
ALMEIDA THEATRE



Artistic Director
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Saxton Bampfylde



We bring together the most exciting artists to take risks; to provoke, inspire and surprise our audiences; to interrogate the present, dig up the past and imagine the future. Whether new work or reinvigorated classic, whether in our theatre, on the road or online, we make live art to excite, enliven and entertain.

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Welcome from the Chair

Thank you for your interest in the role of Artistic Director at the Almeida.

The Almeida is famous for producing exciting bold and ambitious work and, at the same time, encouraging and developing new talent. The theatre was established by Pierre Audi, and its world class reputation cemented by Jonathan Kent and Ian McDiarmid, and Michael Attenborough. Recently, under the exceptional leadership of Rupert Goold, many productions have won awards and transferred to the West End. All the work, whether classical or contemporary, has spoken directly to the now, asking searching questions about the world today.

We're very proud of our wide-reaching Participation programme, which over the last decade has engaged with over 40,000 people through its schools, Young Artist and community strands – all offered for free. We have also made great strides to make the programme and all the people we work with more representative of our local Islington community.

We are looking for a candidate with the vision to drive the Almeida's reputation, nationally and globally. Someone possessing the values and relentless energy to ensure that we continue to nurture talent inside and outside the building, broaden our audiences, and secure the sustainability of the Almeida into the future.

We're excited to hear from you.



Tamara Ingram, Chair of the Almeida Theatre

About the Almeida

“A theatre to which everyone should take out a subscription”

The Observer

“Small but mighty, Islington’s Almeida Theatre is one of the most prestigious – and on form! – theatres in London, equally influential as a haven for great writers, great directors and great actors.”

Time Out

“The Almeida produces hit after unstoppable hit”

The i

Founded in 1980, the Almeida takes its name from the street it occupies, Almeida Street, in a vibrant area known for its cultural richness and artistic diversity. The Almeida began life as a literary and scientific society, complete with library, lecture theatre and laboratory. From the very beginning, the building existed to investigate the world.

Today, the Almeida continues to examine the world around us. We bring together the most exciting artists to ask big questions and take risks; to provoke, inspire and surprise our audiences; to interrogate the present, dig up the past and imagine the future. Whether new work or reinvigorated classics, whether in our theatre, on the road or online, we make live art to excite, enliven and entertain.

Recent highlights include Associate Director Rebecca Frecknall’s production of *A Streetcar Named Desire* which returns to the West End in 2025, followed by a run at Brooklyn Academy of Music, and is the winner of three Olivier Awards; Rupert Goold’s productions of Peter Morgan’s *Patriots* which transferred to the West End and Broadway, and won an Olivier Award; and *Tammy Faye*, a new musical from Elton John, Jake Shears and James Graham which transferred to Broadway in autumn 2024 and won two Olivier Awards.



Danny Sapani in *King Lear* (Photo: Marc Brenner)



The programme

At the Almeida, we want our productions to ignite conversations, challenge perceptions, and interrogate the complex world we live in.

We take pride in presenting a mix of new writing, reimagined classics, and innovative adaptations that speak to contemporary issues and timeless themes. From emerging voices making their mark on the stage to celebrated playwrights whose works continue to inspire, we ensure that our repertoire is rich, thought-provoking, and inclusive. By collaborating with some of the most exciting directors, designers, and performers in the industry, we aim to create theatre that is daring, resonant, and unforgettable.

We also believe that theatre should be a space for everyone. That's why we are committed to accessibility, affordability, and community engagement. Through initiatives like Almeida For Free and our partnerships with local schools and community groups, we strive to make our theatre a welcoming place for all, where people from all walks of life can come together to share in the power of live performance.



Bertie Carvel and Richard Coyle in *Ink* (Photo: Marc Brenner)

Participation

The Almeida strives to inspire the audiences and theatre makers of the future. Every year we reach over 8,000 young people through our Young Artist, schools and community outreach programmes. In addition, we run our regular For Free festivals and offer £5 tickets for every production to those 25 and under.

Education

We deliver workshops to school groups from our local community that centre around our current productions, exploring themes, contexts and creative decisions, led by exciting directors and theatre-makers; *Introducing Almeida Productions*, a pre-show workshop designed to introduce students to the key themes and context of the play and prepare them for analysing and evaluating the performance, and *Exploring Almeida Productions*, a post-show workshop examining the creative decisions made by the director in relation to style, character and design together with a consideration of the audience's response to the play.

Young Artists

The Almeida Young Company aims to give emerging artists critical experience in acting, writing and devising, as well as in design, technical and stage management roles.

Youth Advisory Board

In 2018, we set up a Youth Advisory Board, a group of young people aged 18-25 who are interested in arts leadership. They meet regularly as a group and are in dialogue with the senior management team and the Almeida Board. Currently they are focusing on data collection and how we tell stories about our participation programme; access work; and youth leadership. They continue to monitor our Actions for Change work and feed into the Board EDI Committee.



Beyond Her Years (Photo: Ian Hippolyte)



Tammy Faye (Photo: Marc Brenner)

Equality, diversity and inclusion

The Almeida is committed to being an inclusive and diverse organisation, representative of the community around us and a cultural home to all. We want everyone who works with us or visits us, to feel welcome and respected. And we want the imaginative work we present on stage to speak to the world we live in, with all its rich variety of voices and cultures.

We recognise there is much work to be done but we are committed to change which will see us become the inclusive and diverse organisation we aspire to be.

This commitment to equality, and to a company culture which treats staff, freelance artists and audiences equally and fairly, goes beyond the Almeida. We are committed to upholding these values in the wider industry and to playing our part in creating a sustainable future for a more equitable theatre in this country.

Read more about EDI at the Almeida [here](#).



Romola Garai in *The Years* (Photo: Ali Wright)

Greening the Almeida

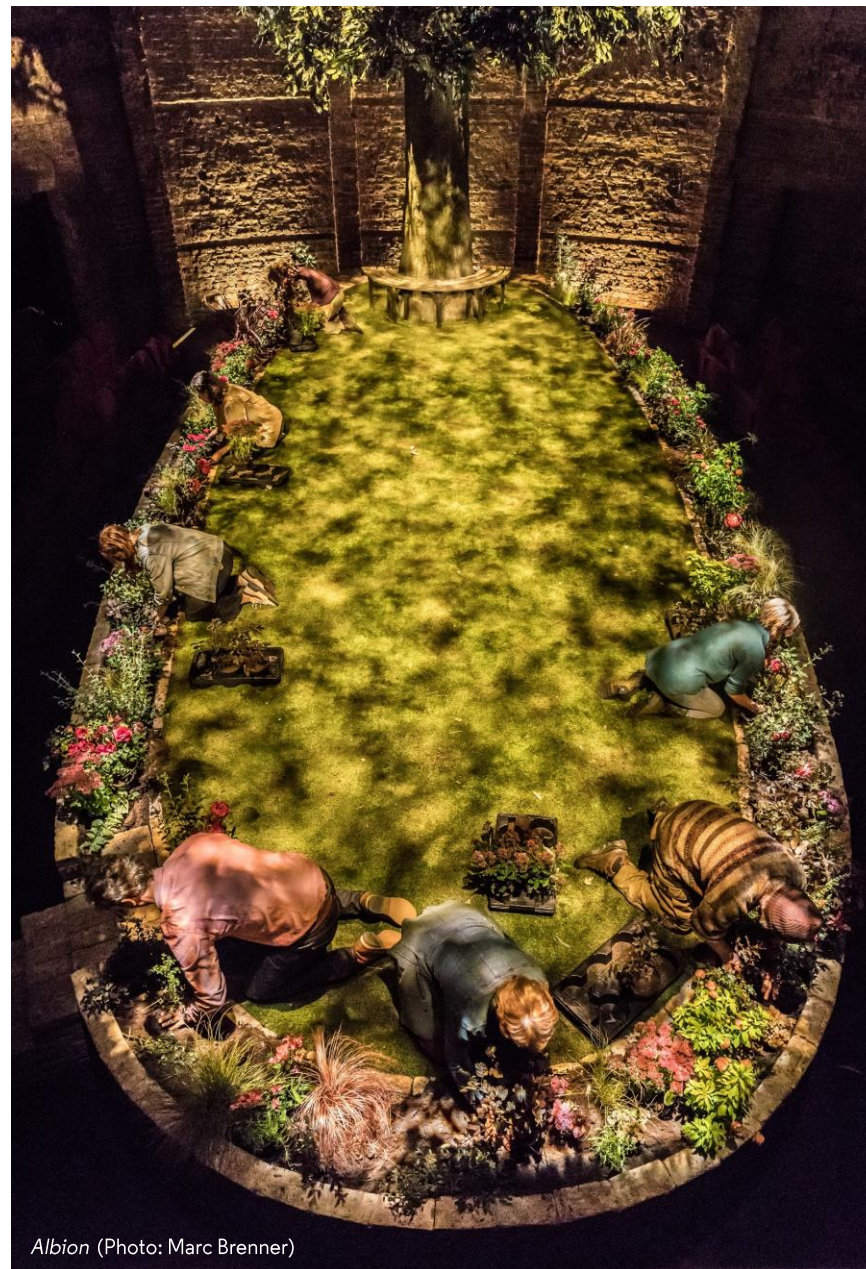
The Almeida Theatre is committed to reducing carbon emissions and minimising its environmental impact to support the Creative Green commitment to keep global temperatures below two degrees of warming.

We make theatre that leads the cultural conversation in London, the UK and internationally. In coming to see a production at the Almeida you are taking part in that conversation, provoking us to consider how we lead our lives as individuals and as organisations.

In recognition of our sustainability efforts, we have been accepted onto Julie's Bicycle's Capital Investment Ready Programme, part of Arts Council England's Environmental Programme – this will support us to decarbonise our building by 2030.

We have consistently been awarded a five-star Creative Industry Green (IG) certification years and were also awarded Best Cultural Venue at the Creative Green Awards in 2019.

[Read our Environmental Sustainability Policy for 2022-2026](#)



Albion (Photo: Marc Brenner)



The role

Reporting to the Board of Trustees, the Artistic Director will lead the Almeida, ensuring it continues to produce compelling, innovative, and diverse work that aligns with the theatre's values. They will deliver the theatre's strategic objectives, maintaining its place as a leading force in the global theatre landscape.

This is an exciting opportunity for an ambitious and talented Artistic Director to drive the mission, purpose and vision of the Almeida and strike the perfect balance between delivering an exciting programme of work and maintaining prudent financial management.

Main Activities and Responsibilities

Artistic Leadership:

- Develop and implement an inspiring and forward-thinking artistic vision for the theatre, with a commitment to artistic excellence;
- Curate a dynamic and diverse programme of productions that champion new writing, bold adaptations, and innovative storytelling;
- Foster relationships with playwrights, directors, actors, and designers, nurturing emerging talent and engaging established creatives;
- Lead the theatre's commitment to inclusivity, ensuring representation both on and off stage.

Strategic Direction:

- Define and shape the theatre's strategic goals, collaborating with the Executive Director to ensure their successful implementation;
- Advocate for the theatre's artistic mission locally, nationally, and internationally, positioning it as a leader in the cultural sector;
- Spearhead high-level fundraising initiatives, engaging with stakeholders, major funders, and sponsors to secure long-term financial sustainability;
- With the Executive Director, develop strategies to diversify revenue streams, including partnerships, grants, and commercial opportunities;
- Lead the creation of an inclusive, accountable, and equitable working environment, with a robust commitment to sustainability and innovation;

- Lead and inspire the creative and administrative teams, fostering a collaborative and supportive environment;
- Promote continuous professional development, ensuring staff and creatives have opportunities to grow and excel;
- Champion inclusivity and diversity within the organisation, embedding these values into all aspects of leadership and decision-making;
- Act as a visible and approachable leader, fostering open communication and trust across all levels of the organisation.

Audience Engagement:

- Strengthen the Almeida's connection with its diverse audience base, ensuring productions remain accessible, relevant and impactful;
- Inspire the work with young people and the community to create a programme which deepens audience engagement with the company's work.

Operational and Financial Oversight:

- Provide executive oversight for all operational and financial activities, to ensure the theatre's long-term sustainability;
- With the Executive Director, ensure fiscal discipline which balances the operation and artistic ambitions;
- Work closely with the Board of Trustees, sub-committees, and the Development Council to provide updates on artistic, strategic, and financial initiatives;
- With the Executive Director, identify and mitigate financial risks, implementing controls and processes to safeguard the theatre's resources.

Person specification

The ideal candidate will be an inspirational and collaborative artistic leader of the highest calibre, with the ability to create a compelling and cohesive vision and commit wholeheartedly to ensuring a confident future for the Almeida. They will bring innovation and creativity to the work we produce and share, creating and implementing an artistic vision to ensure the Almeida remains one of the most exciting and responsive theatres, relevant to audiences of today and tomorrow.

Experience and Skills

- Proven track record of artistic leadership in theatre or performing arts, with a clear vision for the Almeida as a space for bold, innovative storytelling and meaningful community engagement;
- A deep commitment to artistic excellence, creativity, and innovation, ensuring the Almeida continues to push boundaries in its programming;
- Strong network within the theatre and arts industry, including connections with playwrights, directors, and creative teams, and commitment to attracting and growing new artistic talent;
- Excellent communication and leadership skills, with the ability to motivate, inspire, innovate and take risks;
- Demonstrated commitment to diversity, equity, and inclusion in artistic practice and experience in developing strategies to expand and deepen audience relationships, ensuring that the Almeida remains a welcoming and dynamic cultural space;
- Proven ability to oversee complex productions and organisational initiatives simultaneously;
- Strategic thinker with experience of working collaboratively on long-term organisational goals, strategic planning, resource allocation, and financial sustainability;
- Ability to engage with and build networks of support from public and private sectors to support fundraising and donor cultivation.

Qualities and Behaviours

- A dynamic, collaborative leadership style that empowers colleagues and fosters a culture of respect, innovation, and creativity;
- Strong emotional intelligence, demonstrating empathy, resilience, and adaptability in the face of challenges;
- An entrepreneurial mindset, with the confidence to explore new ideas, take creative risks, and innovate in response to changing circumstances;
- A flair for identifying and nurturing talent, creating opportunities for artists and practitioners to grow and thrive;
- Awareness of the key social, political, and financial issues affecting the theatre and cultural sectors, with the ability to position the Almeida as a leader in these conversations;
- A genuine enthusiasm for working with young people, schools, and educational initiatives, ensuring the Almeida remains a vital resource for future generations.



Terms of appointment

This is a full-time role based at the Almeida Theatre, Almeida Street, London, N1 1TA.

Competitive salary dependent on experience.



Jonny Lee Miller in *A Mirror* (Photo: Marc Brenner)

How to apply

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

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

Click on the 'apply' button and follow the instructions. Candidates can share their application as either a CV and supporting statement of no more than 3 pages, or an audio or video application of no more than 3 minutes in duration. If applying by video or audio, please share these as private links to hosted online videos, eg, YouTube or Vimeo. Candidates will also be asked to complete the online equal opportunities monitoring* form.

The Almeida is open to job share / applying in partnership, or flexibility around caring responsibilities or access requirements and reserves the right to adopt the most appropriate leadership structure for the theatre.

The closing date for applications is noon on **Thursday 6th February 2025**.

** 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.*

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.

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.



Matthew Needham and Patsy Ferran in *Summer and Smoke* (Photo: Marc Brenner)

ALMEIDA THEATRE



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