

# Scotland's Workshops

Extraordinary spaces  
for making art

*Call for a Consultant:*  
Development of International  
Artist Residency Programme

**Issued by:** Scotland's Workshops Network

**Application deadline:** 30<sup>th</sup> January 2026

**Budget:** £18,000 (inclusive of time and expenses)

**Contract duration:** Autumn 2025 – Autumn 2026

## About Scotland's Workshops

From sculpture to printmaking and photography, the 10 organisations that make up Scotland's Workshops have a huge wealth of experience built up over decades since their creation began in the 1960s.

They represent very practical reality of artistic production in Scotland. The workshops each specialise in particular art processes and provide in-house expertise and equipment to help enable art makers at all stages of ability and allow artists to realise their craft.

The organisations in the network all individually bring artists together and bring art to the public in the form of classes, exhibitions, workshops and a programme of events. As organisations, they are admired both at home and from abroad for their dedicated expertise and quality facilities. Their contribution to Scotland's international art success is born out of their work for 50+ years with artists here and from around the world.

Scotland's Workshops is the culmination of a process that began in 2017, when a handful of the Directors in the network expressed a desire to explore how they could collaborate to secure these production centres for future generations. This ambition to work and learn together mirrors the collaboration that goes on in the workshops themselves; those at the early stages of their career can work alongside established artists, with the same experienced technicians to help grow their skills.

Scotland's Workshops are open to the public and their teams of committed staff and volunteers work to realise the creative potential of anyone interested in making, from complete beginners to prize-winning artists of international acclaim.

Nurturing the making of art that happens right across the land, the geographic reach of the network spans 6 local authorities in Scotland, from the Central Belt to Inverness and Aberdeen.

<https://scotlandsworkshops.com/>

# Consultant Brief:

## Development of New Opportunities for International Artist Residencies Across Scotland's Workshops

### Overview

Scotland's Workshops are seeking a Consultant to develop a strategic framework for an international artist residency programme. This initiative aims to position Scotland as a global destination for artists, ensuring a coordinated approach to promotion, booking, and delivery of high-quality residencies across the network of workshops. This process is organised by Scotland's Workshops, supported by Creative Scotland and administered by Peacock & the worm (Peacock Visual Arts Ltd).

### Objectives

- *Map current international residencies across Scotland's Workshops and benchmark against provision in the wider UK and Europe.*
- Assess international market demand for a shared residency programme, identifying key artist demographics (students, early-career, established artists) and target countries/regions.
- Develop an operational model for a Scotland-wide artist residency offer, including a coordinated digital communications strategy and marketing campaign.
- Identify potential international funding sources and partnerships (e.g., individuals, organisations, funders, networks, institutions) and identify how we can fit their priorities.
- Identify potential key partnerships and investment requirements (e.g., Visit Scotland, British Council, embassies, Scottish Enterprise, tourism bodies).
- Develop a model for residency programmes that are financially sustainable, culturally relevant, and that enhance Scotland's reputation as a hub for artistic production.
- Provide a detailed framework for residency infrastructure across Scotland's Workshops, including hosting capacity, facilities, support structures, and cost recovery models.

### Scope of Work

The Consultant/s will:

- Engage individually with Scotland's Workshops' organisations to assess their residency offer and propose a tailored approach to networked international residencies
- Conduct market research to determine international interest in Scotland-based residencies, targeting geographies such as the US, Canada, Japan, Germany, France, China, Brazil, etc.
- Analyse existing residency programmes in Scotland and internationally to benchmark best practices, pricing models, and funding structures.

- Engage with Scotland's Workshops, artists, funders, and tourism stakeholders through surveys, interviews, and workshops.
- Develop a strategic roadmap, including a shared promotional and booking system for residencies.
- Create a joint marketing strategy and digital content package (to be shared via e-flux, Res Artis, Arts Hub, etc.) to raise awareness of Scotland's residency offer.
- Consider the role of residencies in relation to Creative Scotland's [Strategic Framework and Funding Criteria | Creative Scotland](#) with a particular reference to equity, diversity, inclusion, and environmental sustainability (e.g., slow travel, use of sustainable materials, longer residencies).
- Provide a final report with findings, recommendations, and an implementation plan.

#### Deliverables

- Market research report on demand for international residencies.
- Summary of stakeholder consultations and key insights.
- Operational framework for a shared residency model across Scotland's Workshops.
- Financial analysis including full cost recovery models and pricing structures.
- Recommendations for priority strategic partnerships and funding sources and investment opportunities.
- Digital promotional materials and marketing strategy.
- Final presentation of findings to Scotland's Workshops and key stakeholders.

#### Reporting

- The Consultant/s will report to a Steering Group chaired by Nuno Sacramento with representation from across Scotland's Workshops.
- Phasing for the deliverables identified above will be agreed with the Steering Group and incorporated into the Consultant/s Contract on appointment.

#### Consultant/s Profile

The ideal candidate/s will have:

- Experience in developing and managing international artist residencies or cultural projects.
- Strong knowledge of global visual arts networks and Scotland's arts infrastructure.
- Expertise in international academic networks, artist mobility, or the tourism economy.
- A track record in securing arts funding and partnership development.
- Excellent stakeholder engagement and research skills.

## Timeline

- Consultant recruitment:
  - Advertise December 2025
  - Closing date 5pm – 30<sup>th</sup> January 2026
  - Interviews 11<sup>th</sup> February 2026
  - Start 1<sup>st</sup> March 2026
- Market research and stakeholder engagement: Spring - Summer 2026
- Draft framework development: Autumn 2026
- Final report and presentation: Winter 2026

## Budget

- Consultant Fee: £18,000 (inclusive of time and expenses)

## Application Process

Interested Consultants should submit:

- A brief proposal outlining their approach to the project identifying how the budget will be utilised and project collaborators as relevant. This should be no more than 4 sides of A4.
- CV/s or portfolio/s demonstrating relevant experience.
- Fee proposal and indicative timeline.
- Examples of previous strategic or residency development work.

**Deadline for Submission: 30<sup>th</sup> January 2026**

**Interviews: 11<sup>th</sup> February 2026 (ZOOM)**

The interviews will be conducted by Nuno Sacramento (Peacock), Janet Archer (Edinburgh Print Studio) and two other Director's from Scotland's Workshops

## Contact Information

For further information and to submit proposals, please contact:

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