

**Artistic Director**

*Saxton Bampfylde*

**August 2024 | Ref: JBQHB**



**the  
Regent**

# WELCOME

Birmingham Repertory Theatre is launching its search for a new Artistic Director to set the creative vision and lead a programme of work on our stages that will continue to define The Rep as one of the country's leading producing theatres.

Founded in 1913, The Rep has become a pillar of the theatre industry, serving not only the community in Birmingham and the West Midlands but also regularly transferring productions to the West End and touring work nationally. It has world-class facilities in its workshops and on its stages and in the crafts and skills of the people that work in and on them. It brings new work to its audiences and delights them with popular, returning shows like *The Snowman*.



The new Artistic Director will join the theatre at a key time in its history and development. You will work with Chief Executive Rachael Thomas to deliver shows for our three stages, often in co-production with major producers and other regional theatres and oversee the work of our Creative Learning and Talent Development teams. Working to you will be the Deputy Artistic Director, Director of Producing and Programming, Creative Learning Director and Associate Director (Freelance). As Artistic Director, you will report to the Chair of the Board, a position for which we are also currently recruiting. The new Chair, who will succeed me, will be in post in time to take part in this appointment.

The Rep is not only a business, but it is also a charity, and it is supported with an annual grant from Arts Council England as a National Portfolio Organisation. While we have enjoyed some commercial success recently – income this year is forecast at £15m – costs continue to rise and there is consistent pressure on finances. The key challenge for the new Artistic Director will be to produce work for our main stage – The House – that is not only exciting and innovative, but which also proves popular with audiences and delivers consistently strong financial returns.

The Rep is a big theatre in a big city. We play to and serve our communities in the region, but we look across boundaries to our work in the West End, on tour around the country and, occasionally, internationally. We are looking for an Artistic Director who will be a presence in our theatre and in our city; a skilled practitioner who will revel in attracting talent to The Rep and developing the many aspiring and talented artists and writers we have on our doorstep. If you think this role is for you and you're prepared to make the commitment then, please, let's hear from you.

Ian Squires

Interim Executive Chair



## ARTISTIC VISION & MISSION

Birmingham Repertory Theatre – The Rep – was the UK’s first purpose-built repertory theatre, the forerunner of the RSC and the National Theatre, and remains the country’s longest established building-based company. For over 110 years, it has created and produced new works of theatre, ground-breaking revivals of the classics, and innovative, experimental work, in order – in the words of its founder, Sir Barry Jackson – ‘to put before the Birmingham public such plays as cannot be seen in the ordinary way’.

Birmingham Repertory Theatre Ltd was incorporated in 1935 and is a registered charity and limited company governed in accordance with both charity and company law. All Trustees, including the Chair, are Trustees of the registered charity and Directors of the Board of the limited company. The term ‘Trustee’ is used to cover both. The Rep is owned by a parent charity, the Sir Barry Jackson Trust, named after The Rep’s founder.

Today – no longer in Sir Barry’s original 1913 building but in our home since 1971 on Centenary Square – that pioneering past is expressed both in the continued production of artistically ambitious new shows and plays, and by nurturing creativity in the community through our nationally recognised talent development and creative learning programmes. We create stories with artists and audiences that provide opportunities for exchange and reflection, challenge and revelation, entertainment and joy. We share our work as widely as possible through local, regional, national and international partnerships, and in outreach activities. We aim to imaginatively represent the diverse heritages of our city in the stories we tell in order to produce inclusive, exciting and exceptional experiences for all.

Our three auditoria, ranging in size from the 140 seat Door to the 300 seat Studio, and the 820 seat main House, allow us to develop the craft of theatre-making, and celebrate theatrical expression of all kinds, on our stages. Since the original theatre opened its doors in 1913, The Rep has produced work with artists who went on to become some of our most celebrated national talent. Peggy Ashcroft made her professional debut with The Rep; Laurence Olivier appeared in 1926. After the war and through the decades that followed, Albert Finney, Francesca Annis, June Brown, Michael Gambon, Bernard Hill, Derek Jacobi, Jane Lapotaire, Jack Shepherd, Martin Shaw and Stephanie Beacham have all appeared at the Rep. Ayub Khan Din’s *East Is East* premiered in The Door in 1996. More recent talent has included Lenny Henry, Josie Lawrence, David Harewood, Martin Freeman, James McEvoy, Alex Kingston, Kwame Kwei-Armah and Tom Hiddleston.

Today our talent development programmes ensure we continue to discover and nurture the next generation of stories and storytellers. Our partnerships with schools, artists, adult education centres, refugee groups and community groups offer life-long opportunities for creative expression as well as extraordinary experiences for everyone.

While we are popular in our approach it will never be at the expense of rigour and quality. Our audiences deserve the very best that we can produce, and they have come to expect that from shows at The Rep. A vital part of the task we have is to attract new audiences to our theatres with work that speaks directly to them and their experience of the world. Birmingham is one of the youngest and most diverse cities in the world. The potential for audience development is enormous and we must – and we do – find ways of engaging with those who have yet to find us.

We aspire to be a pioneering force in UK theatre. Throughout its history, The Rep has produced work with some of the UK’s most exciting performers, writers, directors and creative teams. We continue to invest in and promote the artistic leaders of the future - those who can proudly say that they started their careers at The Rep. As a founding partner of Ramps on the Moon we strive to embed disability equality in our work on stage and off. And equally, we aim to engage with stakeholders and audiences of all kinds in ever new ways, in the hope of creating a theatre that the people of the city feel is uniquely ‘theirs’.





What's New Pussycat. Photo © Pamela Raith.



# CREATIVE LEARNING AND TALENT DEVELOPMENT

The Rep's groundbreaking cultural education and talent development programmes provide over 100,000 engagements annually for schools, communities, youth theatres and artists, many delivered from a dedicated workshop space at the heart of our building serving participants and emerging artists.

## CREATIVE LEARNING

A year-round 6-days a week programme of in-house youth theatre, schools' partnerships and community outreach welcomes 500 people into our building every week for workshops, tours, events and placements.

Through a network of 20 partner schools, we engage 25,000 young people every year – nurturing creativity, adding spark to school curricula and giving young people the chance to perform on our stages. Regular training opportunities include work experience, industry days, placements and an active youth board for accessible pathways into creative industries.

Young Rep - our youth theatre for ages 3 to 25 - meet weekly to develop as theatre makers of the future; the addition of Early Years and Backstage groups has grown the programme to over 200 young people who train and perform across two annual festivals.

Our Education programme's focus on long-term engagement with schools, colleges and HE helps teachers embed drama and performance into classrooms with process drama enriching all subjects and year groups. Bespoke projects include the development of the first D/deaf accessible BTEC, and a growing Early Years' programme in community settings.

All programmes reflect the socioeconomic and ethnic diversity of the city and are accessible for a range of access needs. In 2023 The Rep became Birmingham's first major arts organisation to be awarded Theatre of Sanctuary status. Reflective of our emphasis on relevance and inclusion, The Rep's place based and targeted work with inner city communities, regional authorities and grassroots organisations creates new audiences, participants and co-creators.

## TALENT DEVELOPMENT

The Rep's commitment to talent development is as strong as ever and its current programme is headed up by the theatre's Deputy Artistic Director Madeleine Kludje. It primarily consists of:

**Foundry:** The Rep's industry leading artist development programme gives aspiring artists from Birmingham and the West Midlands the opportunity to develop their craft, learn from industry leading experts and professionals and gain valuable and employable skills.

**Directors' Link Up:** a free, regular event for directors at any stage of their career. These events offer a relaxed and supportive space where attendees can learn new directing techniques, gain support from peers and share ideas.

**Feedback Fridays:** a free event taking place every 2 months, giving scriptwriters valuable support and feedback from The Rep's in-house directors. Participating scriptwriters are also signposted towards any upcoming opportunities.

**Masterclasses and workshops:** a wide programme of masterclasses and workshops led by industry leading experts and professionals. These are highly subsidised events (£5) and are open access.

Participants in our talent development work, and in particular Foundry, have gone on to work for some of the UK's most prestigious companies and festivals. This includes, but is not limited to the National Theatre, Royal Court Theatre, Royal Shakespeare Company, Edinburgh Festival, Latitude Festival, Young Vic, The Old Vic, and of course, The Rep.

**Victoria Wood Comedy Writing Prize:** bi-annual competition funded by the Victoria Wood Foundation to develop the next generation of comedy writing talent. In May '24 Eugene O'Hare's play, Portugal, was announced as the winner of the inaugural competition.





## PRESENT AND FUTURE

The Rep has enjoyed considerable acclaim and success in recent years. With our own producing department, production capability, workshops and craft skills, The Rep is capable of creating major shows for its exceptional spaces. As the only producing theatre in the city, we carry the name of Birmingham on tour, into the West End and abroad with shows often made in association with internationally renowned co-producers and creative teams. At the same time, we serve our local community through our creative learning and talent development programmes working with increasing numbers of young people and artists from across the city and West Midlands.

Our turnover is £15m, we employ over 250 staff and engage over 500 freelancers a year. The theatre houses an impressive producing facility with set, costumes and props made on site and we have two trading subsidiaries delivering commercial events and catering.

As an Arts Council England National Portfolio Organisation, our mission is shaped by ACE's strategy, Let's Create. Fulfilling the role of a publicly funded theatre has been embedded in The Rep's DNA for decades: it is an essential part of our identity and part of what makes us unique in the city. However, in common with many other NPO's, The Rep's funding has been at standstill for many years, so, in a time of rising costs, the theatre also needs to generate significant and increasing levels of earned income to ensure it continues to thrive. Holding all its activities in equilibrium, therefore, is essential to the overall viability of the theatre.

Birmingham is the youngest and most ethnically diverse core city in the UK and serving all of the city's communities is part of our mission. It is a hugely vibrant and ambitious city and there are many opportunities for The Rep to demonstrate creative, commercial, social and civic leadership and impact across Birmingham and the broader West Midlands' communities.

The themes of our 2023-26 plans are therefore ambition, growth and sustainability: building on investment in production and producing capacity since 2021, the aim is to continue to grow and diversify audiences with inspiring and relevant creative programmes.









# THE ROLE

## Overall Objective:

To deliver inspiring artistic leadership and develop a popular world-class artistic programme for Birmingham Repertory Theatre (the Company) that reflects the vibrancy and diversity of the city and engages with its communities at all levels. To work with the Chief Executive of The Rep and in doing so, form a close working relationship with them to deliver the overall business strategy, taking full account of artistic, financial and other policies agreed with the Board.

## Responsible To:

The Chair and Board of Birmingham Repertory Theatre Ltd. The Artistic Director will be appraised annually in a meeting with the Chair of the Board. Performance will be measured against an agreed set of objectives, set by the Board.

## Responsible For:

Deputy Artistic Director, Director of Producing and Programming, Director of Creative Learning, Associate Director (Freelance) and all freelance creative team members. There will be dotted lines to the AD from Director of Production and Director of Audiences and Media, both of whom report to the CEO.

## Duties:

All appropriate duties necessary to achieving the objectives described and in particular:

- To be based at The Rep and be a permanent and visible presence among all staff and in the city, and to help forge strong ties with other creative organisations and individuals in the city and in the region;
- To provide the Company with a clear sense of artistic direction across the whole range of its work (including Creative Learning, Talent Development and all creative outreach work) and within the context of a diverse artistic policy designed to appeal to a wide variety of audiences and to deliver both financial targets and the artistic aspirations of The Rep;
- To operate within agreed artistic budgets and resource plans to oversee all aspects of productions;
- Personally, to direct an agreed number each year of The Rep's own productions;
- To select all work produced or co-produced by the Company and, (in association with the Chief Executive) work presented by visiting theatre companies and to ensure all work across our stages is of the highest quality;
- To identify and approve guest directors and other creative team members, and to ensure that their work is compatible with the Company's overall artistic and audience development policies aims, including those for equality, diversity and inclusivity.
- In conjunction with the Chief Executive, to seek co-production partners for the Company's artistic programme, and develop and maintain active relationships with West End and international producers;
- To ensure that casting and all other artistic aspects of transfers and other exploitation of the Company's work reflect well on the Company's reputation for equality and diversity;
- To determine policy for commissioning new work, oversee dramaturgical input and, jointly with the Chief Executive and/or Director of Producing, determine practice in the matter of commission fees and the extent of authors' rights;
- As line manager for these departments, determine policy for the Company's Creative Learning and Talent Development work, and to ensure that it is compatible with other strands of the Company's work and provides for full equality of access;
- To be an ambassador and spokesperson externally for The Rep and in the industry, leading and participating in cultural debate in the media regionally and nationally;
- To secure an effective and mutually respectful relationship with the Chief Executive and to work closely with them in long-term strategic planning for the Company to deliver a fully integrated artistic and resource programme;



- To attend board meetings and make regular presentations to the Board, outlining and explaining future programming plans and commitments. Also to attend any sub-committees of the board and working groups as required;
- To line manage the Deputy Artistic Director, Director of Producing and Programming, and Director of Creative Learning employed by the Company in accordance with the Company's HR policies and practices;
- To ensure that the Company's equal opportunity, diversity and access policies and practices are fully reflected in all aspects of its artistic work,
- With the Director of Producing and wider teams, to manage and ensure due care of all the freelance cast and creative team members engaged by the Company from time to time;
- To work with the Chief Executive and the Director of Fundraising in developing sponsorship and other fundraising opportunities and to actively participate in entertaining the Company's actual and potential supporters;
- Jointly with the Chief Executive, to approve marketing and press/PR strategies for the Company and to participate personally in giving effect to them as and when appropriate. To have final approval of all marketing assets for Rep produced shows;
- To work with the Chief Executive to ensure that artistic needs are adequately reflected within the process of budget setting, that artistic plans are consistent with agreed budgets and to determine the disposition of artistic budgets within agreed parameters. Also to work with the Board's Finance, Audit & Risk Committee in providing necessary information to enable the Committee to make judgements about risk and potential benefits of co-productions or work in which The Rep is intending to invest.
- Support and assist the Chief Executive in managing the Company's relationship with its key funding partners and in particular, Arts Council England, contributing as appropriate to key funding applications;
- Support and promote all Company policy, with specific attention to Equality & Diversity, Customer Care, Health & Safety, Data Protection and the Company's Financial Policies & Procedures;
- To notify the Chair and Chief Executive of any external projects such as are permitted within the Artistic Director's contract and to give sufficient notice of the intention to be absent from The Rep and for how long. Absences will be discussed and agreed with the Chair and Chief Executive;
- Undertake any other relevant and reasonable duties as the Company's Chair or Board may propose.

#### **General Responsibilities:**

- Adhere to and implement the guidelines, procedures and policies of the Company as detailed in the staff policies (available from the staff handbook).
- Complete all mandatory training and e-learning and ensure you and your team are fully compliant with all mandatory training and development
- Play a role in the life of the company and work across departments to develop a positive and engaged organisational culture including playing active and positive roles in staff forums/committee's.
- Be aware of, and comply with, rules and legislation pertaining to Health & Safety at work and abide by the procedures set out in the Health & Safety Policy.
- Take ownership for the safety of the working environment for your teams by being fully compliant with the Health and Safety policies, rules and training for yourself and your team members including casual and freelancer staff
- Be aware of, and comply with, rules and legislation pertaining to data security, and GDPR, at work and abide by the procedures set out in the Data Protection Policy.
- All staff are expected to demonstrate an understanding of, and adherence to, our safeguarding policy, including a duty to report any issues of concern. As a manager in a customer-facing team, you would have a role in supporting staff who have concerns about the safety of vulnerable people, and ensuring that appropriate reports are made in accordance with Safeguarding Procedures.







## WHAT WE ARE LOOKING FOR

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

- An absolute commitment to work collaboratively with colleagues at all levels of the organisation;
- The ability to create a vision and artistic policy that challenges, inspires and builds upon the Company's achievements to date;
- The capability to work with the highest quality artistic teams and direct large-scale productions with vision and flair;
- Active networks, nationally and internationally, with the ability to attract directors, writers and performers to work at The Rep, including the initiation of co-productions with both commercial and subsidised companies;
- A personal commitment to the development of emerging theatre practitioners and the ability to nurture and support artists;
- A demonstrable track record of actively supporting, collaborating with and amplifying the work of diverse theatre practitioners, and a desire to engage with the entire range of communities across Birmingham and the West Midlands;
- Skill and reputation as an artistic leader who works collaboratively in a way that motivates and empowers others, and with first class communication skills both internally and externally;
- Experience of working in an ACE-funded, NPO environment and a familiarity with the demands of funded regional theatre. A willingness to embrace all that a regional producing theatre entails and to contribute to a strategy aligned with ACE NPO investment principles.





# TERMS OF APPOINTMENT

The role is based at the Birmingham Repertory Theatre, 6 Centenary Square, Birmingham, B1 2EP, with occasional national and international travel.

The salary for the role is c.£90,000 pa.

Pension: contributory staff pension, 5% employee and 3% employer.

Annual leave: 25 days per year, plus bank holidays. The holiday year runs from 1 September to 31 August each year.

Notice period: 6 months.

## Non-contractual benefits:

- A day off for your birthday
- Free-to-use employee assistance service
- Staff discount in The Rep food and drink outlets (when available)
- 25% Season Ticket discount on parking at Q-Parks
- £5 day rates at Utilita Arena North and South Car Parks





# HOW TO APPLY

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

Candidates should apply through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **JBQHB**.

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

[Click here to complete the equal opportunities monitoring form.](#)

We want you to be able to showcase all your skills and experience in relation to this role throughout the recruitment process. For those with access needs, we welcome applications in alternative formats such as video and audio recordings and we are able to offer numerous adjustments at interview stage, including sending out questions in advance, allowing more time for tasks or applications, re-wording questions, providing a BSL interpreter or whatever else you might need. Please contact [contact@saxbam.com](mailto:contact@saxbam.com) for further information.

The closing date for applications is **noon on Monday 9<sup>th</sup> September 2024**.

**Preliminary interviews with Saxton Bampfylde:** w/c 16<sup>th</sup> & 23<sup>rd</sup> September 2024

**Final interviews with Birmingham Rep:** w/c 7<sup>th</sup> & 14<sup>th</sup> October 2024

**During the process, there will be the opportunity for candidates to meet the Chief Executive, Senior Leadership Team, and the newly appointed Chair.**

*\* 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.*

We want our Rep to be culturally informed and accessible to all, so we encourage you to celebrate and share your own cultural experience and knowledge of our city proudly in your application.

## 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.



