

# Artistic Director & CEO

February 2024





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# Young Vic

[youngvic.org](http://youngvic.org)

# Welcome

Thank you for your interest in the role of Artistic Director & CEO of the Young Vic.

It is one of the most exciting jobs in theatre. Under the leadership of our current Artistic Director Kwame Kwei-Armah and his many illustrious forebears, the Young Vic has become a ground-breaking, representative and world-leading theatre, with excellence on our stages and a positive impact well beyond our home on the Cut. At the heart of the Young Vic's values is an unwavering commitment to community - to the broad community of theatre and to our community in Lambeth and Southwark - as evidenced by our long-established artist-based Creators Program and local community-oriented Taking Part initiative.


We are looking for someone who shares our values and our commitment to excellence, access, representation and social justice, someone who is excited to build on the tremendous foundations at the Young Vic and someone who, together with our exceptional Executive Director Lucy Davies, can lead our wonderful theatre into its next exciting phase with a clarity of vision and purpose and unbridled creativity and joy.

We very much look forward to hearing from you.

Glenn Earle

Chair of the Board



A woman with her hair in a bun, wearing a red and black jacket, stands in a dark space with her arms raised, looking up at a ceiling of red lights. The scene is dimly lit, with a green exit sign visible in the background.

**“The Young Vic is London’s most lovable theatre. The building welcomes; the programming dares. It offers danger in a safe place.”**

*The Observer*

# Our Story

The Young Vic Theatre has been one of London's leading theatres for more than fifty years, established to create a new kind of theatre for a new generation.

The theatre was built on The Cut in 1970 and was intended as a temporary space that would last no more than 5 years. The original building closed in 2004 and in 2006, a redeveloped theatre opened on the same site, designed by Haworth Tompkins and featuring three flexible spaces with capacities of 420 (Main House), 140 (The Maria) and 60 (The Clare). The theatre was named RIBA London Building of the Year. We are very proud of how welcoming and inclusive the Young Vic space is, spilling out onto the street, with just one front door for all.

The Young Vic welcomes audiences of over 100,000 a year and distributes 10% of tickets for free to community members, neighbours and schools – a policy upheld irrespective of box-office demand.

It was founded as a space for world-premiere productions as well as unexpected takes on classic plays that speak to our present. The programming is varied, socially relevant and formally inventive. YV produces new plays; reimagined classics; musicals; adaptations of books; short films; Ballroom; digital projects; and other forms of theatre, attracting audiences from many different backgrounds. The shows are created by some of the world's greatest theatre makers alongside some of the most adventurous of the younger generation. This fusion makes the Young Vic one of the most exciting theatres in the world and attracts what is acknowledged to be the youngest and most diverse audience in London.

Under the leadership of Artistic Director Kwame Kwei-Armah (since 2018) and Executive Director Lucy Davies (since 2022), the Young Vic stands out in the city's cultural landscape for balancing daring commercial drive, artistic flair and success with genuine grassroots social impact.

Kwame articulated three pillars to the Young Vic's mission: innovation, community and access. The work in the Main House, of Taking Part and of the Creators Program forms a rich symbiotic ecology and unified purpose.

For over 25 years, the YV has put local communities in Lambeth and Southwark at the heart of the theatre through the creative engagement program, Taking Part. Taking Part is the embodiment of the Young Vic spirit: that the arts are indispensable to a full life and that everyone should have the opportunity to participate. We work with young people, adults and schools, and engage with over 15,000 people a year, providing free tickets to all our shows and free creative and artistic opportunities to our participants.

The Young Vic Creators Program is the only scheme of its kind for multi- and anti-disciplinary artists. We offer artists and producers unique pathways to develop their craft through opportunities that range from skills-based workshops to trainee and assistant director roles and a two-year residency through the Genesis Fellow/Associate Director position. The Genesis Network provides an online community to over 2,500 artists and producers.





THE SECOND WOMAN



# Our Values

The Young Vic is driven by seven core values which underpin all that we do, both on stage and off, to make the Young Vic what it is today - bringing together artists, communities and audiences on a global scale and using the power of stories to change our world.

- We believe theatre is at its best when everyone participates.
- We are driven by relentless curiosity and debate.
- We believe in pioneering and in leading into the unknown.
- We are led by the creativity of our people and the limitless possibility of imagination.
- We collaborate: working together to achieve shared goals.
- We lead with kindness - with heart, with care, and with the wellbeing of our people.
- We are committed to openness rooted in trust.



# Our Programme

We produce 4-6 productions in the Main House every year, with run lengths between 6-10 weeks. Within this form, there is space for events like the 24 hour *The Second Woman*, or limited visits from fantastic international companies. The Young Vic programme is generous and eclectic. In the past decade, ground-breaking revivals include Simon Stone's *Yerma* starring Billie Piper and new work has included the multi-award-winning world premieres of Matthew Lopez's *The Inheritance*.

Under Kwame, the Young Vic has expanded the radicalism of revivals with, for example, Marianne Elliott and Miranda Cromwell's *Death of A Salesman* starring Wendell Pierce and Sharon D. Clarke which transferred to the West End and Broadway, and Matthew Dunster's sell-out production of *The Homecoming*. Contemporary playwriting has been central to the programme, with premieres of new plays from Danai Gurira, James Graham, Sonali Bhattacharya, Kimber Lee. Stellar directors like Daniel Fish, Ivo van Hove, and Liesl Tommy have been invited to make work, as have some of our most exciting talent : Milli Bhattia, Jen Tang, Roy Alexander Weise and Ola Ince.

Internationalism has been a consistent focus for the Young Vic, looking across the globe for artistic ideas that provoke and inspire us about the world now.

*Oklahoma*, photo © Marc Brenner





# Community

Taking Part is one of the most longstanding Creative Engagement Departments in the country. We work with young people, adults, schools, and our local community. We engage with over 15,000 people a year, providing free tickets to all our shows and free creative and artistic opportunities to our participants.

Our three strands, Learning, Participation, and Neighbourhood Theatre, create work that is the beating heart of the organisation. Each year Taking Part's programme responds to a shared theme, eg 'Home, History and Heritage', 'Freedom of Expression' and this year: 'Investing in Our Community'

Recent flagship Taking Part projects include the collaboration with the Hetrick Martin Institute in NY in the creation of Sundown Kiki Reloaded, and the Innovate project using creative techniques to support children at two schools across all of the curriculum. Increasingly, Young Vic's Taking Part work is in global conversation and partnerships with bodies from Australia to the USA.

# Artist Development

The Creators Program offers a suite of opportunities to emerging and mid-career artists. These include paid opportunities for Assistant and Trainee Directors, workshops to develop craft, and the Genesis Network to connect with other artists and share information. Through the Creators Program, there are also annual opportunities to create work in our studios through the Genesis Future Directors Award and Five Shorts.

Every two years we recruit Ambassador Trustees from the Genesis Network to sit on our Board.



# Equity, Diversity and Inclusion

The Young Vic is committed to creating a broad programme of work on our stages made by and for people that are representative of London.

The Young Vic prioritises representation, radical welcome and a culture of belonging. Across our artistic programme and all activity, we seek practices to support colleagues, practitioners and the public to fully participate, to see themselves, and to feel at home.

We have a workforce that also represents our city. Our recently appointed Head of People is building policies and practice that are open, active and responsive to our values. We have clear accountability processes and toolkits to ensure people are heard and action taken when our values are not lived.

We have cross-department staff groups that contribute to our working practice for staff and freelancers. These include a Wellbeing Task Force, a Staff Inclusivity Working Group, a Black and Global Majority Solidarity Group and Racial Justice group. Within these groups, learnings, ideas and information are shared, and smaller specific groups drive progress to standardise YV workplace culture and best practice across the organisation. In the past year, staff have received training, support and consultancy from Gendered Intelligence, Kelsie Acton, the Antisemitism Policy Trust, What If Experiment, Conversations in Colour, Extant, Stephen Bailey and D-Act.

We are currently working with Classroom to pilot alternative methods of paying artists from low socio-economic backgrounds, artists who are in receipt of long-term benefits, and artists who are experiencing long-term financial insecurity.

In the last 18 months, we have been developing technology that will enable us to run hybrid sessions and activities, from panel talks, to meetings, to presentations, to workshops and rehearsals. We have created a Tech Tower to facilitate collaboration between online and on-site users, and it provides a number of access features. We have been piloting this with disabled and non-disabled artists so that those unable to be in person at events can have full and creative access to our activities.

The Creators Program Reach Out covers travel and accommodation costs for artists who live and make work beyond London so that they can participate in Creators Program activity and work as trainee or assistant directors on productions. We open access to our productions by making 10% of tickets free to local community groups, schools, residents and artists on our Creators Program.

We are a fully wheelchair accessible building and access performances across our seasons include BSL interpreted, captioned, audio described, relaxed environment and, more recently, sensory adapted performances. We are actively working to improve and embed accessible thinking, and to further develop both our creative access offer and audiences for accessible work.





# Racial Justice

Between 2020 and 2022 we collaborated with the What If Experiment (previously Sour Lemons) to acknowledge the impact that racism had had on our staff in the past, take action to prevent this from happening in the future, and work to achieve greater racial equity among our staff and artists.

We still have a long way to go and we recognise that this work doesn't have an end point, but will involve cycles of listening and responding to our artists, staff, and communities. We have active working groups to sustain this work and drive the action plan. 44% of our current workforce are people who are Black or from the global majority, and their solidarity space is a crucial element in the Young Vic's culture of belonging. Some of the outcomes and systems that have emerged from the action plan include:

- Creation of the seven values;
- The appointment of a Head of People;
- An accountability flowchart for staff, theatre-makers, audiences and participants;
- Quarterly Town Hall meetings with all staff.



# Sustainability and Climate Justice

At the Young Vic, we are committed to ensuring that everything we do is as environmentally responsible and sustainable as possible. We see an important connection between our Climate Justice work and our Anti-Racism work. We have a dynamic Environmental Policy and Action Plan, driven and monitored by the Board, and led by our Executive Director, Lucy Davies, who is a Creative Climate Leader 2017 and Creative Green Champion 2020. We are also proud to be the recipients of a 5 Star Creative Green accreditation from Julie's Bicycle.

Some of the current focus includes:

- We have been working to the Theatre Green Book for all productions from Jan 2023 onwards, and are part of creating the European Theatre Convention Green Book;
- We track and analyse our carbon progress against Creative Green benchmarks;
- We are scoping solar on the roof in collaboration with Repowering London and Octopus Energy;
- We have introduced a Green Building Levy on ticket transactions which will enable capital improvements and investments in our building and work, led by a sustainability approach;
- We have set targets to reduce the kwh per m2 we use for gas and electricity to below best practice guidelines;
- We continue to source energy from a green energy provider.

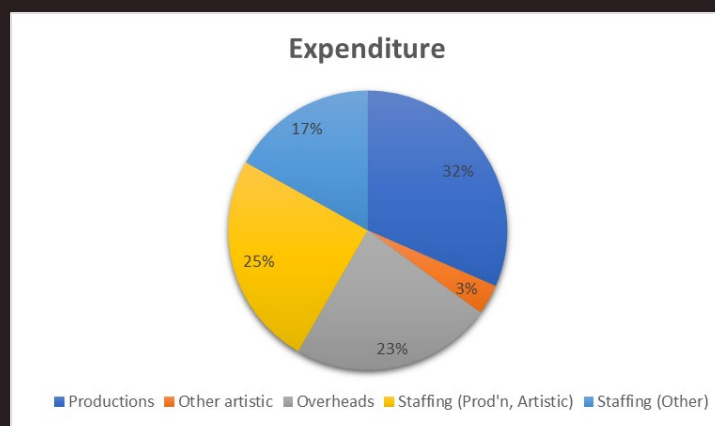
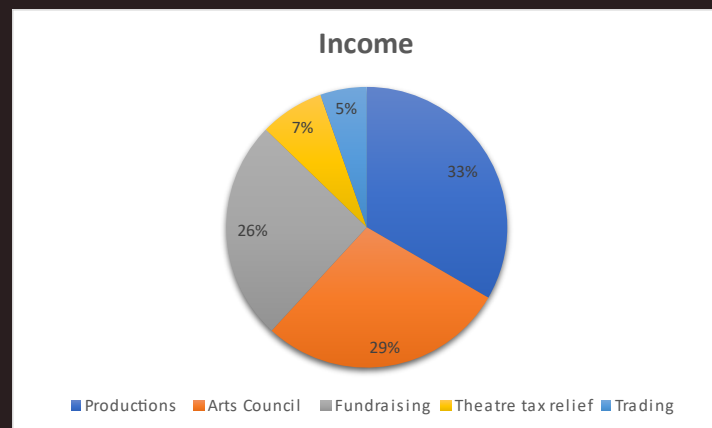


# Our Financial Model

Young Vic had one of its most ambitious and far-reaching periods from late 2021 to mid-2023, emerging from the pandemic with large scale work on its main stage, genre-busting artistic work in the Maria, a public realm celebration of 25 years of Taking Part, a digital streaming platform Best Seat In Your House, two Broadway transfers, two West End transfers, and a 24 hour performance. New work, theatre events, musicals and visionary revivals side by side.

This stellar season met an external environment that was unpredictable and inflationary. Staff turnover peaked during 2022. By the end of the financial year 22/23, unrestricted reserves were under £500,000 (against a policy target of £750,000). During 23/24, the Young Vic Executive team has aimed to establish a more sustainable producing and operating model, working towards a balanced budget at around £6m turnover. The current year is performing well, thanks to the commitment from an engaged staff team and brilliant artists coming on the journey with us.

A new Artistic Director will be inheriting an organisation that is in stable shape, with good visibility and accountability across the operations and finances, a strong workforce culture of belonging and care, supported by a confident and highly skilled Board of Trustees (including three Ambassador Trustees recruited from the Creators Program network). Nonetheless, the internal and external environment remains challenging, with imagination and innovation needed to steer the organisation into a future of possibility. We are seeking an Artistic Director & CEO who is excited by forging future models for our sector.









# The Role of Artistic Director & CEO

The Artistic Director is appointed by the Board of Trustees to oversee, develop and implement the Young Vic's artistic policy at the highest level and to take ultimate responsibility for the artistic, moral, legal and financial wellbeing of the company, the work it produces and of its staff.

Accountable to the Board and working closely alongside the Executive Director, the Artistic Director drives the mission, purpose and vision of the Young Vic and ensures the right balance is achieved between an exciting programme of work and prudent financial management.

The Artistic Director will embody and further the values of the Young Vic, which is committed to racial, social and climate justice.

## Core elements of the role

- Driving and upholding Young Vic's mission and purpose internally and externally;
- Being the public face of the Young Vic;
- Motivating and inspiring the staff team of around 60 full time core staff;
- Promoting an organisational culture which centres people and demonstrates an inclusive management style;
- Collaborating with the Executive Director and a talented senior management team, supporting them to realise their full potential;
- Taking full responsibility for artistic policy and the programme of productions and collaborations and supporting artists and core staff to realise the programme of work;
- Nurturing relationships with directors, writers, actors and other theatre practitioners;
- Driving and approving creative and casting appointments, as well as all other aspects of productions and collaborations;
- With the Executive Director, developing visiting company and co-production opportunities;
- Playing a key role in maximising fundraising income from statutory and non-statutory sources to support the capital and revenue budgets of the charity; and in particular a commitment to supporting the maintenance and development of key relationships with major funders and donors;
- Advocating for and supporting Taking Part and Creators Program activity;
- With the Executive Director, presenting to the Board clear budgets for each financial year, and ensuring that the company operates within such agreed budgets;
- With the Executive Director, leading on the appointment and management of all staff;



- Attending management and staff meetings, as well as regular planning, finance and communication meetings;
- Attending all Board meetings to present the forthcoming programme of work, to give progress reports on current programme and to lead discussions on long term strategic plans; and
- Developing and maintaining relationships with other arts organisations in the UK and throughout the world.

## **Key duties and responsibilities**

### Programme

- Responsibility for the artistic programme within and beyond the theatres with the most impactful, mission-building work, ensuring the theatre works within the bounds of its organisational, artistic and operational resources;
- Set direction, support, effectively resource and advocate for the sector-leading work of Taking Part and the Creators Program; and
- Identify and maximise commercial potential for projects.

### Leadership

- Alongside the Executive Director, drive the articulation and development of the strategic plan to support the vision, mission and values of the Young Vic;
- Build an anti-racist, accountable and equitable working environment across the theatre;
- Ensure the workplace culture is forward-thinking and represents inclusive best practice;
- Uphold a commitment to environmental sustainability and climate justice throughout the organisation; and
- Act as the public face of the Young Vic, confidently representing the organisation in press, public relations, and all forms of media.

### Finance, Legal & Governance

- Share with the Executive Director in accountability for the financial and legal health and compliance of the Young Vic;
- Maintain positive and open working relationships with the Chair and all trustees;
- Attend and report to all Board meetings, sub-committee meetings and Development Board meetings;
- Develop the theatre's role as a sector and civic leader, ensuring the Young Vic is a meaningful partner with the many bodies it collaborates with;
- Continue to build the Young Vic's reputation internationally and develop the company's global brand;
- Nurture excellent working relationships with stakeholders; and
- To always act in the best interest of the Young Vic.







# Person specification

The successful candidate will ideally bring all or most of the following qualities:

## Experience and Understanding

- A clear distinctive vision of the Young Vic as a theatre with a strong commitment to its local community, with a solid training remit and as a theatre with an international reputation;
- The ability to communicate that vision, effectively and persuasively, to staff and the public;
- A commitment to artistic excellence;
- A commitment to artist development;
- A commitment to working with the local community, young people, schools and colleges;
- A commitment to diversity and racial justice in all its aspects;
- A commitment to the principles of audience development;
- Experience within the theatre world, probably as a Director or in a senior management position;
- The desire and ability to be an effective team leader; the ability to motivate, inspire, innovate and take risks;
- The ability to work well under pressure and successfully manage complex projects simultaneously;
- Experience or understanding of strategic management including the management of financial resources as well as project and staff management;
- An understanding of arts fundraising and the capacity to bring potential networks of support; and
- An awareness of the major social, financial and political issues facing the Young Vic and the sector in general, and an enthusiasm to imagine new models.

## Approach and Behaviours

- Commitment to anti-racism and racial justice;
- Commitment to sustainability and climate justice;
- Resilience with the ability to cope with pressure and high expectations;
- Empathy and empowerment with colleagues;
- Enthusiasm, energy and commitment;
- Innovation and an entrepreneurial mindset; and
- Dynamic and collaborative leadership skills;



# Terms of appointment

- The Artistic Director reports to the Board and is line managed by the Chair of Trustees;
- This is a full-time, permanent contract with 6 months' probation and 6 months' notice on completion of probation;
- This role will be based in The Cut, home to the Young Vic and located in Waterloo on London's South Bank. Core hours are 10am – 6pm Monday to Friday with flexibility, evening and weekend working as would be expected of the role;
- The salary range for the role is £85,000-£105,000 gross pa.

## Benefits:

- Holiday: 25 days per annum increasing by 1 day for each full financial year worked to a maximum of 30 days.
- Contributory Pension Scheme
- Flexible Working
- Interest Free season loan ticket
- Cycle to Work Scheme
- Enhanced maternity and paternity pay



# How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to The Young Vic on this appointment.

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

Click on the 'apply' button and follow the instructions to upload your 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 Young Vic 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 equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*

The closing date for applications is noon on **Friday 15<sup>th</sup> March 2024**.

**For a confidential conversation about the role, contact Todd Heppenstall, Partner & Consultant, Saxton Bampfylde – [Todd.Heppenstall@saxbam.com](mailto:Todd.Heppenstall@saxbam.com)**

We are particularly keen to hear from Black and Global Majority people, and candidates who are disabled. All candidates who are disabled who demonstrate that they meet the essential criteria will be invited for interview. The Young Vic is committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, caring responsibilities, disability, gender, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation. We are a disability confident employer.

## Key Dates

Preliminary interviews with Saxton Bampfylde: w/c 25<sup>th</sup> March & 1<sup>st</sup> April

Informal 1:1 Conversations with the Young Vic: w/c 15<sup>th</sup> April

Final interviews with the Young Vic: w/c 22<sup>nd</sup> & 29<sup>th</sup> April

The Interview Panel / Nominations Committee is made up of the following Trustees:

Glenn Earle (Chair), Anna Williams, Farah Golant, Varun Chandra, Kobna Holbrook-Smith, and Fiona Shaw, plus an external artist and ACE representation.

## 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.



# Young Vic



Saxton Bampfylde