

Selecting new Blues - Beltane Fire Society

FACTORS BLUES CONSIDER WHEN SELECTING NEW BLUES:

We look at the skills mix of the existing Blues and seek to balance these with skills incoming Blues offer. We recognise that everyone has different strengths, and we value that. We look for people with strong understanding of both the ritual and theatrical elements.

We look for skills in 3 main skill areas:

Organising and Leading: those with organisational group experience, have led both high profile established groups and made wonderful things happen in equally important lower profile groups that have perhaps been neglected. Have been in leadership roles multiple times, and leading by example. Those who think ahead and establish protocols in their groups to ensure that problems are less likely to occur, and if they do occur, being able to de-escalate situations and search for good outcomes.

Cultural Influencers: those people who influence our culture and always seem to make things better by listening, being compassionate, sometimes firm. People who encourage others to behave like they do and so any group with them in becomes a place you want to be.

Ritual and Performance: People who have a deep grounding in our rituals and performance. Confident to lead groups through positive ritual experiences. Have spent some time in a number of groups with a good spread, have experience of both Beltane Fire Festival and Samhuinn and ideally involved with some of the smaller events such as Imbolc, Lughnasadh, Solstice etc. Have a number of roles under their belts and to feel confident enough to guide others and share knowledge with current leaders for those groups. Those with a skill, over and above the organisational skills, that you can teach others – such as performance skills, costuming/making, choreography/dance/movement, meditation/ritual, acro, stilting, fire play, the list could go on!

In summary, we are looking for old souls (chronological age unimportant); people who can sometimes take a step back and see the bigger picture in everything we do. People who demonstrate a solid understanding of the following areas through their. Involvement in BFS: group leadership, ritual/narrative, performance, communication skills, mediation, and a desire to 'do more than is expected of them'.

WHAT THE BOARD LOOK FOR WHEN REVIEWING THE 'LONG LIST' OF POTENTIAL BLUES

Before Blues make a final selection of who will join them in the role using the factors above, the BFS board review the long list of candidates and remove any who are deemed unsuitable according to the following criteria:

- If there is any past or current disciplinary action regarding the candidate which should prevent them from being considered as a Blue;
- If significant risk to BFS in reputational or legal terms would arise from the candidate taking on the role of Blue; or
- If there are any relevant reports of unsafe or inappropriate behaviour regarding the candidate.

The board may provide views/comments regarding remaining candidates and their suitability to the Blues deciding on those they wish to appoint, in an advisory capacity.