

Writer in Residence




MONIACK MHOR

SCOTLAND'S CREATIVE WRITING CENTRE

IONAD SGRIOBHAIDH CHRUTHACHAIL NA H-ALBA

Job description

Job title	Writer in Residence
Hours	7 hours per week
Working pattern	Flexible to meet needs of organisation and those engaging in activity
Term	Fixed term until 31 March 2028
Location	Moniack Mhor, Teavarran, Kiltarlity, Inverness-shire, IV4 7HT
Salary range	£39,000 - £47,000 FTE
Reports to	Centre Director and Leadership Team (as appropriate)
Holidays	7 weeks holiday per annum based on FTE
Pension	Company pension scheme with Now Pensions – 4% employer contribution

About Moniack Mhor

Moniack Mhor is Scotland's Creative Writing Centre. Based in the Scottish Highlands, we run residential and online courses in a range of genres tutored by some of the finest authors in the UK and beyond. With workshops and one-to-one tutorials, our courses provide an atmosphere that enables writers to fully immerse themselves in their writing. The Centre also offers writing retreats providing time and space, free from distractions, where writers can be part of a nurturing community. Other support offered by Moniack Mhor includes awards, bursaries, professional residencies, international residencies and a programme for young writers.

Moniack Mhor is a registered charity (SC030292), financed through a variety of different sources, principally through Multi-Year Funding from Creative Scotland.



ALBA | CHRUTHACHAIL



Our mission

Moniack Mhor will create opportunities for people of all ages, abilities and all walks of life to participate in creative writing activity at all levels, providing space, inspiration and tuition from leading writers.

Our vision

Moniack Mhor seeks to nurture a diverse, mutually supportive literary culture by nurturing writing skills and the confidence to create new work thereby raising the identity of literature generated in Scotland nationally and internationally.



Our values

Equality of access – We believe that everyone should have equal access to the artform. We will address inequalities by breaking down barriers for marginalised individuals and communities, engaging them in organisational developmental work to create a fairer society for all.

Learning experiences – We believe that all learning experiences should be of a high quality, delivered in a supportive and inspiring setting. Learning should be embedded in strong evaluation practices and individualised to foster the best learning environment possible. Learning should impact upon skill development, confidence and understanding of the industry.

Professionalism – We believe in the transformational power of linking emerging writers and other individuals with established professionals to deliver the highest-quality learning experiences for all.

Audience access – We believe that all literary activity should be accessible to a wide range of audiences, locally, nationally and internationally, and champion the delivery of innovative, eclectic performance that provides the best opportunities for writers to establish professional profiles.

Partnerships – We recognise the power of collaborating with other specialists in the industry and other organisations to enhance access and to develop strong learning practices and innovation.

Sustainability – We are committed to working in an environmentally conscious way, considering carbon impact in all our programmes. We believe in building sustainable programmes based on evidence, impact and slow measured growth to ensure the organisation's longer-term sustainability.

Equality, diversity, inclusion and access at Moniack Mhor

We strive to be an inclusive, accessible and flexible organisation that fosters positive health and wellbeing, work-life balance, and ongoing professional training and development. The key principles of equality, opportunity, respect and effective voice are embedded in our policy. We are an accredited Real Living Wage employer and follow the principles of the Scottish Government's Fair Work First policy.

We welcome applications from all backgrounds, particularly from those who are currently under-represented in the sector, including those from black and minority ethnic backgrounds, LGBTQIA+ candidates, disabled candidates, those from lower socio-economic backgrounds and/or candidates requiring flexible working arrangements. We know that everyone brings different experiences to the team which will enrich the work we do.

If you have any questions about the role, working environment or Moniack Mhor, please get in touch with us at jobs@moniackmhor.org.uk.

If you are selected for interview, we will ask you to let us know if you have any access needs or require reasonable adjustments to the interview at that stage.

Why work with us

We pride ourselves on being led by a passionate, creative and professional team who are committed to creating a nurturing environment for writers from all walks of life across all our programmes. We place the health and wellbeing of our employees at the heart of our work and offer access to the following for all employees:

- Access to creative development, including free courses, retreats and online workshops
- Salary incentives based on organisational performance, in the form of annual rises in alignment with inflation
- An induction programme
- A mandatory and bespoke training programme depending on the interests and needs of the employee
- Access to a registered Real Living Wage Employer
- Access to an 'effective voice' representative as part of our commitment to Fair Work
- Free lunch and snacks when based at the Centre

Main duties

As a Writer in Residence, you will bring vital expertise to the Moniack Mhor team and play a key role in supporting our equalities, diversity and inclusion aims. You will:

Design and deliver high-quality activity for emerging writers from varying communities.

Lead project workshops and activity supporting the writing development of young writers, as well as writers from under-represented communities.

Teach across our residential and online programmes.

Where appropriate, lead on workshops designed for local participation.

Provide mentoring to writers from under-represented communities.

Join judging panels for internal awards and writer development prizes.

Engage in the wider activity of Moniack Mhor and attend relevant key meetings, including regular liaison with the Leadership Team.

Input on programming cycles.

Engage with and drive our equalities aims.

Work closely with our Projects Team to plan and co-design writing activities.

Be an advocate for Moniack Mhor, attend external sector meetings and any other key activity that develops relationships with partners and funding stakeholders as necessary.

Take responsibility for risk assessing the delivery of activity, including ensuring it meets all safeguarding standards.

There might also be occasional opportunities for additional teaching hours given the breadth of our programmes.

About you

We are keen to hear from published poets, prose writers and non-fiction writers who may have a particular interest, experience or skill set – including bilingual writers, writers who work with marginalised communities or come from an environmental background. However, we would welcome applications from writers who wish to bring other knowledge and expertise to Moniack Mhor, recognising the breadth of our work.

As a Writer in Residence, you need to be able to deliver face-to-face activity in the Highlands. You need to be willing to travel for activity delivery – all travel costs and other related expenditure will be covered. However, the post will likely be a hybrid role with much teaching delivered online. We welcome applications from published writers at all stages living in Scotland.

We are open to this role being a freelance position for the right candidate.

Person specification

Attribute	Essential	Desirable
Qualifications	<p>Interest in, and enthusiasm for, creative writing</p> <p>Experience of teaching creative writing activity</p> <p>A professional publication record relevant to genre, with at least one major piece of work published by a UK publishing house (for example, a novel, a short-story collection, a poetry pamphlet or collection, etc.)</p>	<p>Postgraduate or Undergraduate degree in literature/creative writing</p>
Experience	<p>Previous experience in nurturing the skills of emerging writers and those new to writing</p> <p>Working knowledge of the literary sector in Scotland</p>	<p>Experience of working with vulnerable groups and young people</p>
Knowledge & skills	<p>Excellent oral and written communication skills</p> <p>Able to schedule own workload and work independently</p> <p>Able to plan high-quality learning and teaching activity for all levels of learners</p> <p>An interest in innovative practice</p>	

Person specification

Attribute	Essential	Desirable
Personal qualities	<p>Curious and creative in teaching approaches</p> <p>Approachable, supportive and empathetic to needs of others</p> <p>A strong team player</p>	<p>Awareness of and sensitivity to the cultural environment in which the organisation is operating</p>
Other	<p>High level of organisational skills</p> <p>Ability to work flexibly and outside normal office hours</p>	<p>Good listener</p> <p>Full driving licence and access to vehicle, or a reliable access to own driver</p> <p>Calm, level-headed</p>

How to apply

We welcome applications in writing, or in an audio or a video recording – whatever format feels most comfortable to you. We'd like to know what attracted you to the role, how your experience addresses the person specification points, and what you'd bring to the team at Moniack Mhor.

If you are applying in writing, please send us a covering letter no longer than 2 pages A4. If you are sending an audio or video recording, please make sure it is no longer than 5 minutes. Please also send an up-to-date CV (max. 2 pages A4).

Send your application to jobs@moniackmhor.org.uk with the subject line 'Writer in Residence - Your Name'.

We would also greatly appreciate if you filled out our anonymous [Equal Opportunities form](#). This is voluntary.

The deadline to apply is Friday 21 August 2026 at 17:00.

You will be notified by email if your application has been successful. The interviews of shortlisted candidates will take place w/b 14 September and 21 September.

The information you supply in your application is kept securely and will remain confidential. We will not retain this or any other personal information beyond the duration of the application process except in using anonymised data for the purposes of monitoring and reporting.

Please note, this job description is a guide to the nature of the work required of this post. It is not wholly comprehensive or restrictive and may be reviewed with the post holder and their line manager as required.

We welcome questions about the role or Moniack Mhor. Please get in touch with Rachel, the Centre Director (rachel@moniackmhor.org.uk or 07435 786103) or Angela, the Deputy Centre Director (angela@moniackmhor.org.uk).

Thank you for your interest!