

BALTIC



**Opportunity
Baltic Voices**

Opportunity

Baltic Voices

Role	Baltic Voices member (Voluntary)
Commitment	8 hours per year, ideally minimum for 2 years
Location	Baltic Centre for Contemporary Art, Gateshead, NE8 3BA
Deadline	Expressions of interest by 8 June 2025

As a listening organisation, we want to hear your thoughts and opinions on Baltic Centre for Contemporary Art. We are inviting our visitors to join a group called Baltic Voices who will come together twice a year to share insight on Baltic's exhibitions, events, building, spaces and activities.

It's an opportunity to play a role in the feedback we receive and consider when deciding our future exhibitions, activities and use of space. No specialist art knowledge is required – we want to hear about what you think about what we offer through our exhibitions and events, and what makes Baltic meaningful and relevant to you.

Baltic Voices plan to meet twice yearly, with each meeting lasting approximately 3 hours with a break (snacks/hot drinks provided). In addition, we will ask Baltic Voices members make an independent visit to Baltic in the weeks prior to the meeting. Baltic Voices is a voluntary position and we anticipate a time commitment of 8 hours per year in total.

Expenses up to £100 per meeting can be claimed. Expenses may include childcare, lost income, care of vulnerable adults, travel costs or food and beverages. If a member has specific access costs, these will be covered directly by Baltic in addition to an expense claim.

To apply you need to send us an expression of interest in writing, audio or video by 8 June 2025. In this please tell us about yourself and why you would like to take part in Baltic Voices.

To ask further about the role or if you require any support in applying please e-mail myexperience@balticmill.com or call 0191 440 4960.

Applying

To apply you need to send us an expression of interest. In this please tell us about yourself and why you would like to take part in Baltic Council, and you can send this to us in several ways.

- Send a written expression of interest (approx 200 words) to voices@baltic.art by **8 June 2025** as a Word doc or in an e-mail.
 - Record an audio or video recording (Max of 5 minutes, and under 10mb). You can get this to us by any of the methods below, whichever is easiest for you.
 - e-mailing it to voices@baltic.art
 - sending it via WeTransfer (a free to use file transfer website) to the e-mail address voices@baltic.art
 - sharing a Dropbox link to the video or audio file in your expression of interest e-mail to voices@baltic.art
 - We will also ask you to complete an anonymous Equality Monitoring Form.
 - We need you to confirm your availability to attend Baltic Council meetings on **Wednesday 25 June 2025, 13:00-16:00** and **Wednesday 12 November 2025, 13:00-16:00**.
 - If you have access requirements and need support with your expression of interest please e-mail myexperience@balticmill.com or call **0191 440 4960**.
 - We will notify applicants of the outcome by 16 June 2025.
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Baltic Voices

Frequently Asked Questions

What is Baltic Voices?

The Baltic Voices is a group of people who come together twice a year to share insight on Baltic's programmes of exhibition, events, learning and community activity, like a thought panel or a council. It's an opportunity to be part of a civic assembly that shares thoughts about the art and culture we present within Baltic's physical building and a forum to debate the culture we want to see in the North East.

Do I need specialist knowledge to join?

No, no art specialism is needed. We aim to recruit this group as representative of our community here in Gateshead and the North East, drawn from a wide range of backgrounds and experiences. We are particularly interested in people who are curious about others, enjoy hearing different perspectives and engaging in open discussion.

Who can join?

Anyone over 16 years of age who regularly visits Baltic (more than once a year), except for government officials, Baltic staff members, Baltic trustees or their immediate family. Ideally, members within North East or easy travel distance to Baltic.

What are the requirements? When will Baltic Voices meet?

2025 Dates are:

Wednesday 25 June, 13:00-16:00

Wednesday 12 November, 13:00-16:00

Location: Baltic Centre for Contemporary Art, Gateshead Quays, NE8 3BA

Each meeting lasts 3 hours including a break with snacks and hot drinks. In addition, we ask that members make an independent visit to Baltic in the weeks ahead of each Baltic Voices meeting. This is to ensure members can discuss their recent experiences of Baltic's programmes. We anticipate a time commitment of 8 hours per year.

Will expenses be covered?

Being a Baltic Voices group member is a voluntary position. We cannot pay members as this would be considered employment by HMRC. We can cover expenses up to £100 for each meeting including the independent pre-visit. Expenses can include childcare costs,

lost income, care of vulnerable adults, travel and food. We do not require evidence of these expenses.

How will Baltic Voices members be chosen?

We are seeking to recruit a group representative of the individuals and communities who visit Baltic. In our pilot year 2025, we are using a selection process to appoint Members based on their expression of interest to ensure a cohort that is as representative of our diverse communities as possible.

The selection of the final cohort will be overseen by an independently appointed facilitator. As Baltic Voices develops, and as the number of expressions increase, we may be able to move to a sortition process, whereby members are chosen by lottery.

If I become a Baltic Voices member, how long is my term?

We encourage Members to sit on Baltic Voices for a minimum of 2 years and no more than 3 years.

Why should I join and what benefit is Baltic Voices to me?

At Baltic, we believe art is for everyone, and that artists play a powerful role in shaping our world. We value listening, accountability, courage, equity and sustainability; values that come together to embody our mission to create greater understanding of the world through inspiring contemporary art.

As a Baltic Voices member, you will gain insight into the inner workings of an arts institution. Your voice within the group meetings will enable deeper connections, collaborations and conversations with the communities and constituents we serve.

About Baltic

Since 2002, Baltic Centre for Contemporary Art has stood as an iconic landmark and much-loved gallery, on the Newcastle Gateshead quayside. We are the largest art gallery in the UK without a permanent collection, free to access and receive over 400,000 visits each year. Baltic boasts four galleries, community spaces, library, sensory room, cafe, shop and rooftop restaurant, and breathtaking views of the Quayside.

We capture the public's imagination with our dynamic mix of awe-inspiring exhibitions, community gatherings, and opportunities to learn. Baltic's daring exhibition programme focusses on new work, platforming local, national and international artists through twelve annual commissions. We have exhibited over 850 artists from 78 nationalities, including world renowned names Martin Boyce, Antony Gormley, Yoko Ono, and Jenny Holzer.

Baltic inspires the next generation of artists by empowering children and young people to experience art, create art and enhance their confidence, skills and wellbeing. We build lifelong engagement, creating clear stepping stones from early engagement with young people via local schools, to supported opportunities and pathways into creative careers. 29% of our visitors are aged below 24, and 41% are Family groups.

Baltic is supported by Arts Council England, Gateshead Council and Northumbria University. We generate earned income through our commercial activities including Baltic Shop, venue hire, donations and catering outlets.

Our Values

We value listening: A listening organisation is a relevant organisation. We create positive impact by understanding and responding to the needs and motivations of our audiences and communities.

We value accountability: An accountable organisation is transparent and rigorous. We build trust by behaving with honesty and integrity.

We value courage: A courageous organisation is bold and takes risks. We platform progressive and thought-provoking ideas and practices.

We value equity: An equitable organisation values equality, inclusion and diversity. We champion equity and challenge racism and prejudice.

We value sustainability: A sustainable organisation is resourceful and environmentally conscious.