

Saxton Bampfylde



**ARTISTIC DIRECTOR
RECRUITMENT PACK**

**SHEFFIELD
THEATRES**

WELCOME

Thank you for your interest in Sheffield Theatres.

Sheffield Theatres is an established leader in British theatre, renowned the world over for the quality and ambition of its work. The team is committed to equality and inclusion, investing in talent, and collaborating with communities across the region.

Sheffield Theatres has long been recognised for its significant contribution to the cultural sector. The success of recent years has seen work made in Sheffield enjoyed across the UK, in the West End and on Broadway.

Robert Hastie, who has been the Artistic Director of Sheffield Theatres for the last eight years, is stepping down and will leave the company in July 2024.



Supported using public funding by
**ARTS COUNCIL
ENGLAND**



ABOUT US

Sheffield Theatres' three-auditoria complex in the heart of Sheffield attracts audiences of around 400,000 each year and is the largest producing theatre complex outside London, nationally recognised for its excellent production values, high calibre casting and world-class creative teams. The diverse programme of bold and original produced work is complemented by the presentation of the best UK touring productions, with Sheffield Theatres being a key venue for the UK's network of commercial producers.

Work created at Sheffield Theatres feeds the sector, with shows made in Sheffield impacting the West End and Broadway, as well as UK and international touring. Produced work spans a range of genres: classical revivals, new work, large-scale musicals, and innovative and immersive theatre experiences.

Recent produced highlights include the multi award-winning Sheffield-set musical [Standing at the Sky's Edge](#) (currently running in the West End), the international touring and West End hit musical [Everybody's Talking About Jamie](#), which was also released as a film to 244 countries and the Olivier award-winning internationally acclaimed [Life of Pi](#).

Committed to investing in the creative leaders of the future, Sheffield Theatres' dedicated talent development hub, [The Bank](#), supports a new cohort of emerging theatre-makers every year.

Sheffield Theatres also nurtures and supports independent companies through co-productions, with recent partners including [Utopia Theatre](#), [Roots Mbili](#) and [Theatre Centre](#). In addition to this, Sheffield Theatres is part of a wider change network in the industry including being home to [Ramps on the Moon](#) and [PiPA](#) (Parents in Performing Arts).



PURPOSE

Sparking imaginations at every stage, our work shines as brightly as the spirit of our city

VISION

Theatre made in Sheffield will be a mark of quality recognised worldwide

Our warm-hearted welcome will forge a sense of belonging for all our communities, whether in our vibrant spaces or neighbourhood places

Celebrating every craft and contribution, we'll fuel the industry's future

VALUES

Creating 'wow'

Heart, soul, passion and pride in all that we do

A warm welcome for everyone

Aiming for the top of the hills





SHEFFIELD THEATRES

CRUCIBLE

The intimate thrust stage symbolises the distinctive open and accessible approach which audiences and actors alike have come to associate with Sheffield Theatres.

All 920 seats are 'equal' and audiences, on all three sides, sit within 22 metres of the stage, creating an unusually direct and powerful connection with the performance.

As well as producing incredible in-house productions, the theatre hosts a variety of festivals and events including the World Snooker Championships every year.



LYCEUM

A gleaming traditional proscenium arch theatre presenting a variety of shows including touring West End productions, opera and contemporary dance, as well as the annual pantomime.

Seating 1068, the auditorium is remarkable in offering a superb, clear view of its proscenium stage from every part of the house.



TANYA MOISEIWITSCH PLAYHOUSE

An intimate, versatile space seating up to 400 and which hosts a mix of in-house and touring productions, including a strong strand of new work.

The Playhouse is also home to Music in the Round.

CRUCIBLE

'BRITAIN'S FINEST THEATRE'

Sir Ian McKellen



THE TEAM

BOARD

Sheffield Theatres is managed by a Board of Trustees comprising 15 members drawn from the local, regional and national arts, education and business communities.

EXECUTIVE TEAM

Delivery of Sheffield Theatres' strategy and day-to-day activity is led by:

Tom Bird, Chief Executive

Bookey Oshin, Deputy Chief Executive

The **Artistic Director**

SENIOR MANAGEMENT TEAM

The Executive are supported by a senior management of eight:

Anthony Lau

Associate Artistic Director

Rachel Nutland

Communications Director

Caroline Laurent

Customer Experience Director

Kathy Gillibrand

Finance Director

Elizabeth Barran

Fundraising & Commercial Director

Jenna Omeltschenko

Learning & Participation Director

John Bates

Operations Director

Nick Stevenson

Producer

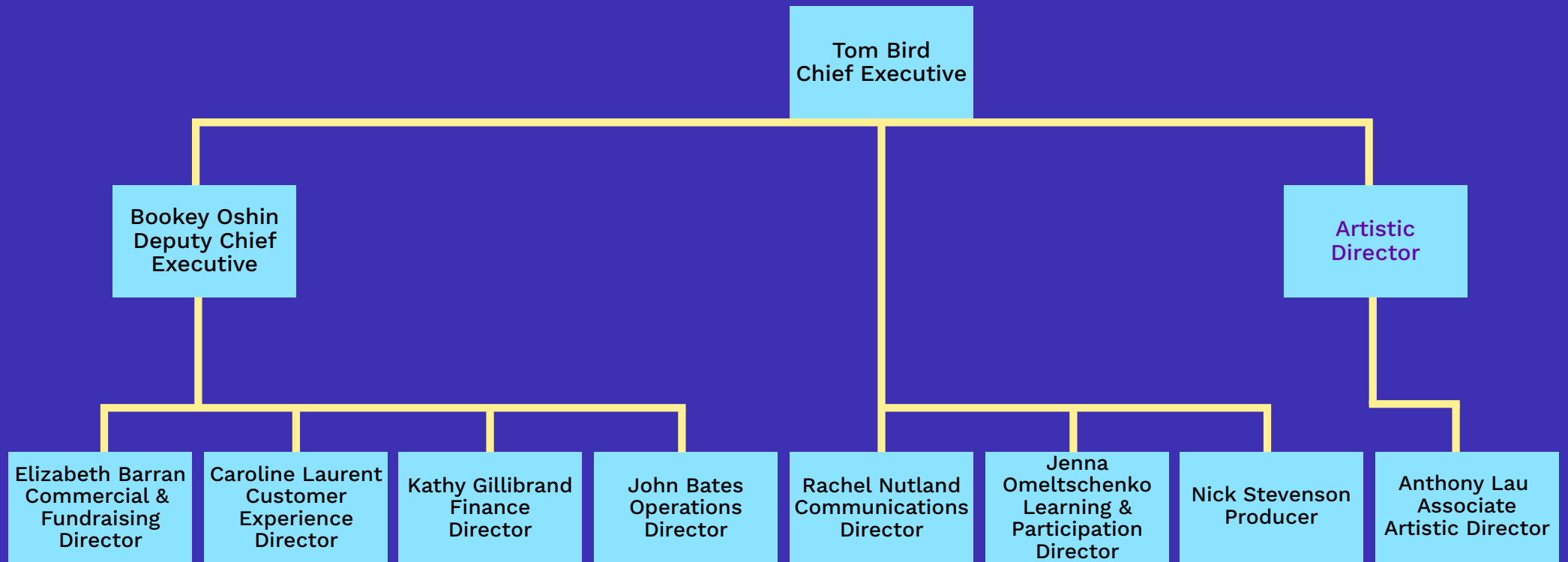
Sheffield Theatres employs 101 permanent staff (66 full-time and 35 part-time) and typically draws on around 190 additional people each year (contractual and seasonal staff) to deliver our year-round programme. Sheffield Theatres is also home to resident companies Parents and Carers in Performing Arts (PiPA) and Ramps on the Moon.

89% of income is generated through ticket sales, hospitality, events, hires and fundraising.

Public funding makes up 11% of total income from two strategic funding partners - Arts Council England and Sheffield City Council.



SENIOR MANAGEMENT TEAM



THE ROLE AND KEY DUTIES

The role of the Artistic Director is an executive leadership role.

The successful candidate will be the creative head of the organisation, responsible for setting an overall artistic vision for Sheffield Theatres.

Specifically, the Artistic Director will be responsible for generating, producing and presenting an exciting and aspirational programme for the Crucible and Playhouse that enthuses both current and new audiences, while ensuring the organisation maintains its position as the country's pre-eminent regional producing theatre.

Strategic Leadership

The main duties of the Artistic Director are:

- Establishing the artistic vision for Sheffield Theatres; working with the management teams, Board and staff to utilise the available resources to engage, entertain and challenge our diverse and evolving audiences.
- Liaising with the Board regarding the artistic programme and related management and financial issues.
- Delivering a programme that contributes significantly to the ongoing financial security of the organisation.
- Demonstrating an integrated, arts-led approach to diversity and equality throughout the organisation.
- Attending to the quality and clarity of produced shows by supporting and guiding directors and creative teams during the rehearsal and preview process.
- Actively participating in the overall financial management of the organisation.
- Sharing responsibility for ensuring the variety and quality of the received programme in the Lyceum and Playhouse.
- Encouraging and maximising the creative potential for future life of Sheffield Theatres' productions.
- Ensuring and maintaining a prominent reputation, both artistically and as an organisation, at a regional, national and international level.
- Embedding and sustaining creative excellence throughout the organisation; inspiring staff and creative teams and creating opportunities to grow and coach talent.
- Actively engaging in audience development initiatives.
- Working collaboratively with external partners, establishing and developing effective relationships, including with Arts Council England and Sheffield City Council, attending meetings as required.
- Actively engaging strategically and practically in fundraising and membership.
- Acting as a chief spokesperson and public face for Sheffield Theatres.
- Nurturing and mentoring emerging artists, both in the programme and through The Bank, Sheffield Theatres' supported artists initiative.

PERSON SPECIFICATION

The successful candidate will have an acknowledged track record, primarily as a theatre artist with a reputation for artistic excellence.

They will possess recognised artistic ability and demonstrate an innovative and exciting approach to creative programming to include new writing, co-producing and commissioning.

The Artistic Director will also demonstrate a passion and dedication to working collaboratively with established, emerging and diverse artists to produce work of the highest quality, as well as supporting Sheffield Theatres' ground-breaking learning programme in the community.

The Artistic Director must have the ability and appetite to be the public face and chief spokesperson on all artistic matters to a wide variety of stakeholders, including funding bodies, corporate sponsors, the media and the theatre industry.

Skills, experience and knowledge

- An acknowledged track record in theatre that has made a positive impact on audiences, critics and the theatre industry, in the UK or beyond.
- An in-depth appreciation and knowledge of current theatre practice in the UK and the wider world.
- Proven experience in initiating and developing effective and successful partnerships and collaborations.
- The ability to be a team player, to inspire staff and work collaboratively with the Chief Executive, Deputy Chief Executive and Senior Management Team.
- Experience of working with producers to set and manage production budgets with an appreciation of cost control.
- Knowledge and experience of the UK arts funding system and other fundraising initiatives.
- Excellent communication and public speaking skills both internally and in the public arena.
- A dedication to and breadth of knowledge of audience development.
- A commitment to diversity, equality and inclusion, and the Arts Council's Investment Principles.
- The ability to manage multiple priorities.

TERMS

Contract

Permanent, full time

Salary

£85,000 per annum

Pension

Stakeholder Pension Scheme – 4% of salary contributed by Sheffield Theatres Trust matched by employee

Probationary Period

6 months' probation with one month's notice

Holidays

26 days plus 8 public holidays per year (based on a 5 day working week)

Notice Period

6 months (1 month during probationary period)

Relocation

We will consider making a contribution to relocation costs on appointment

HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to Sheffield Theatres on this appointment.

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

Click on the 'apply' button and follow the instructions to upload a supporting statement of no more than 3 pages, and a CV, or an audio or video application of no more than 5 minutes, and complete the online equal opportunities monitoring* form.

Your supporting statement should highlight concisely and clearly your reasons for applying and how your experience and contacts would enable you to fulfil this role as detailed in the role description and person specification.

Sheffield Theatres is open to job shares / applications in partnership, or flexibility around caring responsibilities or access requirements, and reserves the right to adopt the most appropriate structure for the role and organisation.

Equal Opportunities Policy

Sheffield Theatres recognises the positive value of diversity, promotes equality and challenges discrimination. We welcome and encourage job applications from underrepresented voices and people of all backgrounds.

*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 Tuesday 23 April 2024.

For a confidential conversation about the role, contact:
Todd Heppenstall, Partner & Consultant, Saxton Bampfylde – Todd.Heppenstall@saxbam.com.

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.

Photography credits:
Smart Banda, Chris Saunders, Sam Taylor, Heather Isobel, Marc Brenner, Manuel Harlan, Johan Persson, Helen Murray, James Stewart, Becky Payne.

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