



2026 On-Ice Team Contract Position Description

About Art Shanty Projects

Mission: Art Shanty Projects intentionally creates an impermanent art village on Minnesota lake ice amid changing climate and environment. With a spirit of embracing challenges through creativity, we support an ecosystem that inspires everyone to create and participate in art, thrive in winter, and build community.

Since 2004 Art Shanty Projects has created joyful winter art experiences for people of all ages. Inspired by pop-up ice fishing villages, artists use the frozen lake as a space to build a temporary community, immersing visitors in a colorful village filled with interactive installations and performances. With few regulations and no building codes — and against intense and unpredictable winter weather conditions — artists of all career stages have the freedom and challenge to create wild and wonderful work that can't be experienced anywhere else. Together, with tens of thousands of annual visitors, we celebrate, champion, and embrace the extreme winter sport of art making. The 2026 Program will once again take place on Bdé Umánj / Lake Harriet in Minneapolis.

Art Shanty Projects is a non-profit organization dedicated to fostering a creative, supportive, and joyful community both on and off the ice in Minnesota. We accomplish this through art and relationship-building, as well as an ongoing commitment to diversity, equity, inclusion, and accessibility.

Overview of Position

The On-Ice Crew is a collaborative group of 3 people responsible for coordinating and implementing ASP program logistics. Together with the Stage Manager, Production Director, Administrative Director and Artistic Director, they work to create welcoming, joyful, and well-executed activities and events before, during and after the on-ice program.

ASP-contracted On-Ice Crew are expected to participate in a culture of work-sharing and transparency, and to effectively communicate and collaborate with peers, making sure all members are accountable to one another. This team will be tasked with dividing, collaborating and completing work assignments accordingly. One of our organizational values is to strive for a community without hierarchy, instead working to share power and resources. On-Ice Crew members are responsible for fostering this culture alongside board members and other staff members. Since Directors work year-round, they have the additional responsibility of holding the big picture, providing a loose framework for the On-Ice Crew and Stage Manager, and supporting the group to navigate challenges and obstacles.

The On-Ice Crew will be the face of the Art Shanty Projects staff on the ice. As such, they must represent the [mission and values of the organization](#). They will build a joyous and sustainable community both on and off the ice.

On-Ice Crew collective duties and responsibilities:

Our team works collaboratively with all production aspects. We are specifically looking for two people who also have experience with volunteer management.

No single On-Ice Crew member will be entirely responsible for any of these projects; no single team member will work on all of these projects! We determine the project assignments as a team, depending on who has the skills to lend and/or the desire and aptitude to learn.

- In-person attendance at weekly meetings leading up to, during and after the program. These meetings will be on Tuesdays, with the exact time to be determined based on team availability.
- In-person attendance at select board meetings, as needed (monthly on Tuesday evenings)
- On-ice logistics management related to infrastructure (installation, daily setup and strike, de-installation) in collaboration with the Directors and Stage Manager, back of house amenities, hospitality, etc. in collaboration with the Administrative Director
- On-ice Volunteer training and management in collaboration with the Administrative Director
- On-ice fundraising implementation during program hours in collaboration with other staff (all staff members may be asked to work shifts at the entrance gate on busy days)
- Select membership program events and maintenance in collaboration with all staff
- Weekly infrastructure maintenance, which occurs Wednesdays and/or Fridays during daylight hours from installation weekend through strike weekend (5 weeks). Staffing needs each week are highly dependent on weather conditions.

Experience

Applicants should have the ability to manage their own work, timelines, deadlines, as well as work collaboratively on tasks and projects. The demanding context of working outside and on a frozen lake requires all individuals to be prepared with their own winter gear (snowpants, baselayers, coat, boots, gloves, etc) necessary to do their jobs.

Required skills:

- Experience in arts events/festivals and/or arts programming and production
- Enthusiasm about working with and managing people and projects
- Familiarity and comfort with working outdoors in variable winter weather conditions
- Ability to calmly solve problems in the moment, amidst the public
- Familiarity with or eagerness to learn Google suite

We prioritize transferable skills, whether through life experience, formal and informal education, or other avenues. We promote a co-learning environment where knowledge is shared and we mentor one another in new skills. If you do not have every one of these skills - or want to learn some of them specifically - please still apply!

Due to the nature of the work, applicants must be able to lift 30 lbs and work on their feet outdoors in variable weather conditions for long stretches of time.

Scope and Commitment Levels

This is a contract position from December 2025 through March 2026. Each On-Ice Crew member will work up to 160 hours (these hours are estimated and not guaranteed) and will be paid at the starting rate of \$22/hour (more for returning staff members). Approximately 110 of the hours will be spent on the ice during January and February; the remaining 50 hours will be dedicated to advance planning, weekly maintenance tasks during the program run, and post-event wrap-up. Hours are variable and are not consistent from week to week. Duties leading up to the program will be a mix of independent work, meetings, and in person work that

is both indoors and outdoors.

The physical production work for the event is all in-person, mainly outdoors (and occasionally in unheated interior spaces such as a storage unit) and during daylight hours. The program takes place on Bdé Umán / Lake Harriet in Minneapolis. Other locations (storage unit, production prep and meeting spaces, etc) are likewise in South Minneapolis / St. Louis Park, and occasionally in Saint Paul.

The following dates are required for everyone (IN PERSON):

- **All artist kick-off meeting:** September 24, 6-8pm (TBD location, indoors)
- **Staff and Board Accessibility Training:** December 3rd, 6-8 pm (TBD location, indoors)
- **Weekly production meetings:**
 - December 9 and 16, times TBD
 - Tuesdays from December 30 through February 24, times TBD
- **All Artist Meeting:** January 7, 2026, 6-8pm (TBD location indoors)
- **Installation:** January 10-11, 2026, approximately 8am - 5pm (outdoors); continued installation Jan 12-16 as needed (daylight hours)
- **Board on-ice training:** January 14, 6-8pm (TBD location, indoors)
- **On-Ice Program:** weekends, January 17 to February 8 (approximately 8:30am - 5:30pm, outdoors)
- **Deinstallation:** February 10-13 as needed, approximately 8am - 5pm (outdoors); February 14-15 as needed (daylight hours, producers will each work 1 four-hour shift this weekend, to be scheduled)
- **Wrap party:** tentatively February 21, 5-7pm (indoors)

Optional social events - unpaid / you're welcome to be our guest

- **Member Launch Party:** November 20, 6-8pm (outdoors)
- **TBD all staff meet & greet / hang out:** November TBD
- **Member Night On Ice:** Feb 3, 2026 (6-8pm), back up date for bad weather: Feb 5 (6-8pm) - @ Bdé Umán

NOTE: we will be taking an all staff break December 20-28 and January 1st, 2026. As we ramp up for the program in December/January, staff members are expected to be available for in-person tasks. All other meeting and production times will be set based on team availability and project needs.

COVID-19 and other illnesses precautions

With abundant care for our community, all staff must be prepared to wear a mask when the team collectively determines it's necessary to do so, leading up to and during the program. Art Shanty Projects will provide a KN95 or equivalent mask to staff, and will be considered part of their uniform.

Questions? Please contact us at info@artshantyprojects.org

To apply:

Please submit the following to info@artshantyprojects.org by July 31, 2025:

- a cover letter detailing your excitement for and skills relevant to this job
- a list of 3 references - list their name, pronouns, phone, email, relationship
- a CV/resume with relevant work