

A woman in a red jacket and green pants is performing on stage with her arms raised in a triumphant gesture. She is wearing a red headscarf and has a determined expression. In the background, another person's legs and feet are visible, suggesting a dynamic scene. The setting appears to be a stage with a dark background and a sink visible on the right.

The Royal
Lyceum
Edinburgh

**Artistic Director &
Co-CEO**

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Saxton Bampfylde

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This is Memorial Device. Photo © Mihaela Bodlovic

About the Royal Lyceum

The Royal Lyceum Theatre Edinburgh is the leading producing theatre in Scotland and one of the United Kingdom's most prolific theatre companies.

The Lyceum is a crucial part of the cultural life of the city. Currently led by Artistic Director David Greig and Executive Director (and Co-CEO) Mike Griffiths and drawing upon the considerable creative talent both in-house and across Scotland, The Lyceum has developed a reputation for producing innovative, artistically exciting, high-quality theatre. Developing award-winning work with national and international partners, The Lyceum's co-productions and collaborations represent a core strand of the company's strategy to extend the future life of productions and to present the company's work across the UK and abroad.

The Lyceum is committed to being a truly civic theatre rooted in Scotland's capital

city – entertaining, challenging and inspiring all the people of Edinburgh. We continue to be the most active producing theatre in Scotland – producing and co-producing high-quality work theatre to share with Edinburgh, Scotland, the UK and the world.

Each year we will present a programme of work that embodies the values of the company. Work of the highest quality, created with talented artists and prestigious partners. Programming and producing with courage to ensure there is room for new voices and diverse stories. A welcoming and collaborative environment for audiences and artists, with something for everyone. All driven by a passionate group of people who celebrate all that is great about live theatre.

We have ambitious plans to expand the breadth and depth of our programme – using theatre to explore some of the most pressing issues of our day, shining new light on classic texts and stories, introducing children and young people to the magic of theatre, widening the representation of our audiences in Edinburgh, Scotland, the UK and internationally .

The theatre, with its seating capacity of 658, is a magnificent example of late Victorian theatre architecture. Our offices and rehearsal space are directly across the road, and our scenic workshop and wardrobe-making departments are situated at Roseburn, which is a little over a mile away from the theatre.

Our Vision

To be a vital and flourishing theatre that welcomes a broad and diverse audience through its doors to share ideas and tell stories.

Our Mission

To create and share the best theatre with the people of Edinburgh, and the world. Engaging, inspiring, and representing our community through our programming and community outreach.

Our Values

Our Strategy is underpinned by our values. These values are who we are, and they shine through all that we do:

Quality

We make theatre that is of the highest quality, championing new and established theatre makers. We are innovative in our approach to making our work and we bring the best of theatre to Scotland with our co-producers and touring partners.

Courage

We programme courageously, promote new voices, enable discussion and debate. We believe that theatre is a space where different viewpoints, experience, and ideas can take form both in new work and in staging classics plays.

Welcoming

The Lyceum is an important part of the cultural life of the city. We welcome everyone from all walks of life to both attend and be a part of what we do and who we are.

Collaborative

We are collaborative in outlook, building teams and partnerships. Effective working as a team helps better learning, communication, morale and delivers better projects.

Passionate

We believe theatre is good for the soul. We're passionate about the life-changing effects of live performance, the people we work with, and the buildings we care for.

The Lyceum's beautiful, intimate Victorian theatre has played a significant role in the cultural and creative life of the city and surrounding area for over 130 years. Nominated in The Stage Awards 2020 for Regional Theatre of the Year, The Lyceum has developed a reputation for innovative, high-quality theatre, drawing upon the considerable talent in Scotland as well as developing award-winning work with national and international partners to make theatre in Edinburgh that can speak to the world.

A very important part of The Lyceum's offering is a well-attended and varied programme of engagement, outreach, youth theatre and schools' projects delivered by our Creative Learning team.

Our Strategic Aims

To be Scotland's major producing theatre company with an international reputation.

To attract a wider and more diverse range of people from across Edinburgh and the surrounding areas to engage with our activity as audiences and participants.

To invest in and protect our theatre and supporting buildings to be fit for purpose, creating a cultural hub for the community.

To be in control of our own destiny; achieve financial sustainability through a mixed model of funding, donations and commercial income.

To be a rewarding and supportive place to work whilst developing the next generation of theatre makers.

To meet our responsibilities to the environment and climate emergency.



Recent highlights

The Lyceum is renowned for its co-productions and collaborations with national and international theatres. A core strand of the company's strategy has been to extend the life of The Lyceum's productions and present the company's work across the UK and abroad. Recent highlights include:

A co-production with Pitlochry Festival Theatre, **Group Portrait in a Summer Landscape** by Peter Arnott, directed by David Greig, which opened our 2023/24 season.

A revival of **Macbeth (an Undoing)** written by Zinnie Harris after William Shakespeare, co-produced with the Rose Theatre, Kingston and Theatre For a New Audience, Brooklyn. The production was recognized in the Critics' Awards for Theatre in Scotland (CATS) 2023 for Best Design and was nominated for four Drama Desk Awards including Outstanding Revival of a Play, Outstanding Lead Performance in a Play, Outstanding Costume Design of a Play, and Outstanding Lighting Design of a Play.

The Snow Queen, Morna Young's adaptation of Hans Christian Andersen's fairytale set in Scotland, performed in Scots dialect, was our successful 2023 Christmas production.

Our first co-production with Wise Children was the dark folk tale **Blue Beard** adapted and directed by award winning director Emma Rice.

Our one-man version of **Jekyll & Hyde** adapted by Gary MacNair, in a stylish production directed by Michael Fentiman, performed by Forbes Masson, which toured in Scotland after its Edinburgh run.

Two Sisters, a new play by David Greig, directed by Wils Wilson in a co-production with Malmö Stadsteater, which will be remounted in Malmö in September 2024 in a Swedish version of the original Edinburgh production.

Sunset Song, adapted by Morna Young and directed by Finn Den Hertog, was a co-production with Dundee Rep. The production was nominated for Best Ensemble at the 2024 CATS Awards and toured Scotland before finishing at the Lyceum.

The Girls of Slender Means nominated for Best Production, Best Ensemble, and Best New Play at 2024 CATS Awards, was a Lyceum production of Gabriel Quigley's adaptation of Muriel Spark's novella, directed by Roxana Silbert. It was a huge hit with critics and audiences.

This is Memorial Device was a Fringe First winner in 2022 and was revived this year to tour in Scotland before transferring to Riverside Studios. Performed by Paul Higgins, the production was adapted from the David Keenan novel by Graham Eatough who also directed. Stephen Pastel from the Glasgow indie group 'The Pastels' created the music.

We were also very proud of **Shirley Valentine**, Willy Russell's wonderful comic monologue performed by Sally Reid and directed by Elizabeth Newman in Pitlochry Festival's delightful, wonderful production which has been revived for their 2024 season.





Engagement and outreach

The Lyceum believes that making and watching theatre together is life enhancing. To reach the widest possible audience, The Lyceum finds new ways to open its doors and stage to the public, as well as reaching out into Edinburgh's schools and communities with a range of programmes taking place beyond the theatre's walls.

Under Artistic Director David Greig, The Lyceum has continued to seek out new artistic partnerships with local communities. In 2016, *The Suppliant Women*, the acclaimed production that opened David's first season, featured a chorus of 50 young women playing the title role. In June 2018, The Lyceum cast 100 local citizens in the main stage production of *The Hour We Knew Nothing of Each Other*, and in 2019, The Lyceum was delighted to draw together a community choir of 66 people for its hugely successful production of *An Edinburgh Christmas Carol*.

Alongside these main stage productions, The Lyceum's Creative Learning Department offers a year-round, extensive programme of education, events and workshops. At the heart of The Lyceum's offering to young people is the

Lyceum Youth Theatre which has given many Scottish actors their first start on the stage and inspired many others with newfound confidence and friendships that form a key part of their development. In September 2018, The Lyceum started an Introduction to Theatre course in partnership with Edinburgh University and the College of Open Learning which became their fastest selling course in the Literature School.

Alongside the production and presentation of main stage performances, The Lyceum's Creative Learning department deliver a wide variety of opportunities for people of all ages and different levels of experience to engage with theatre and the arts. In the 2019-20 financial year, there were over 21,000 attendances by people of all ages in The Lyceum's events, workshops and weekly classes. Also in 2019, The Lyceum's flagship Creative Pathways Programme took Project Humbug, our creative learning project linked to *An Edinburgh Christmas Carol*, into 11 classes across six primary schools, 5 classes across two SEN schools and 4 groups across three community organisations for over eight weeks of drama and production sessions.



The Lyceum's Board and Team

The Royal Lyceum Theatre Co Ltd has a strong and committed Board. Our current trustees bring experience in law, governance, local government, finance, HR, communications, brand development, digital marketing, community engagement, subsidised and commercial theatre production.

The Lyceum's current Trustees are:

Hedda Beeby
James Brining
Flavia D'Avila
Claire Dow
David Greig
Mike Griffiths
Janet Hamblin
Miranda Higham
Tari Lang (Chair)
Graeme McWilliams
Ian Ritchie CBE
Hillary Williams

The Company is managed by a Senior Team comprising of:

Anna Astell
Audience and Commercial Director

Annemarie Devlin
Director of Development

Jaime Foster
Director of Finance and Administration

David Greig
Artistic Director/Co-CEO

Mike Griffiths
Executive Director/Co-CEO

Zinnie Harris
Associate Artistic Director/ Lead on Creative Learning

Fiona Harvey
Director of Estates and Facilities

Callum Smith
Director of Producing







The Girls of Slender Means. Photo © Mihaela Bodlovic.

The Role

Following the announcement that David Greig will be leaving his role at the Royal Lyceum Theatre at the end of the 2024/2025 season, we are seeking a new Artistic Director & Co-CEO.

David has led the Lyceum through some challenging times, during which he and Mike Griffiths have forged strong partnerships across the UK and new international partners. David will see The Lyceum through his final season, announced at the end of May; a season which we believe will delight our patrons, supporters, donors and audiences.

The Lyceum is looking for someone to build on the foundations already created, who shares the theatre's values, and has bold ambitions to seek out and reach new audiences and communities in Edinburgh, and who will continue to broaden networks nationally and globally. We are embarking on an ambitious 5-10 year

programme of adapting our business model, commercialising our assets and a major capital project of our two sites (the theatre in Grindlay Street and Roseburn site). During the toughest time for public funding for theatres in the UK, and economic challenges faced by audiences, the Lyceum is looking for a leader who can both steer the organisation through challenging times and work towards meeting ambitious goals.

The role of the Artistic Director & Co-CEO reports to the Board of Trustees led by Tari Lang, Chair of the Board, and takes overall creative leadership of the Royal Lyceum. This role also has joint leadership on all operational and financial matters.

Both the Artistic Director and Executive Director are Directors and Trustees of the Royal Lyceum Theatre Company.

Duties & Responsibilities

The Artistic Director & Co-CEO will be:

- responsible for delivering a strong artistic programme, provide clear decisive direction, motivation and purpose to help deliver our strategy and secure our financial stability in a sector which has faced many challenges in an ever-changing external environment.
- an ambassador for the Lyceum, leading and inspiring teams and individuals in the theatre, and building long-lasting relationships with our audiences, and stakeholders including: the media; public funders; donors, local authorities; businesses and the range of other partners and supporters, locally, nationally and internationally.

Core responsibilities are:

Leading the Lyceum's artistic policy, programming and productions, and joint responsibility for strategic, operational and financial delivery.

Artistic Leadership:

- Set a high-quality artistic agenda, ensuring the highest standards in line with the Company aims, vision, mission and values for produced and presented work;
- As part of the programme, continue to provide bespoke Scottish-made work for audiences in Edinburgh and more widely in Scotland, nurturing a new generation of Scottish artists and makers continuing to contribute to the Scottish theatre ecology;
- Maintain existing co-production relationships and develop new relationships to enhance exposure of the Lyceum in the UK and internationally, showcasing Scottish theatre nationally and internationally, extending the lives of our productions;
- Appointing all visiting directors, associates and artistic personnel and approving casting decisions and production designs; (consulting with the joint CEO and Head of Finance for all other appointments);
- Attract world class artists to work with us and bring exceptional visiting productions and incoming co-productions to our stage;
- Support and guide visiting directors, creative teams, and productions to deliver the highest possible standard;
- Line management of directors, production and creative teams, creating a collective sense of belonging;
- Ensure that the artistic vision is communicated and understood by colleagues and stakeholders;
- Continue to provide career development opportunities to paid interns, assistant directors and apprentices, working with colleagues in the sector to support the development of new creative talent;
- Continue to explore and deliver digital opportunities to widen audience reach and increase rates for participation.

Executive Leadership

Working together with the Executive Director & Co-CEO:

- Prepare, manage and deliver income targets and expenditure budgets;
- Lead the company in the articulation and delivery of its strategy and objectives, including developing new business plans with the Board;
- Ensure financial stability through joint management of the Annual Budget process and financial management of the agreed budget;
- Ensure all company policies are adhered to and engender a working environment which is receptive and adaptable to change and demonstrates the Lyceum values;
- Ensure the company's compliance with all statutory requirements as a limited company and a registered charity.

Lead the Senior Team/Heads of departments to:

- Agree and deliver on all budgets for in-house and visiting productions;
- Ensure a proactive and accountable leadership team with clarity of roles and objectives, and success factors;
- Set clear, tangible and measurable objectives for the leadership team and ensure their delivery;
- Evaluate the successes and failures of performances, audience reach and results against income target;
- Monitor and report on performance against agreed objectives' and KPIs from the business plan;
- Ensure staff at the Lyceum are engaged, motivated, skilled and trained to deliver their objectives and fulfil their responsibilities effectively;
- Ensure the Lyceum is an inclusive, diverse and equal opportunities organisation;
- Attend Board meetings and relevant sub-committees, develop strong relationships with the Board members and provide advice and assistance where required.

Ambassadorial, Engagement and Fundraising

- Contribute to relevant social networks, maintaining the Lyceum's relationship with other theatres and the theatre industry;
- Represent the company externally to the public and media, acting as a key spokesperson on all relevant matters, undertaking interviews with the media to protect and promote the Lyceum;
- Build and maintain active engagement at the highest levels of public and funding bodies, Creative Scotland, City of Edinburgh Council, departmental officials and ministers at Scottish and UK governments;
- Maintain a close relationship with key donors and patrons, corporate partners and relevant trusts and foundations;
- Provide thought leadership in sector, civic and public discourse and lead the Lyceum's international and UK-wide engagement;
- With the Executive Director & Co-CEO and Director of Development, prioritise the strategy and delivery of fundraising as part of the income generating strategy for the Lyceum, nurturing and inspiring existing and potential funders, donors and sponsors;
- Maintain the Lyceum's positive relationship with Creative Scotland, Scottish Government, City of Edinburgh Council, British Council, and other relevant agencies, working with senior level contacts to influence policy;
- With the Executive Director & Co-CEO, ensure the company's compliance with the terms of its funders;
- Identify potential fundraising opportunities for the fundraising team while developing the Lyceum's programmes and initiatives.

This list of responsibilities is not exhaustive, and the Artistic Director may be required to perform additional duties, as operationally required and at the discretion of the Board.



Person Specification

The ideal candidate will be an experienced, inspirational and collaborative leader with recognised artistic ability in theatre, and the passion and credibility to be the public face and key spokesperson on artistic matters to all stakeholders.

We will look for experience of leading a producing or presenting theatre and evidence of having delivered successfully under this continuing challenging environment.

The ideal candidate will bring all or most of the following attributes:

Experience:

- Theatre director or practitioner with in-depth experience of the theatre development and production process;
- Track record in theatre of making a positive impact on audiences, critics and the theatre industry in the UK and internationally;
- Experience of operating at a top level within a professional theatre company;
- Experience of directing, writing or producing plays in leading theatres.

Skills and knowledge:

- Collaborative team player working with the Directors and Board members, and a proven track record of inspiring colleagues, and artists;
- Knowledge of the Scottish and the UK theatre eco and funding systems;
- Dedication to and evidence of audience development and reaching to wide and diverse socio-demographic sectors;
- Decisive leader with strong financial acumen and financial management with evidence of working to tight budget constraints whilst delivering high quality creative programmes;
- Ability to develop and communicate to all stakeholders an exciting and inspiring artistic vision for the Lyceum theatre, and how this will support the achievement of strategic objectives in Edinburgh, nationally and internationally;
- Experience of working with and nurturing funders;
- Excellent knowledge of the literary canon, modernisation of the canon, and new works;
- Extensive experience of working with senior theatre artists, and an excellent understanding of the theatre industry;
- Experience of managing staff and supporting emerging artists.





Blue Beard. Photo © Steve Tanner.

Terms of Appointment

LOCATION:	Lyceum Theatre Offices, 30b Grindlay Street, Edinburgh.
SALARY	Range between £65,000 to £70,000 per annum, with possible flex for the right candidate, plus pension and benefits.
TERMS:	Full-time, Permanent (35 hours per week, flexible working considered).
RESPONSIBLE TO:	The Board.
RESPONSIBLE FOR:	Senior Management Team (along with the Executive Director) and Artistic Associates.



Macbeth (an undoing). Photo © Stuart Armitt.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Royal Lyceum Theatre on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **JAIXB**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Tuesday 27th August 2024**.

** The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*

GDPR personal data notice

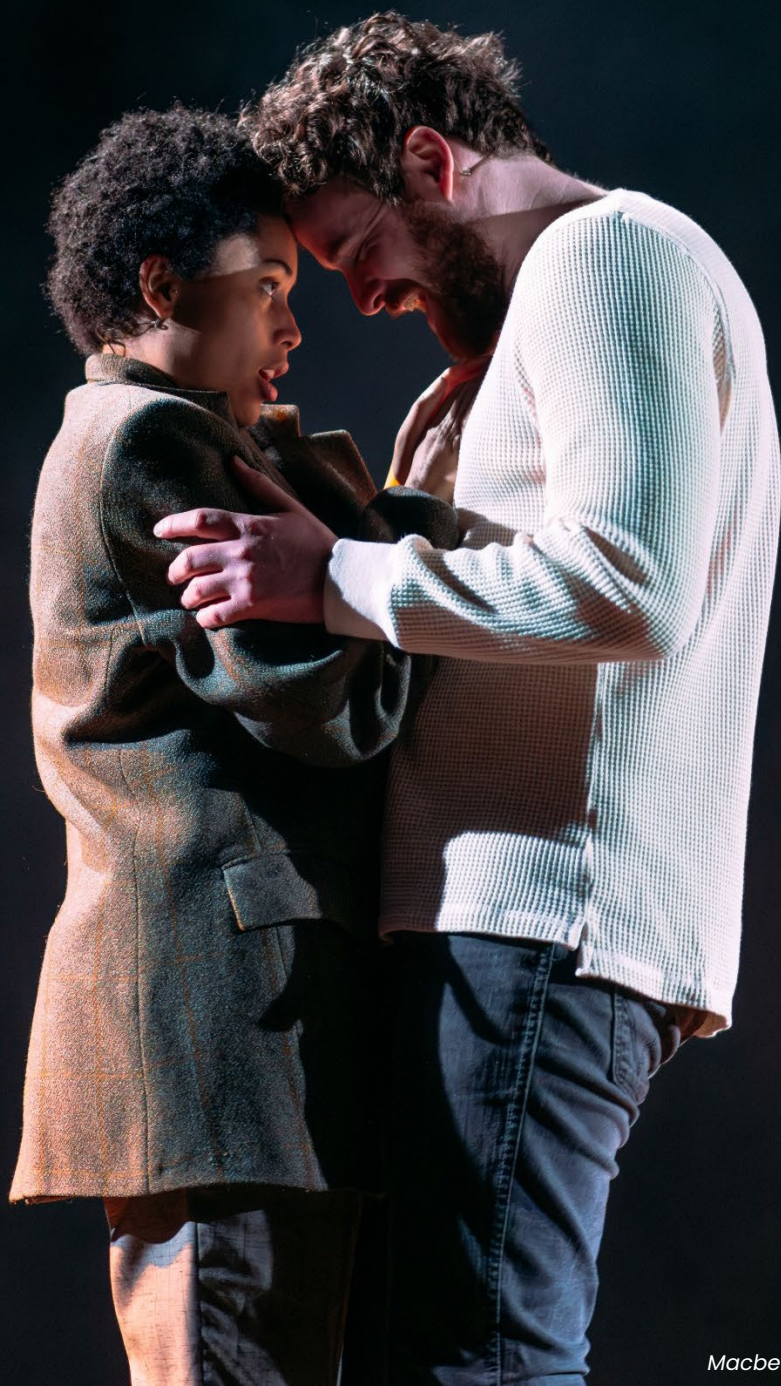
According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

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Macbeth (an undoing). Photo © Stuart Armit