

The C Word: The Conservators' Podcast

Team Member

Recruitment Pack

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Who are we?

Jenny is a freelance Objects Conservator in Carmarthenshire and Kloë is an Objects-come-Textiles Conservator in Manchester. We've run The C Word: The Conservators' Podcast since 2017, with the help of many collaborators and initially with fellow Objects Conservator Christina Rozeik. We also have a returning feature with the show's Agony Aunt Jane Henderson.

Why did we start?

As two zero-hour early-career Conservators in the pre-podcast audio wasteland we began to feel that something was needed to fill the gap between tea room chats and conference talks: community, education, neat storage solutions, and complaining about employment issues. A podcast was the ideal format that would allow us to address and express topics large and small; and be a source of entertainment and learning for ourselves and others.

What do we do?

We think it's important to talk about conservation and being conservators. What started as a close focus on conservation and collections care has now expanded to an openness for all heritage topics to be addressed from the point of view of conservators.

Our global audience, hailing from diverse professions both within and outside the heritage field, has grown significantly. Over 13 seasons, we've produced 110 episodes, interspersed with special bonus episodes, road trips, and conference presentations. Additionally, we regularly offer book and product reviews.

How do we do it?

Considering this scope of topics, we are basically guaranteed not to be experts most of the time, and to help us with this, we invite one guest host per episode who can help us present and explore a topic. For further insight we also try to have one or two interviews with additional collaborators on focused subjects or projects.

To pull this together we share as much as possible equal time and responsibility, and though we divide workloads we are non-hierarchical and try to work within each of our own strengths. We work around full time jobs and full time lives, so we have flexible working hours that need only be aligned during recording sessions.

As a team we have a strong set of values. Our outward facing work must be fun and informative, whimsical and educational; and politely, but firmly, address difficulties in the profession. If we make a mistake we will apologise, if someone disagrees with us, we have a conversation. Our inward facing work must be patient and understanding, and our collaborators must be treated with courtesy and respect for the time that they give us.

Since 2020 we have recorded all episodes remotely using small scale recording equipment and software (usually Zoom). Our new team members will not be expected to have all this from the get-go, but we will need everyone to have a reasonable internet connection as a minimum requirement.

What do we plan on doing?

With our changing lives and on-going careers, we would like to recruit two members to help us produce the next few seasons with a renewed and reinvigorated (and larger!) team. As well as to share the workload, our new members will also come along with new ideas, new interests, and new perspectives on the developing profession.

To start with our goals will be:

- Produce season 14 (eight episodes)
- Apply for funding (who likes being paid?)
- Maintaining our social media channels
- Planning and development for future episodes (we want your ideas and interests and we're not afraid of change!)

Application process

If you are interested in joining the team and producing globally enjoyed professional joy, please just send us a voice note telling us who you are, what you do, why you want to be involved (and anything else you'd like to tell us). There's no need to go too nuts: keep it under 5 minutes; and we don't need a CV or a formal application.

Please send these to **thewordpodcast@gmail.com** by the **15th December 2023** and pop **'Team member application'** in the email subject line.

What happens next?

We will aim to have reviewed all the applications over the Christmas period and hope to be able to schedule an unrecorded chat shortly after. By the first week of 2024 both positions will be offered and we will hope to get the new gang together for an initial test recording so we can see how we all get on 'on the air' - it'll be fun!

Work for Season 14 will begin in February 2024.

We look forward to hearing from you!

Who are we looking for?

We are looking for people who are passionate about communicating conservation and heritage outreach, to our lovely niche profession of specialists, heritage learners in general, and whoever chooses to listen in from any background. It feels weird to say it, but the show has genuinely started careers and changed lives.

As we're the Conservators Podcast we're looking for conservators with some of the following traits:

- Passionate about heritage and its conservation
- Happy to communicate in spoken word
- An interest in podcasting and an interest in being heard
- Willingness to work flexibly and make room for deadlines and recordings
- A good sense of humour - seriousness is fine in small amounts
- Happy to work according to our values
- Willingness to work for free while hilariously championing workers' rights and damning exploitative work practices

We're a UK based podcast but we welcome applicants from all over the world - we can work with different time zones.

A good internet connection is essential (for obvious reasons), and a moderate tech proficiency would be nice.

We're working to ensure our little team represents a more diverse range of conservators and are therefore particularly interested in hearing from:

- Global Majority conservators
- Different specialisms
- Early or late career conservators
- People with interesting accents
- Different socio-economic backgrounds

Important bits

- Fees: this work is unpaid (until we can find some funding)
- We'd like you to budget around 1-2 full working days per month for podcast work (2h/recording session, plus editing, social media, admin etc for the co-host and about a day per month for the coordinator)

Team Member: Emerging Professional Co-Host

As our third co-host you will be a part of a small and collaborative team and support your team members with collective problem solving, planning and development. As an emerging professional your perspective will help to maintain our relevance to all of our audiences.

As co-hosts we:

- Plan the episodes (via mind maps and spreadsheets)
- Attend recording sessions on a regular basis - planned to be as convenient to our lives and our guest hosts as possible
- Review books, apps, and other bits
- Post regularly on social media and Patreon
- Keep abreast of the professions goings on and keep our eyes peeled for potential collaborators to invite
- Invite collaborators via email and social media
- Edit the audio
- Contribute to funding applications to make our work financially stable (we want to be able to pay you eventually)

Team Member: Production Coordinator

As our glamorous production coordinator you will (again) be a part of a small and collaborative team full of collective problem solving, planning and development. As a mid-to late career professional you bring your network and experience to the table and help us connect with more fantastic professionals out there.

As coordinator you'd be:

- Helping us think of collaborators (co-hosts and interviewees)
- Writing polite emails to potential contributors asking them to be on the show (as guests or as interviewees) - this may include persistent chasing!
- Scheduling our Zoom recording sessions based on our web calendar
- Posting on social media
- Contributing to our quest for funding

Recording the podcast is optional for this role. You don't have to be on the air! (But you're absolutely allowed to be.)