

# WE'RE HIRING!

## ABOUT US

Variables is a 501(c)(3) offering a variety of process art workshops—a playful, stress-free way to explore creativity without focusing on perfection. Our workshops and events invite adults of all experience levels to experiment with different mediums, express themselves freely, and reconnect with their creative side.

## OUR WORKSHOPS

We prioritize workshops that are highly interactive and hands-on, allowing participants to actively engage in the creative process. However, we also welcome thoughtfully designed sessions that offer valuable guidance and skill development with emphasis on personal intuition, creative exploration, or insightful discussions that enhance the artistic journey.

## QUALIFICATIONS

**Creative Skills:** You can design a workshop that reflects your experience and showcases your personal journey with this creative topic. Using your knowledge, you can cater your workshop to the interest and skill level of your participants.

**Individual Attention:** You work well with others. You are able to work with a range of individuals and are sensitive to other's needs. You respect different learning styles and experience and can meet people where they are.

**Values:** You are interested in creating a more accessible environment for creativity and understand the value of the process over the product. It's not about perfection or mastering a skill, it's about the journey of self-discovery and play.

**Responsibilities:** You are organized and reliable: You understand that as an instructor you are a representative of Variables and pride yourself on your professionalism. You are organized and prepared and communicate in a timely manner.

## **EXPECTATIONS**

Work collaboratively with Variables to determine workshop topic, content & schedule  
Provide a written outline of your workshop with supply list  
Arrive on time, run your workshop as planned and handle the set up and clean up of all materials, returning the space back to the condition it was found in.

## **COMPENSATION**

We recognize the value of our instructor's time and skill set and as a small non-profit still working to create financial stability, we are able to offer the following compensation to instructors as 1099 independent contractors:

\$40 per instruction hour  
All supplies paid for by Variables  
Registration management, scheduling and promotion of your workshop  
Support in developing your workshop for the needs of our community  
Opportunities to build your reputation & reach

## **APPLY**

Submit our [Workshop Proposal Form](#) and we will reach out within 48 hours if we would like to discuss your workshop further.