

UK Food Valley

*East of England
Innovation
Launchpad
Impact Project*

WE ARE CR
CREATIVE REBEL CIC

Freelance Filmmaker
Recruitment Pack



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FREELANCE FILMMAKER

JOB ROLE:

Contract:	Freelance
Fee:	£3,500 fixed total fee + mileage at 45p per mile (up to 2,000 miles)
Period:	January – April 2026
Location:	Based at TASC Lab, The Terrace, Lincoln with travel across Lincolnshire, Norfolk, Suffolk, and Cambridgeshire.
Closing Date:	13 December 2025, 17:00
Interview Date:	TBC expected first working week January 2026

About the Project

Across the East of England, something exciting is taking shape. Farmers, food producers, engineers, and entrepreneurs are working together to change how we grow, make, and move the things that feed our communities.

The Eastern England Innovation Launchpad is helping to make that happen — bringing together people with ideas and giving them the tools to turn those ideas into real-world impact. From smart farming to cutting-edge food technology, the programme is backing 49 businesses who are redefining what's possible across Lincolnshire, Norfolk, Suffolk, and Cambridgeshire.

It's our job to tell that story — to capture the faces, voices, and places behind the innovation, and to show how people across the region are quietly shaping the future of how we live, work, and eat.

This work sits at the heart of Creative Rebel CIC, a social enterprise that uses design, storytelling, and education to help changemakers grow. It's delivered in partnership with **TASC (Team Academy for Social Change)** — our education arm based at **TASC Lab**, a co-working and learning space in Lincoln for people and businesses who want to make an impact.

About the Role

We're looking for a filmmaker who loves real stories — someone who can step into a farmyard one day and a food lab the next, and find the spark that connects them both.

As our freelance filmmaker, you'll be on the road across the region through January and February 2026, filming 12 short case studies that shine a light on the people and organisations driving food innovation across the region, and capturing talking heads at the Celebration Event in March. You'll be part interviewer, part storyteller, part problem-solver — capturing moments that feel honest and alive, then shaping them into short films that show the heart behind the innovation.

At Creative Rebel CIC, we believe purpose-led creativity starts with opportunity. This role is designed to give early-stage filmmakers and recent graduates a meaningful professional experience — one where your skills grow alongside your confidence, and your work contributes to something bigger than just content creation.

You'll work closely with the project management team at Creative Rebel CIC, who will provide guidance, feedback, and creative direction throughout the project. Together, you'll plan and capture stories that celebrate innovation across the East of England, with the project team overseeing the wider production schedule while you lead on filming and editing — bringing each story to life through your lens.

Key Responsibilities

- Film and edit 12 short case study videos (2–10 minutes each) featuring Launchpad-funded businesses and talking-head content at the end of programme Celebration Event.
- Capture interviews, B-roll, and supporting footage for the impact film and digital Impact Yearbook.
- Work collaboratively with Creative Rebel CIC on content planning, logistics, and storytelling.
- Manage editing, graphics, and sound for all outputs.
- Ensure films meet agreed brand, accessibility, and technical standards.
- Represent Creative Rebel CIC professionally when working on location.

About You

- Skilled in shooting interviews and B-roll (camera, lighting, and audio).
- Confident editing short-form video for web and social platforms (Premiere Pro, DaVinci Resolve, or similar).
- Organised, adaptable, and able to manage your own workload.
- A confident communicator who enjoys collaborating but can work independently.
- Flexible to travel across the East of England and manage your own schedule.

Requirements

- Full UK driving licence and access to a reliable, insured vehicle.
- Business-use vehicle insurance for travel related to this project.
- Professional indemnity insurance (Creative Rebel CIC provides overarching project insurance).
- Access to suitable filming and editing equipment.
- Willingness to travel and occasionally stay overnight (expenses covered).

Contract Details

- **Fixed fee:** £3,500 total, inclusive of all filming and editing.
- **Travel reimbursed:** 45p per mile (up to 2,000 miles).
- **Freelance contract:** January – April 2026.
- Payment schedule to be agreed on appointment.
- All creative assets produced under this contract remain the property of Creative Rebel CIC and Lincolnshire County Council.

Additional Benefits

- Six months of free desk space and community membership at TASC Lab (Lincoln), starting from January 2026 — giving you a creative home base during the project and time afterwards to continue growing your practice.
- Access to business mentoring, peer learning, and professional development through the TASC (Team Academy for Social Change) network.
- Ongoing inclusion in the Creative Rebel CIC community of purpose-led creatives and changemakers.

PERSON SPECIFICATION

This person specification outlines the essential and desirable qualities, skills, and experience for the Freelance Videographer role on the Eastern England Innovation Launchpad project. It also identifies how each criterion will be assessed during the recruitment process.

Criteria	Essential / Desirable	How Assessed
Experience filming interviews and location-based B-roll	Essential	Showreel / Portfolio
Ability to edit short-form videos for digital and social platforms	Essential	Showreel / Portfolio
Proficiency with editing software (Premiere Pro, DaVinci Resolve, or equivalent)	Essential	Application / Interview
Strong storytelling ability and understanding of narrative flow	Essential	Showreel / Interview
Excellent organisational and time management skills	Essential	Application / Interview
Strong interpersonal and communication skills	Essential	Application / Interview
Ability to work independently and take initiative	Essential	Interview
Full UK driving licence and access to a reliable, insured vehicle (with business use)	Essential	Application
Access to suitable filming and editing equipment	Essential	Application / Interview
Commitment to equality, inclusion, and respectful collaboration	Essential	Application / Interview
Experience working with clients or participants in real-world settings	Desirable	Application / Interview
Knowledge of accessibility standards (captions, sound levels, etc.)	Desirable	Interview

Experience filming within the agri-food, tech, or community sectors	Desirable	Application / Interview
Familiarity with Creative Rebel CIC or TASC Lab's values and work	Desirable	Application
Willingness to engage with mentoring, feedback, and professional development	Desirable	Interview

Notes for Assessors

Shortlisting: Based on Application and Showreel against Essential criteria.

Interview: Explore technical competence, storytelling approach, creative judgement, and alignment with Creative Rebel CIC's purpose-led ethos.

Final selection: Based on ability to deliver high-quality films to brief while embodying Creative Rebel CIC's collaborative and values-driven approach.

HOW TO APPLY

Complete the application form at <https://forms.gle/8tmuybNxWTBEiMPf9>

Closing date: 13 December 2025

RECRUITMENT POLICY

At Creative Rebel CIC, we believe that creativity and change thrive in environments where everyone feels seen, respected, and valued. Our commitment to equality, diversity, and inclusion is central to how we recruit, collaborate, and create.

We aim to build teams that reflect the communities we work with across Lincolnshire and the wider East of England. We actively encourage applications from people of all backgrounds and experiences, including those who are currently underrepresented in the creative industries — particularly people from the Global Majority, LGBTQ+ communities, disabled people, neurodivergent people, and those from working-class or low-income backgrounds.

We are committed to:

- **Fair and transparent recruitment.** All applicants are assessed solely on their skills, experience, and potential to contribute to our work.
- **Accessible opportunities.** We ensure that our recruitment processes and working environments are as inclusive and barrier-free as possible.
- **Diverse shortlisting.** Wherever possible, we aim for a diverse pool of applicants at interview stage.
- **Respectful communication.** We treat all applicants with courtesy, openness, and care throughout the recruitment process.
- **Continuous learning.** We regularly review our practices to ensure they reflect our values of equity and fairness.

We believe everyone should have the opportunity to develop their skills and make a positive difference through creative work. By embedding equality and diversity into our recruitment, we're not only strengthening our organisation — we're helping to build a creative sector that's more inclusive, representative, and impactful for everyone.

FAIR WORK AND FREELANCE RECRUITMENT STATEMENT

Creative Rebel CIC is committed to creating fair, transparent, and respectful working relationships with everyone we collaborate with.

We recognise that freelancers and early-stage creatives bring valuable skills, ideas, and energy to our projects — and we believe that fair pay, clear expectations, and open communication are essential to meaningful creative work.

We are committed to:

- Fair pay. All freelance roles are paid at or above the UK Real Living Wage equivalent.
- Transparency. Each role includes a clear brief, scope of work, and total fee agreed before work begins.
- Timely payment. Invoices are paid promptly, typically within 14–21 days of receipt.
- Professional respect. We never request unpaid trial work or speculative content.
- Growth and opportunity. We prioritise working with emerging talent, providing feedback and mentoring to support professional development.

Our approach to freelance recruitment reflects our wider mission — to make the creative industries fairer, more sustainable, and more accessible for everyone.

SAFEGUARDING AND DATA PROTECTION STATEMENT

Creative Rebel CIC is committed to maintaining a safe, respectful, and inclusive environment for all collaborators, contractors, and participants.

We take our responsibilities under the Data Protection Act 2018 and UK GDPR seriously. All applicant data (including CVs, portfolios, and contact details) is collected solely for recruitment purposes, stored securely, and deleted within 90 days of the process closing unless otherwise agreed.

We are equally committed to safeguarding the wellbeing of everyone involved in our projects. This includes:

- Providing clear information on where and how to report concerns.
- Ensuring all freelancers, participants, and partners work in safe and appropriate environments.
- Taking immediate action on any reports of harassment, discrimination, or unsafe behaviour.

All project collaborators share responsibility for maintaining a culture of respect, care, and confidentiality. Safeguarding and data protection principles are embedded across all Creative Rebel CIC projects and partnerships.

HEALTH & SAFETY OVERVIEW FOR FILMING ACTIVITIES

Creative Rebel CIC is committed to ensuring the health, safety, and wellbeing of everyone involved in our filming and production work.

We operate within the principles of the Health and Safety at Work Act 1974, ensuring that freelancers, participants, and partners understand and uphold safe working practices.

Our approach includes:

- **Risk assessment.** A site-specific risk assessment is completed before each filming day.
- **Briefings.** All freelance and project team members receive a safety briefing before work begins on-site.
- **Responsibility.** The project management team oversees adherence to health and safety policies and ensures appropriate insurance cover is in place.
- **Partnership compliance.** We follow any additional safety procedures required by filming venues, partner organisations, or local authorities.
- **Emergency preparedness.** All team members are briefed on emergency procedures and have access to relevant contact information.

We aim to create an environment where creativity and professionalism go hand in hand — ensuring every shoot is safe, respectful, and well-managed.

WORKING CONDITIONS & REASONABLE ADJUSTMENTS

This role involves filming on location across Lincolnshire, Norfolk, Suffolk, and Cambridgeshire.

Some filming days may take place in environments such as rural sites, farms, industrial units, workshops, community spaces, or food production facilities. This may include:

- uneven or unpaved ground
- stairs or multi-level buildings
- outdoor environments in varying weather conditions
- working around equipment, machinery, or livestock
- sites with limited step-free access

Creative Rebel CIC is committed to supporting applicants with access needs.

Wherever possible, reasonable adjustments will be made to ensure you can carry out the role safely and comfortably.