

## **Immersive Arts Producer - Scotland**

### **Job Description**

**Salary:** £35,500 per annum

**Responsible to:** Executive Producer, Cryptic

**Location:** Ideally based at our Glasgow office but not essential, hybrid working.  
Cryptic, 5 Florence Street, Glasgow. G5 0XL

**Contract type:** Full time, Fixed Term - Contract runs until 31 Jan 2027 with the potential for extension, funding dependent outcome known in August 2026.

*This role is available for an immediate start, with some flexibility on the start date for the right candidate.*

**Hours:** Full time (37.5 hours/week) + evenings and weekends as required.  
(TOIL is granted in accordance with company policy).

**Holiday:** 20 days annual leave + 11 public holidays pro rata

**Pension:** Auto enrolment into the company pension scheme. Employee contribution 5% and Cryptic contribution 3%.

**Deadline:** Friday 19th June 2026

## **Job summary**

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### **Immersive Arts Producer – Scotland**

#### **Job Summary**

This role is one of six nation-based Producers working across the UK-wide [Immersive Arts](#) programme. Based at [Cryptic](#) in Glasgow, you will support artists predominantly in Scotland to explore, experiment with and expand their creative practice through immersive technologies.

You will work closely with artists, creative technologists and partner organisations to nurture bold new ideas, build meaningful connections and create opportunities for artists at different stages of their careers.

Alongside Immersive Arts Producers across the UK from Watershed (Bristol), The Nerve Centre (Belfast and Derry), Wales Millennium Centre (Cardiff) and Crossover Labs (Sheffield) you will help shape and deliver an ambitious programme that champions experimentation, access, collaboration and innovation in immersive arts.

This is an exciting opportunity for someone passionate about artist development, new technologies and pioneering contemporary art practice.

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## About Immersive Arts

Immersive Arts is an ambitious three-year programme taking place across the UK, using an artist-led approach to working with immersive technologies. This exciting programme encourages artists of all backgrounds and experience to explore, experiment or expand how they work, or would like to, with immersive technologies.

Our programme of funding, training, research and events aims to:

- generate a rich programme of inclusive and accessible opportunities, breaking down the barriers for people of all backgrounds to engage with immersive tools.
- create a nurturing space for artists to explore, experiment and expand their creative practice with immersive technologies.
- gather the thriving immersive arts ecology across the UK to share, build community and advocate for a sustainable future for the artform, its artists and audiences.

With £3.6million available until 2027, Immersive Arts will fund over 200 UK-based artists through three strands: Explore (£5,000), Experiment (£20,000) and Expand (£50,000). Alongside our integrated research we will share insights about what works best for the sector and create opportunities for audiences of all backgrounds to engage.

Immersive Arts is run by a collaborative consortium of ten partners who are embedded within the UK's immersive arts and research communities and committed to creating positive change in the sector. Including programme lead [University of the West of England \(UWE Bristol\)](#), programme hub at [Pervasive Media Studio](#) and executive producer [Watershed](#). Research partners; [University of Bristol](#) and [Innovate UK Immersive Tech Network](#). Producing partners: [Watershed](#), Bristol, [Nerve Centre](#), Derry and Belfast [Cryptic](#), Glasgow and [Wales Millennium Centre](#), Cardiff; and UK-wide partners: [Crossover Labs](#), [Unlimited](#) and [XR Diversity Initiative](#).

[You can read more about the programme here.](#)

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## About Cryptic

Cryptic is Scotland's award-winning, internationally renowned, producing arts house. Based in Glasgow, we present today's most imaginative, pioneering artists whilst also nurturing the creative talent of tomorrow. Founded in 1994 by Cathie Boyd, we create unique, memorable experiences that engage and inspire our audiences.

From traditional concert halls to industrial sites and digital platforms, our projects span many forms. We produce multi-media performances and installations that fuse music, sonic, visual and digital arts. Thriving in a fast-paced, ever-evolving environment, we are a not-for-profit company with a global outlook, committed to discovering and presenting ambitious new work.

Our key programmes are:

- Sonica Glasgow: an 11-day biennial festival dedicated to world-class audiovisual performances and sonic installations;
- Immersive Arts – A three year programme dedicated to developing Immersive Arts across the UK. AHRC Phase 2 Funding is being applied for;

- Cryptic Artists: seeks out and nurtures mid-career musicians;
- Cryptic Nights: supports and mentors emerging Scottish-based artists.

To date, Cryptic has programmed more than 2,200 artists, whose work has been seen by over 1.3 million people in 33 countries.

*"Cryptic...has always adopted an international approach, fusing disciplines and nations with ambition and style."* The Times

As part of Immersive Arts, Cryptic will support awardees through workshops, networking, mentoring, research opportunities and artist development activity, helping to build a more connected and sustainable immersive arts sector. Between July 2026 and 31<sup>st</sup> January 2027 you will be involved in the delivery of 21 Immersive Arts projects predominately in Scotland. Your role will be to advise and support awardees rather than hands on project delivery Read more [here](#).

## Key Performance Indicators

- Artists on the programme are well supported and connected to opportunities so that participation has a positive impact on their career development.
- Work that the Artists create is original and relevant to audiences (as demonstrated through engagement and critical feedback).
- Programme strands are well delivered; including production plans, contracting, risk assessments, health and safety (including safeguarding), budgets and cash flow.
- Commissioning opportunities are structured and communicated well and all agreed processes, principles and policies for decision making are implemented consistently.
- The principles of the programme around access and inclusion are embodied and there is active learning where mistakes are made.
- Cryptic programme of events are well organised, on budget and receive positive feedback from attendees.

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## Main Responsibilities

- Act as a key point of contact for artists predominantly in Scotland engaging with the Immersive Arts programme, offering guidance, support and signposting opportunities.
- Build and maintain strong relationships with artists, creative practitioners, partners and organisations across Scotland's immersive arts ecology.
- Produce and support workshops, artist labs, training sessions, networking events and public-facing activity.
- Support artists to develop ambitious and accessible immersive projects, helping them identify collaborators, audiences and development opportunities.
- Contribute to the delivery of national programme activity in collaboration with UK partners.
- Draft artist briefs, open calls and support assessment and selection processes.
- Manage project budgets, schedules and reporting in collaboration with the Cryptic team and programme partners.

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- Work closely with Communications teams to support marketing, audience development and public engagement activity.
  - Support evaluation, learning and research activity across the programme.
  - Champion inclusive practice, accessibility and environmental responsibility across all aspects of delivery.
  - Represent Cryptic and Immersive Arts at events, meetings and conferences in Scotland and beyond.
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## Essential Criteria

- Experience of producing projects with artists who are experimenting with new technologies- such as AR, VR, XR, sound spatialistaion.
- Experience producing workshops, events, public programmes or artist development activity.
- Strong communication and relationship-building skills.
- Experience managing budgets and coordinating complex projects.
- An understanding of the challenges and opportunities facing artists working with emerging technologies.
- A commitment to access, inclusion and equitable working practices.
- Ability to work collaboratively across multiple partners, disciplines and locations.

## How to apply

Please email a CV and a cover letter (no more than two pages) to Claire Moran, Executive Producer [claire@cryptic.org.uk](mailto:claire@cryptic.org.uk) by **midday on 19<sup>th</sup> June 2026**, with email subject line: Your Name Application Immersive Arts Producer.

You may also submit a video or audio recording (a maximum of five minutes) in place of a cover letter.

Your cover letter/video or audio recording should outline your motivations for applying and show us how you meet the person specification. Videos should be sent in MP4 format.

If you would like an informal discussion about the role in advance of applying email Cathie Boyd [cathie@cryptic.org.uk](mailto:cathie@cryptic.org.uk).

## Timeline:

Application deadline: Midday (12:00) Friday 19 June 2026

Interviews: Week beginning 22 June 2026

We are a Disability Confident Employer and guarantee an interview to applicants who meet the Essential Experience and Skills for this role. We are also a member of Keychange.

We want all candidates to be able to present themselves as confidently as possible. We want to hear about you and get a sense of how you would like to do this role, so please do let us know of anything we can do as a company to support you through this application process.

As some examples:

- If your personal circumstances mean you need a little bit longer to prepare your application, please contact us to discuss suitable alternatives or accommodations.
- If for any reason there are times of day when you are better able to attend an interview, we will do everything we can to make this possible.
- The building where our offices are located and where we will hold interviews is accessible and easily reached by public transport. We can also offer virtual interviews if preferred.

We also request that you complete our Inclusion Form which will be emailed to you. All data is gathered anonymously. This data helps us to reflect on whether our recruitment processes are attracting and reaching a diverse range of candidates, and to adapt our processes and language accordingly.

We're particularly keen to support applications from applicants who are currently underrepresented in the sector, including:

- Black, Asian or ethnically diverse applicants
- D/deaf or disabled applicants
- Women and gender expansive applicants
- Women and gender expansive applicants
- Those with caring responsibilities
- Working class or low-income background applicants

Thank you for your interest in this role. Good luck!

**Data Protection:** If you apply for a job at Cryptic, we will need to collect certain personal data and special category data as part of your application. By providing information within your application, you are consenting to its use for the purpose of processing your application and assessing your suitability to the position applied for. If your application is unsuccessful, our policy is to delete/destroy the application six months after the closing date. If we feel that your details would be useful to keep for a longer period, should an appropriate position arise in the future, we will seek your permission to maintain these records for longer than six months.

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