote respect for and appreciation of difference, encourage empathy and reciprocity in our partnerships and interactions and act ethically towards people and the environment. These values inform our professional practice, activities and how we work both internally and externally.

Person specification

We are seeking an Evaluator who demonstrates:

- Experience of evaluating complex multi-partner projects.
- An understanding of socially-engaged practice, particularly involving artists and communities with lived experience of displacement or other systems of oppression.
- Demonstrable experience of participatory and rights-based evaluation approaches.
- Awareness of trauma-informed and decolonial methodologies, or commitment to work in line with these approaches.
- A track record of working in collaborative, reflective roles that support learning in complex and intersectional settings.
- Sensitivity to the ethics and power dynamics of evaluating work involving structural injustice and marginalisation.
- Ability to synthesise data into accessible formats for different audiences, including community stakeholders and funders.
- Familiarity with current debates in cultural equity and artist support (e.g. structurally unjust labour models, evaluation of care in social practice).

We particularly welcome evaluators connected to or experienced in working with refugee-led or migrant-led networks or based in academic research centres concerned with displacement and the arts.



How to tender

Please send your proposal, using no more than two side of A4 to address:

- Your suitability for the role
- An outline of the methodology you will use
- A budget and project management framework

Please also provide:

- An example of a previous evaluation you have completed in any format (e.g. video, written etc.)
- A short CV including two references

Please send your tender to info@autograph-abp.co.uk by 10am (BST) on Monday 2 June 2025.



Equal opportunities policy statement

Equal Opportunities Policy Statement

Autograph is committed to a policy of equality of opportunity in its practices.

In particular, the organisation aims to ensure that no one receives more or less favourable treatment on the grounds of race, colour, ethnic or national origins, marital status, sex, sexual orientation, disability, religious beliefs or age.

Selection criteria and procedures are regularly reviewed to ensure that individuals are selected on the basis of their relevant merits and abilities.

It is the duty of everyone to accept their personal responsibility for the practical application of the policy.

To ensure this Policy is consistently applied, responsibilities have been assigned to the director who will monitor the operation of the Policy. Anyone who believes that he or she has been inequitably treated within the scope of the Policy should raise the matter through the grievance procedure. Any applicant who believes that he or she has been inequitably treated may write to the Director who will investigate the complaint.

The organisation will not tolerate unfair discrimination against any members of its staff or other persons appointed to the service of the organisation.

The organisation is committed to making this Policy properly effective.

Interviews and accessibility

Interviews will be held online via Zoom. If you have a disability and need any adjustments to be made in order for you to participate in the selection process, please let us know as soon as you are invited to an interview so that we can accommodate your needs.

Right to work check with respect to service provision

All offers are made subject to receipt of satisfactory references. Additionally, under the Asylum and Immigration Act, we are required to check that anyone providing services to us has the legal right to work in the UK. All successful applicants will, therefore, be asked to provide us with documentary evidence to support their entitlement to work in the UK prior to providing services.

Data protection

Information provided by you as part of your tender will be used in the recruitment process. Any data about you will be held securely and in accordance with General Data Protection Regulations with access restricted to those involved in dealing with your tender and in the recruitment process.

Once this process is completed the data relating to unsuccessful applicants will be stored for a maximum of 12 months and then destroyed.

By submitting your completed tender you are giving your consent to your data being stored and processed for the purposes the recruitment process.

Images in this job pack

1, 5) Canvas(s) project, 2016-2017. Courtesy Autograph, London. 2) Workshop at Autograph, London. Photograph by Lewis White. 3, 4) Courtesy Autograph / Mouth That Roars.

