

Music Campaigner Role at Festivals

Application Pack

All you need to know about volunteering to inspire others at festivals with Oxfam, including how to apply.



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1. Oxfam at festivals

Oxfam's work with festivals began in 1993 when we started providing volunteer stewards for Glastonbury. Now we take our festival shop, stewards and other volunteering roles to more than ten of the UK's biggest festivals every year. Oxfam's festival presence is important on many levels. It not only brings in funds for our work, but also provides an opportunity for us to raise awareness of both our work and also of global issues. That's why this role is so important to us.

Can you inspire others to do something for Oxfam?

This year we're getting even bigger in the world of music and we want you to be a part of it. Are you passionate about Oxfam? Do you want to play a part in our most exciting year at festivals ever? Do you want to have fun and inspire others to get involved with Oxfam? If you do then we could have a Music Campaigning Volunteer role for you.

This summer's festivals will provide some of our best opportunities to reach a huge audience with news of our work; and we try to do it as creatively as possible. Over the years we've painted people blue, covered them in tattoos and got green paint all over the festival site, all in support of our campaigns, and we have more exciting plans for this year.

If you want to be a part of this, we're looking for people with the skill of delivering serious messages about global poverty in a way that is fun, memorable and credible, and inspire people to play their part in getting involved. Think you can handle it? Read on...



"It's an amazing way to meet loads of new people... a great way to enjoy the festival. I was really inspired talking to festival goers and seeing how passionate people are to see change happen and get involved...!"

Campaigning Festival volunteer 2013

Other ways to get involved...

The festival shop

There are other ways to get involved with Oxfam at festivals. In 2012 the Oxfam festival shop toured six festivals making a whopping £200,000 selling wellies and waterproofs, festival fashion and warm jumpers. Festivals showcase the amazing stock donated to Oxfam shops – hopefully turning festival-goers into lifelong Oxfam shoppers. In 2012 we had James Walsh play in the IOW shop, kept Stevie Wonder's band warm at Bestival and had a volunteer style spotted for the Observer. Look out for our new festival fashion activities this year! It's a great retail experience for volunteers, all of whom are recruited from the thousands of volunteers who work in our 700 shops around the country. Check out the website for more info about the festival shop.

"Volunteering at the Oxfam Festival Shop allowed me to meet loads of new people and develop friendships that can't be made in any other environment. The "work hard-play hard" attitude of all of the festival shop team makes volunteering a rare and brilliant opportunity and one not to be missed."

Andrew Pritchard, multiple festival shop volunteer 2012'

Stewarding

Oxfam has been providing volunteer stewards for music festivals since 1993 as a way to raise money for Oxfam. In that time, we have grown from 350 volunteers to more than 6,000 and from £250,000 to £1m income each year. Festival stewarding is a great way to experience festivals; the role is wide-ranging and can involve offering information and directions, checking accreditation, offering assistance and watching out for the safety of festival-goers. Check out the website for more info about stewarding.



"Easily one of the most rewarding, enjoyable and enriching weekends of my life... met great people too - Stewards and ticket holders!"

However you want to get involved with Oxfam at festivals, you'll be doing a brilliant thing. But if becoming a Music Campaigner and getting other festival goers excited about Oxfam's work sounds like your cup of tea, read on!

2. Your role at festivals

Your Music Campaigner role onsite will be to engage people in the work of Oxfam through music. We want you to lift people out of poverty by taking our music campaign out to the crowds and bringing it alive! You'll be talking to festival-goers all over the site and encouraging them to take part in creative and thought-provoking activities. We need people who are enthusiastic, who have experience of communicating with others and who will brave any weather condition to get out there and engage with festival-goers.

Key responsibilities:

- Work with the team to promote Oxfam's campaign and related activities at the festival
- Talk to anybody and everybody onsite about Oxfam's music campaign and how they can participate
- Take part in creative activities that engage festival goers in the campaign
- Act as an ambassador to Oxfam, confidently promoting our work to end poverty
- Enjoy it!

What we're looking for:

Are you friendly? Passionate? Confident? Approachable? Could you talk to people you don't know about Oxfam's work? Could you inspire others to get involved with Oxfam? It you are then this is a role for you. We're looking for the skills and experience below from our volunteers (HINT – please talk about these in your applications):

- Passionate about Oxfam's work
- Able to engage people you don't know in a conversation about Oxfam
- Enthusiasm with the capability of inspiring others to get involved with Oxfam
- Strong team player and happy to work in a team
- Results driven and personally committed to engaging with as many festival goers as possible to maximize success
- Friendly, reliable and trustworthy.
- Happy working in a festival environment (rain or shine!)
- Sales experience and knowledge of Oxfam are desirable, but full training will be provided. The
 most important thing is willingness to learn and share this knowledge in a way that engages the
 public.
- Multimedia experience, with experience of capturing video content would be an advantage.

What this role offers:

- Entry to the festival. It's a chance to come to sold out festivals of the summer. Your free entry is given on receipt of a deposit, which will be returned providing you fulfil all your responsibilities and uphold the Standards of Behaviour set out at the back of this pack.
- **Great fun.** This role is a great way to meet like-minded people all over the festival site, work with some of the most passionate and enthusiastic volunteers in festival world and experience festivals in a new way.
- **Training and experience.** Specialised training and the chance to spend your summer talking to people about Oxfam's work around the world.
- Support. Volunteers will receive onsite support from Oxfam staff and the rest of the team.
- **Future opportunities -** Volunteers who show outstanding commitment and ability will be offered priority festival applications in 2015
- Meal vouchers and at some festivals hot showers. Need we say more?

What we want from you:

This role is a fun way to volunteer, but it is also hard work and requires a certain level of commitment. You will be required to:

- Participate in a training webinar before the festival starts.
- Work at least one festival (of course!)
- Be available on site for the entire time for each festival
- Be ready and enthusiastic to complete roughly 4 shifts of 6 hours at each festival.
- Participate in the debrief at the end of each festival, complete an evaluation survey after their last festival and, if possible, attend an end of season Celebration event.
- Agree to the Standards of Behaviour

Commitment:

Music Campaigning with Oxfam at festivals is a really fun way to volunteer, but it is also hard work and requires a certain level of commitment. Festival campaigners will:

- Be required to participate in a training webinar before the festival season starts.
- Be required to work at least one festival (of course!)
- Need to be available to be on site for the entire time for each festival (for the onsite dates for each festival see the table on the next page).
- Be ready and enthusiastic to complete roughly 4 shifts of 6 hours at each festival.
- Participate in the debrief at the end of each festival, complete an evaluation survey after their last festival and, if possible, attend an end of season Celebration event.
- Agree to the Standards of Behaviour (found on page 9)

We are currently recruiting campaigners for the following festivals in 2014:

Festival	From	То	Deposit
Bestival	03-Sep	08-Sep	£195
Camp Bestival	30-Jul	04-Aug	£195
Latitude	16-Jul	21-Jul	£190
Leeds*	20-Aug	25-Aug	£210
Reading	20-Aug	25-Aug	£210

Please note that the list of festivals Oxfam doing Music Campaigning is provisional. Oxfam reserves the right to change this list at any time.

*Unless otherwise stated you must assume you need to arrive onsite by 5pm on the arrival date above. At some festivals it may be slightly later than this, but the exact times will be sent to you by email two weeks before. With Leeds, it's likely you'll need to arrive onsite by 3pm due to the high numbers of volunteers registering so please take this into account.

Your last shift will finish on Sunday evening and once we have debriefed and packed up you will be free to go home or enjoy the last night of the festival.

You will be asked to indicate on the application form which festival(s) you would like to work at, so please make sure that you are available and able to make your own way to each festival (as you'll be there when the festival isn't yet open to the public) on the specified dates above.

3. Application and training

Recruiting is a two-stage process:

1. Application form

Complete an online application form (found here once applications open). This form provides an opportunity for you to demonstrate how you meet the skills and competencies outlined in the "What we're looking for" section above. Your application will be scored against these.

We will be asking you the following:

- 1. **Why me?** Please give a brief description (no more than 200 words) of why you're right for this role, giving examples of any skills and experience that will convince us to get you on board.
- 2. **Introduce yourself** In less than a minute, create a short video of yourself telling us why people should support Oxfam. Please upload it as an unlisted file to YouTube and paste the URL address into the box below.

2. Paying a deposit

You will also be asked to pay a deposit after completing the application form which will be returned providing you fulfil all your responsibilities and uphold the Standards of Behaviour set out at the back of this pack. We'll return your deposit at the very latest one month after your final festival with us. This is in line with arrangements made between festivals and Oxfam to reduce the risk of wristbands being obtained by individuals who don't intend to, or decide not to, fulfil the role for which they were recruited.

Applications open to all in early May. We often receive a high volume of applications for festival campaigners, so please apply early. After a maximum quota has been filled, new applications will no longer be accepted and we will shortlist from the applications already received. As part of the selection process, we may also contact applicants by phone to discuss their application in more detail.

PLEASE NOTE: by applying to be a festivals volunteer for 2014, you are agreeing to adhere to the Standards of Behaviour outlined at the back of this pack. We reserve the right to withdraw our offer of a volunteering place, or to withdraw your wristband once onsite, if we have reason to believe you have not acted in accordance with these standards.

3. Pre-festival training event

All volunteers will be required to participate in a training webinar before Music Campaigning at a festival. We want to make sure that you go onsite feeling confident, prepared and part of a passionate and committed team. Your campaigning place will not be confirmed until you have attended one training event.

The training webinar will be an opportunity to learn more about Oxfam and find out about this year's new music campaign. To get the most out of your volunteering experience, and to do Oxfam's work justice, you will need to participate in this session openly and wholeheartedly. We hope it will give you a chance to understand more what Oxfam aims to achieve by getting people involved at festivals, understand your role in this, feel inspired to be part of the campaign and also meet some of your fellow team members before you go onsite.

What happens after submitting your application form?

After submitting your application form, you will receive two emails from Oxfam: one will confirm that your application has been received and the other will confirm that your deposit has been paid. If you do not receive either of these emails please check your Spam/Junk folder. If they are not in this folder, please get in touch with us immediately to confirm your application. You can contact us by email MusicCampaigner@oxfam.org.uk or phone 0300 200 1300 (lines are open during office hours).

You will then be sent a third email to tell you whether you have been successful in the first round of recruitment. If you have been successful you will receive an email with details of the training webinar you will be attending and details of the festivals that you have been provisionally accepted to campaign at.

If you are not successful, we will let you know as soon as we can and we will refund your deposit.

Cancellation Deadlines

If you need to cancel your place once you have been accepted you will incur a charge for administration. If you cancel before the cancellation deadlines listed below there will be a £20 charge per festival. If you cancel your place after the cancellation deadline you will lose your full deposit, so please be sure to check and double check that you are free to attend the festival before applying.

Festival Name	Cancellation date
Bestival	07-Aug
Camp Bestival	03-Jul
Latitude	19-Jun
Leeds	24-Jul
Reading	24-Jul

4. Standards of behaviour for festival volunteers

Please also read Oxfam's "Terms of Reference for Oxfam Stewards 2014"

By accepting your place at any festival you are agreeing to the following:

- 1. I will represent Oxfam and Oxfam's values in a positive and appropriate way and will demonstrate commitment to good quality engagement
- 2. I will read Oxfam's Health and Safety Policy and will attend one of the pre-festival training days.
- 3. I will be 18 years old or over on the first day of the first festival at which I am volunteering.
- 4. I will be onsite and available to work on the days required of me for each festival I am volunteering at.
- 5. I will arrive to shifts on time and participate fully for the period of time specified to me. I understand that failing to do this without a valid reason (e.g. a doctor's note) will lead to my deposit being forfeited and/or to me having my wristband being removed and being evicted from site. Oxfam reserves the right to initiate this process without first giving a warning if a volunteer has clearly broken these Standards of Behaviour.

- 6. I will wear my Oxfam T-shirt at all times whilst on shift and I will be well-presented and polite to members of the public whilst on shift and in Oxfam branded clothing.
- 7. Oxfam may pass on my data (including personal data) to festival organisers, the police and other checking agencies, as is deemed necessary for the safe and secure running of each festival.
- 8. I understand that it is expressly forbidden to consume alcohol whilst (or immediately prior to) volunteering as a campaigner at a festival for Oxfam. Oxfam reserves the right to have any campaigner found to be volunteering under the influence of drink, or behaving in a manner that might bring Oxfam into disrepute, removed from the festival site and their deposit shall be forfeited.
- 9. I will not take illegal drugs onto the festival site, nor will I consume illegal drugs at any point at a festival that Oxfam has provided me a place for. I understand that any campaigner found to be in possession of, or under the influence of, illegal drugs will be immediately removed from site and their deposit forfeited.
- 10. I will arrive on the festival site with everything I need to support myself until I leave the festival site. This includes clothing for all weathers, food, money and general campaigning equipment. I also understand that Oxfam is not responsible for the personal possessions of any Oxfam festival volunteer.
- 11. I will comply with the festivals' own policies at all times during my attendance at each festival at which I am volunteering.
- 12. The festival management reserves the right to conduct searches on entrance and exit to the festival site whether you are on or off shift.
- 13. I understand that Oxfam may take photographs of me and use them on its website and other media for campaign, marketing and training purposes. (If you do not wish to be photographed let us know at your staff briefing.)
- 14. I will complete evaluation forms or surveys provided by Oxfam in relation to 2012 festivals.
- 15. I consent to having my contact details added to the Oxfam database so that I may be contacted in the future about festivals, campaigning and other relevant communications.
- 16. I have read and understood that if my behaviour falls outside any of these standards it will lead to my eviction from the site and my deposit being forfeited. Oxfam reserves the right to initiate this process without first giving a warning if a volunteer has clearly broken these Standards of Behaviour.

A record of your acceptance of our standard of behaviour volunteering policy will be added to your record.