

The Royal
Lyceum
Edinburgh

A woman with blonde hair and bangs is singing passionately into a vintage silver microphone. She is wearing a dark jacket with a thick, shaggy green fur collar. The background is dark, and the lighting is focused on her face and the microphone.

Executive Director

July 2025

Ref: JAIXC

Saxton Bampfylde

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This is Memorial Device. Photo © Mihaela Bodlovic.

About The 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 Edinburgh and Scotland, with 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 key 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 to share with Edinburgh, Scotland, the UK, and the world.

Each year we 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, 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 pressing issues of the day,

shining new light on classic texts and stories, introducing children and young people to the magic of theatre and growing our audiences in Edinburgh as well as across Scotland, the UK, and internationally.

The theatre 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.

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.

The Mountaintop. Photo © Mihaela Bodlovic.





Sunset Song. Photo © Mihaela Bodlovic.

Our Vision

A world-renowned theatre befitting Scotland's capital which enriches and deepens our understanding of the world by producing exceptional work in a beautiful environment.

Our Mission

To create and present extraordinary theatre for the people of Edinburgh and the world by telling life-enhancing stories, engaging our communities, and bringing people together.

Our Values

Our strategy is underpinned by our values. These values represent who we are, and they inform all that we do:

Quality

We make theatre that is of the highest quality, championing the best of Scotland's and the UK's 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 as well as applying the same criteria of excellence to our policies and practices as an organisation.

Relevance

Our work reflects the lives, experiences and concerns of contemporary audiences. It

explores the social, political, and cultural issues shaping Scotland and provides artists with a platform for their artistic inquiry on an iconic and internationally renowned stage.

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.

Open

We are collaborative in outlook, our communication, and our partnerships, ready to embrace change and new ways of working, in the pursuit of the twin goals of excellence and sharing our work as widely as possible.

Passionate

We care deeply about what we do and how we do it. We're passionate about the life-enhancing impact of live performance and participation in creative activities, but we also act with care, kindness and integrity in our relationships with the people we work with and with whom we engage.

Courageous

We operate with courage, energy, and determination, striving to exceed our expectations of ourselves. Continually seeking to develop and improve our practice, we're not afraid to embrace change, driven by the need for continual professional development and remaining alive to contemporary approaches to making theatre and ensuring a fit for purpose organisation.

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; achieving financial sustainability through a mixed model of funding, donations, and commercial income.

To be a rewarding and supportive place to work, helping to develop the next generation of theatre makers whilst enabling sustainable careers for more established artists and theatre workers.

To meet our responsibilities to the environment and climate emergency.



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 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 recognised 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.



Macbeth (an undoing). Photo © Stuart Armitt.



Sunset Song. Photo © Mihaela Bodlovic.

Sunset Song, adapted by Morna Young and directed by Finn Den Hertog, was a coproduction 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 the 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 in 2024 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.

The Outrun, a new version of Amy Liptrott's novel by leading Scottish writer, Stef Smith. Directed by former Artistic Director of the Royal Court and NTS, Vicky Featherstone, this EIF co-production was a hit at the 2024 Edinburgh International Festival.

A Streetcar Named Desire, a revival of the Tennessee Williams modern classic, was originally presented as part of the 2023 Pitlochry Festival Theatre season, directed by Elizabeth Newman, and had a very successful three weeks at The Lyceum in autumn 2024.

The Baddies, adapted from the children's book by Julia Donaldson and Axel Scheffler, this world premiere was our first co-production with Freckle Productions.

Treasure Island, adapted from the original novel by Duncan McLean and directed by Wils Wilson, was our 2024 Christmas production.



Treasure Island. Photo © Jess Shurte.



A Streetcar Named Desire. Photo © Fraser Band.

The Merchant of Venice was the second part of our Shakespeare Exchange with Theatre for a New Audience in Brooklyn after our visit to New York, which played to large and appreciative audiences in January 2025.

Wild Rose, our award-winning stage adaptation of the film by Nicole Taylor, directed by John Tiffany, was our box office smash of the 2024/25 Season.

The Mountaintop by Katori Hall, directed by Rikki Henry, completed our most recent season with this stylish production.

Glasgow's GRAND OLE OPRY





Lyceum Youth Theatre's *Frankenstein* - Summer on Stage. Photo © Mihaela Bodlovic.

Engagement & Artist Development

Creative Engagement

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.

Alongside the production and presentation of main stage performances, The Lyceum's Creative Learning team 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 2024/25 financial year, there were over 13,395 attendances by people of all ages in The Lyceum's events, workshops, and weekly classes.

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. Our Summer on Stage project gives 101 young people aged 5-19 a chance to work with top-

class professional theatre practitioners and present their work on The Lyceum's iconic stage. Plus, our work with people aged 60+ has become an important part of the provision for this group of people from communities across the city of Edinburgh and beyond.

The Creative Learning team is currently in the early stages of a review to ensure that the programme remains fit for purpose and appropriate to the needs of the city.

Artist Development

The Lyceum has always played an important role in providing opportunities for Scottish artists to grow and develop. Many actors have started their careers at The Lyceum over the years and the theatre provides opportunities for early career artists to explore their practice and for more established artists to develop exceptional work and sustainable careers. The Lyceum is committed to diversifying the theatre sector, working towards a workforce and an audience which is representative of the population of Edinburgh, serving as wide and diverse a community of theatre lovers across the city, and Scotland, as possible.

The Lyceum's Board & Team

The Royal Lyceum Theatre Company 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, and not-for-profit and commercial theatre production.

The Lyceum's current Trustees are:

Hedda Beeby
James Brining
Flavia D'Avila
Claire Dow
Lynsey Fusco
Mike Griffiths
Dr. Hugh Hall
Janet Hamblin
Miranda Higham
Ann Jacob-Chandler
Tari Lang (Chair)
Lauren McFarlane
Graeme McWilliams
Gordon Rintoul CBE
Ian Ritchie CBE
Hillary Williams

The Company is managed by a Senior Team comprised of:

Anna Astell
Director of Audiences and Commercial

Annemarie Devlin
Director of Development

Hilary Dyson
Finance Consultant

James Brining
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 Operations

Callum Smith
Director of Producing



A Streetcar Named Desire. Photo © Fraser Band.





The Girls of Slender Means. Photo © Mihaela Bodlovic.

The Role

Following the announcement that Mike Griffiths will be leaving his role at The Lyceum at the end of October 2025, we are seeking a new Executive Director.

Following a challenging trading period over the previous three years, James Brining took over as the new Artistic Director of The Lyceum in May 2025. With new energy and a refreshed vision, The Lyceum is undergoing a process of organisational change, embarking on an ambitious programme involving the evolution of our business model, renewed producing relationships, the commercialisation of our assets, the review and refinement of our engagement activities, and the preparation for and delivery of the capital development of our historic theatre in Grindlay Street.

The Lyceum is looking for a collaborative and visionary Executive Director to work with James and the senior team, in steering the organisation through these challenges, whilst working towards ambitious and transformational goals.

The role of the Executive Director is line managed by the Artistic Director / CEO and reports to the Board of Trustees, which is led by Chair Tari Lang.

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

Duties & Responsibilities

Main purpose

To drive business growth and organisational change, through progressive collective leadership, confident financial acumen, professional skills and knowledge and the cultivation and nurturing of positive stakeholder relationships.

Working as part of the Executive Team and deputising for the CEO/Artistic Director when required, you will contribute to a high performing culture of improvement and innovation, with customer experience, employee well-being and health and safety at its core.

Main Duties

Strategic leadership, management, and stakeholder relations

- In conjunction with the Artistic Director / CEO and the Senior Team, set the strategic direction of The Lyceum and implement its vision.
- Drive the development of and review the company's Business Plan.
- Provide dynamic leadership of the Senior Management Team along with the Artistic Director / CEO.
- Represent and lead the company in promoting and maintaining the company's strategic interests.
- Establish and maintain effective working relationships both internally and externally with a range of key stakeholders including Creative Scotland, City of Edinburgh Council, Scottish & UK Governments, the Bank, Charity Aid Foundation (CAF), Patrons, and other funders.
- Ensure the efficient, effective, and professional management of all resources throughout the organisation.
- Top level oversight of the capital programme.

Financial Management, Income Generation, and Financial Compliance

- Ensure the Royal Lyceum Theatre Edinburgh has sound financial management, planning, and reporting processes with primary responsibility for the effective management of the company's financial operations.

- Contribute to the preparation and presentation of financial information, reports, and papers for the Board, subsidiary companies, and committee meetings.
- Play a key strategic role in both the annual budget and business planning processes.
- Coordinate, complete, and submit applications to major funders, ensuring that the processing and reporting requirements of these agreements are met.
- Support and drive the fundraising and development strategy.
- Discuss and manage cashflow requirements with the Executive Team and Audit and Risk Committee.
- Ensure compliance with all statutory, legal, and financial reporting requirements, including those relating to Companies' Act, Charity Law, Insurance, Employment Law, and Data Protection.
- Liaise with the Auditors and Tax Advisors to ensure timely completion of audit and Theatre Tax Relief claim processes.

Governance, People, Culture, and Compliance

- Organisational lead in HR best practice and, along with the Artistic Director / CEO, nurture the wellbeing of everyone who works directly or indirectly for the Company.
- Ensure all Lyceum HR Policies and Procedures are fit for purpose and prioritise inclusion, access, and diversity.

- Provide support to individual managers in the resolution of management issues.
- Act as Company Secretary and be a Director of the Company, as well as the main point of interface with the Board.
- Report on all operational and financial matters at Board and relevant subcommittee meetings.
- Lead on discussions on the Collective Agreement and union negotiations.
- Hold accountability for all Equal Opportunities, Security, and Health and Safety policies throughout the organisation, ensuring appropriate safeguarding policies and procedures are in place.
- Lead and coordinate the use, review, and development of the organisation's risk register, overseeing all risk management activities, including regular reporting and review.

General

- Drive change in our industry through actions and words that advocate inclusion and equality, creating a culture that recognises and celebrates diversity.
- Create a positive working environment, underpinned by the organisation's values.
- Assist our work in developing audiences, improving our digital practice, and growing fundraising income for the theatre.
- Ensure we are collecting and using data from all activities to inform decisions, demonstrate our impact, and fulfil our funding conditions.
- Contribute to the sustainability of the organisation in line with The Lyceum's environmental conditions and commitments.
- Carry out any other tasks that will be required on an ad hoc or continuing basis, commensurate with the general level of responsibility of the post.

Wild Rose. Photo © Mihaela Bodlovic.





Person Specification

Entrepreneurial, dynamic and a strong strategic thinker, you will play a key role in creating and delivering the next exciting chapter of The Lyceum's illustrious history.

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

- Proven track record of delivering significant measurable business improvements.
- Experience of operating at a senior level within a comparable, customer facing, high volume transaction business and of successfully leading and managing teams.
- Very strong grasp of finances within an organisation of this scale and/or financial background / accountancy qualification.
- A strong strategic thinker and ability to deliver strategy through action plans and deliverable and measurable objectives.
- A good knowledge of the Arts together with experience of working in the Charity sector.
- An approachable and diplomatic communicator with those at all levels.
- Excellent use of written and oral English in reports, presentations and day-to-day communication. IT skills including working knowledge of Microsoft Office Word, Excel, Outlook and Xero.

Terms of Appointment

Location	Lyceum Theatre Offices, 30b Grindlay Street, Edinburgh.
Salary	Range c. £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	CEO and the Board.
Responsible for	Finance Consultant Director of Fundraising & Development Director of Estates & Facilities HR Manager



The Mountaintop. Photo © Mihaela Bodlovic.

How to Apply

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

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

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 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, Tuesday 2 September 2025**. Interviews will be held on **Saturday 13 and/or Sunday 14 September 2025**.

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 - 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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