







Welcome from the Executive Director

The Royal Shakespeare Company is at an extremely exciting and critical juncture in its illustrious history, having undergone a significant leadership transition and reshaping of its Senior Leadership Team. We have embarked upon a new future strategy, reflecting on how we work and whom we reach, and there is renewed momentum and a revitalised creative vision driven forward excitingly by our Co-Artistic Directors, Daniel and Tamara.

At the same time, however, the landscape around us is shifting and our artistic momentum is set against a backdrop of challenging financial pressures. Costs have risen faster than income, and decisive action is needed to chart a sustainable course for the organisation that effectively supports our creative aspirations. Therefore, the partnership of a strong CFO, with proven experience in transformation and an ability to rethink Finance, IT and Estates functions to be fit for the future, is critical.

The CFO will be a strategic and systematic thinker, flexible enough to hold artistic and commercial imperatives in balance in line with our charitable purpose. They will have a mandate for change and will be able to evolve highly effective working relationships with Board members, the Chair and committee members of the Risk, Audit and Finance Committee (RAFCo, on which the CFO is the executive lead), me as Executive Director, our Co-Artistic Directors, the Senior Leadership Team and colleagues throughout the company.

Now is the time to join us on this exciting journey and to bring your experience to bear on a crucial transformation to make sure that one of the world's leading theatre organisations is sustainable, future-proofed, and fighting fit as we step into the next chapter for the RSC.

I very much look forward to hearing from you.



Andrew Leveson Executive Director



The Royal Shakespeare Company

The RSC is a world-renowned theatre and learning charity that seeks to bring people together to experience stories that deepen our understanding of ourselves, each other and the world around us.

Our roots lie in the bold vision of a local brewer, Edward Fordham Flower, who in 1879 established a theatre in Stratford-upon-Avon with his son Charles.

The RSC as we know it today was formed by Sir Peter Hall in 1961, whose ambition was to produce new plays alongside those of Shakespeare and his contemporaries.

We have been a leader in our field for over six decades, transforming lives through active engagement with Shakespeare's plays.

Our audiences are global, national and local. We have long-standing and loyal core audiences as well as large numbers of people coming to us, and to Shakespeare, for the first time each year from the Midlands, the whole of the UK and internationally. However, we believe

we still have further to go to change, challenge and excite those who still think Shakespeare and the RSC are not for them.

We strive to reflect accurately the UK in all its diversity and to ensure that we become the open, accessible, welcoming and inclusive organisation we want to be. We seek to find new ways of engaging with different audiences, both in person and virtually, refresh the RSC brand for this post-pandemic future and increase income through multiple new revenue streams.

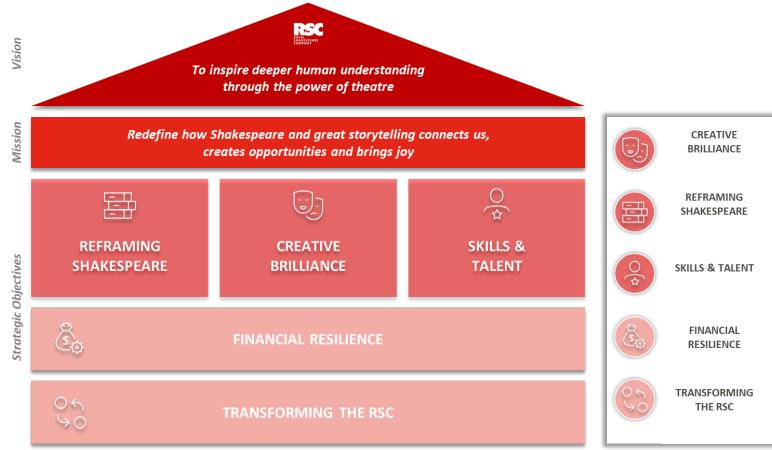
www.rsc.org.uk



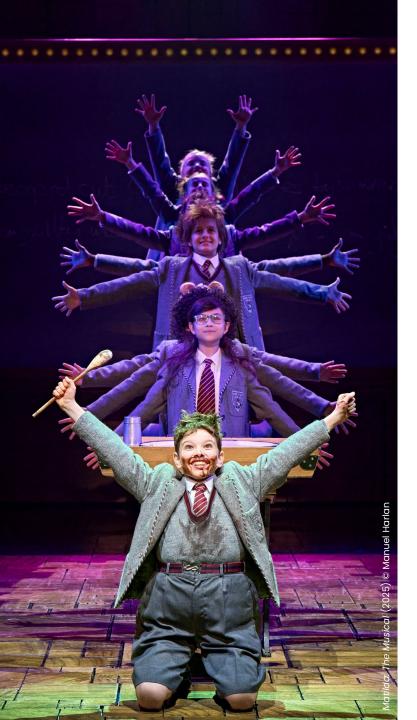




Our Strategy 2030









Our values

Accountable

We use data to inform our decisions and strategy. We challenge practice and empower people to achieve our charitable aims.

Collaborative

We believe in the power of working together to achieve a greater impact. We work with generosity and respect with our teams, partners and allies.

Creative

We apply bold and imaginative thinking to any challenge and find new ways of building a dynamic future together.

Inclusive

We are consciously inclusive, respectful and equitable through the words we use and the actions we take.

Sustainable

We make sustainable choices for the environment, our financial health and our wellbeing.

https://www.rsc.org.uk/about-us/





Stratford-upon-Avon

We have three theatres:

The **Royal Shakespeare Theatre**, our main house, home to bold largescale productions (capacity c1000);

The **Swan**, a more intimate space (capacity c460);

and **The Other Place**, a flexible studio theatre (capacity c300), which also houses rehearsal spaces and a public café and social space.

Stratford is also home to our restaurants, retail offer, public events programme, Museum and Archives, Clore Learning Centre, Costume Workshop, Costume Hire operation, Technical Workshops, gardens and an extensive residential property portfolio leased to artists during their time with us.

As a key employer and stakeholder in the town, our relationship with Stratford and the wider Midlands is unique as the only major national company based outside London.

https://www.rsc.org.uk/yourvisit/our-theatres/



London, national, and international

As well as offices and a presence in London, we have year-round performances of *Matilda The Musical* at the Cambridge Theatre (winner of over 100 international awards and now the 15th longest running production in West End history) and an annual Winter Residency at the Barbican.

My Neighbour Totoro which premiered at the Barbican in 2022 in partnership with Studio Ghibli, Nippon TV and Improbable, is currently running at the Gillian Lynne Theatre until March 2026; and we regularly transfer work to the West End, either under our own management or in collaboration with a producer or theatre owner, most recently Kyoto, which sold out its run at @sohoplace. We currently have Born With Teeth running in the West End and our production of Titus Andronicus opening shortly at the Hampstead Theatre.

Our work across the UK is central to our mission, touring our staged work and delivering our acclaimed educational programmes right across the country. Our recent production of *Hamlet* is going on a large-scale UK tour in early 2026, and *Matilda: The Musical* embarks on a national tour in October.

Our work is built on years of deeprooted partnership working with our Partner Theatres and Associate Schools Network.

The RSC is committed to building new international collaborations, working with international artists, hosting companies from other nations, and co-creating work with theatres worldwide. Ensuring we maintain global presence is also key to our international profile.

We have a long history of global touring and have toured extensively in Europe as well as appearing at various European festivals. We have also worked with leading US Universities including Ohio State and Michigan, and Matilda enjoyed a highly successful run on Broadway followed by an extensive US tour as well as tours in Australia, New Zealand and Asia.

https://www.rsc.org.uk/whats-on/









Learning, teaching and research

We believe that every young person should have access to and benefit from an arts-rich education and we work in classrooms, on stages, online and in communities to unlock potential.

We have an unparalleled reputation for the quality of our cutting-edge learning work, transforming the learning outcomes, agency and confidence of 3 to 25-year-olds by unlocking Shakespeare's language using active approaches from our rehearsal rooms.

Our Learning and National Partnerships team leads work with 1,000 schools and 500,000 children and young people annually as well as with adult communities and regional theatres across the country.

We are committed to co-designed, long-term partnerships with schools, young people, regional theatres and community groups that improve life chances and opportunities.

As a teaching and learning theatre, we create performance for, with and by theatre makers and audiences of all ages and embed training and research in all our work.

Our position as the first performing arts Independent Research
Organisation gives us an extraordinary opportunity to broaden our research capacity and develop our role as a national centre for Shakespeare and performance, teaching, training, learning and research.

https://www.rsc.org.uk/learn

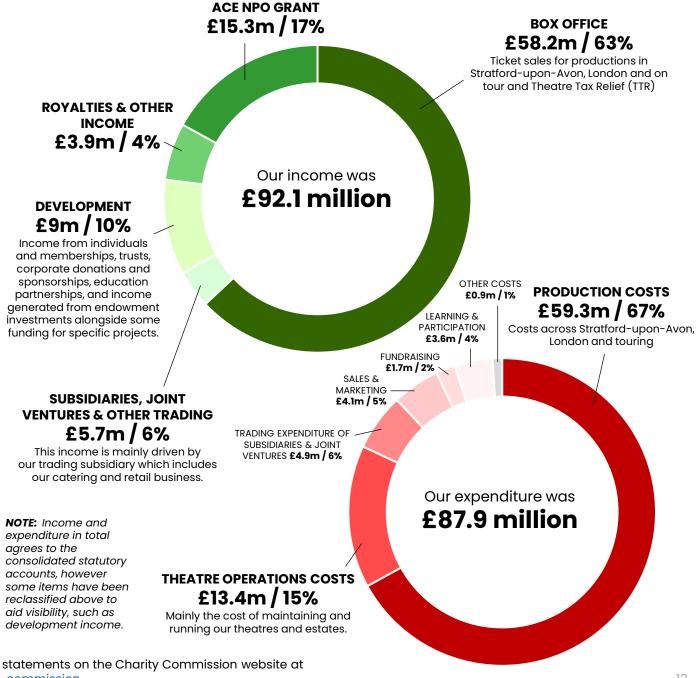
https://www.rsc.org.uk/timetolisten

https://www.rsc.org.uk/news/firstperforming-arts-company-to-getindependent-research-status



FINANCIAL **ACTIVITIES** 2023/24

Our total income for financial year 2023/24 was £92.1m (£68.0m in 2022/23), 83% of which was self-generated from Box Office sales, commercial trading, fundraising, royalties, Theatre Tax Relief (TTR) and other income. After a total expenditure of £87.9m (£68.1m in 2022/23) and a £2.3m unrealised gain in our investment values, we ended the year with a net income of £6.5m. This is a significant improvement on the previous financial year, albeit boosted by a particularly strong year for Matilda The Musical in the wake of the film being released and by My Neighbour Totoro enjoying an extremely successful second run at the Barbican. Whilst we have enjoyed a year of strong financial performance, the financial landscape remains challenging. We will commence the repayment of our £20m Culture Recovery Fund loan in February 2025 under which there are ongoing annual obligations of £1.5m. There is also an urgent and ongoing need to address the maintenance and refurbishment of our technical infrastructure and wider estate, as well as nurture new income streams to support financial resilience and to meet our artistic and learning ambitions.







The role

The RSC is seeking a Chief Financial Officer to lead the organisation's vital Finance, IT and Estates functions at a pivotal moment of change. Reporting to the Executive Director, the CFO will play a key partnership role in shaping and driving significant transformation and growth, capitalising on opportunities and proactively addressing challenges to ensure that the RSC is able to advance its work on the local, national and international levels.

Reporting to: Executive Director

Direct reports: Finance Director, Head of IT Services, Head of Application Delivery, Head of Engineering Services, Head of

Operations, Property Services Manager

Responsibilities

Organisational leadership and strategy

- Partner with the Executive Director and Co-Artistic Directors to refine, implement and manage a long-term business strategy and financial plan;
- Provide strategic direction and leadership to the RSC's Finance, IT and Estates functions, assessing and driving appropriate changes to current organisational design, structure and processes, and leading the development of strategies that enable and support the RSC's aspirations, including both long-term planning and annual budgeting;
- Advise the Executive Director, Co-Artistic Directors and Senior Leadership Team on the organisation's financial performance and long-term financial planning, resilience and sustainability, including the implications of sector and wider economic issues;
- Report financial information and trends to the Board and manage relationships with the Board's Risk, Audit and Finance

Committee;

- Partner with the Executive Director and Co-Artistic Directors on key strategic issues and decisions, informed by rigorous financial analyses, risk assessments, "what if" scenario modelling, and due diligence;
- Shape an organisation-wide culture of financial accountability, empowering leaders to take ownership of their team's budgeting and financial needs;
- Revitalise and oversee robust technological and capex investment programmes.

<u>Financial accounting and management</u> <u>reporting</u>

- Overall accountability for budgetary management (including sensitivity analysis and proactive influence on senior colleagues to identify and solve for risks and opportunities) and financial reporting (including reserves management);
- Overall accountability for the preparation of the Annual Report and Accounts, the relationship with the

- External Auditor and ensuring the highest standard of statutory reporting and compliance;
- Work with the Finance Director to maintain and develop financial reporting to the Board, SLT and budget holders appropriate for business needs and with appropriate level of detail for the audience;
- Ensure effective approaches to monitoring and understanding financial performance, ensuring that appropriate action is taken on opportunities and shortfalls;
- Work with the Finance Director to ensure that reporting obligations to external stakeholders are met, for instance reporting to Arts Council England, Culture Recovery Fund and other funders;
- Support the Executive Director and Co-Artistic Directors in other presentations of the financial position, for instance at the AGM, company meetings and at donor updates.



IT and data

- Overall accountability for IT development and strategy and the management of cyber risks.
- Deliver a modern, robust, resilient, and secure IT infrastructure & IT Business Services, ensuring the RSC's operational needs are met so that the organisation can work safely, effectively and collaboratively to achieve its aspirations;
- Lead on assessing and anticipating current and future information and technology requirements and developing robust contract management and technology investment frameworks, ensuring that business needs are understood, and that there is system architectural cohesiveness;
- Build and manage the infrastructure, technologies, and data to enable a digital transformation, implementing and driving technical and process changes to replace and upgrade current systems and ensuring where appropriate the use of next generation technologies and platforms. To include setting up effective governance structures for digital, data and technology deliverables;
- Develop ways of working to make the RSC a modern, effective, data-driven organisation.

<u>Estates</u>

 Overall accountability for estate and property management (including lease management), engineering and

- maintenance services, facilities management (including cleaning and security) and the provision of residential rental accommodation, ensuring that these meet the needs of users and stakeholders, including front of house areas meeting the needs of visitors and working areas supporting safe and productive working;
- Lead on the development of a strategy and masterplan for the profitable and efficient management, upgrade and rationalisation of the RSC's estate that is fully aligned with the RSC's new strategic direction.

<u>People management and external</u> <u>relationships</u>

- Provide excellent leadership, bringing a collaborative approach and communicating a compelling vision and strategy for Finance, IT and Estates functions as well as the team and individual goals to drive successful execution of that strategy and ensuring colleagues are supported through a time of change.
- Support team members' learning, development, and career growth;
- Build a team culture of optimism, excellence, transparency, and adaptability in a rapidly changing environment;
- Cultivate and maintain positive external relationships with major funders, both public and private (including Arts Council England, donors, Trusts and Foundations), business partners and other cultural

organisations, nurturing senior level contacts and developing appropriate reporting and analysis to support relationships.

Compliance, internal controls and risk management

- Compliance: monitor and ensure compliance with all appropriate regulations and best practice, including Companies Act, Charity Commission, HMRC, PCI, data protection regulation and government requirements;
- Risk: oversee, with the Head of Governance, the RSC's risk register and corporate risk management processes;
- Financial controls: maintain appropriate controls to safeguard the RSC's financial assets, and oversee a suitable financial control environment and the ongoing development of financial and other controls;
- Internal audit: Ensure internal audit resources, programme and reporting are appropriate to maximise the impact of internal audit works on managing risk.

Tax compliance and efficiency

- Ensure compliance with all relevant tax regulation and delivery of tax planning that optimises the organisation's tax efficiency through legitimate means, including Theatre Tax Relief and Research & Development Tax Relief;
- Engage with industry lobbying for tax reform in the charity and cultural sectors and look out for the implications of changes in legislation.



Procurement

- Ensure policies and practice in relation to procurement obtain the best value for money and meet all relevant regulations, in line with RSC values;
- Monitor the structures for delivery of services to make sure they give the best results for the organisation, for instance understanding choices about outsourcing or in-house delivery.

Pension schemes

- Stay up to date with strategy and valuation of the closed defined benefit pension scheme, alongside the FD who is Secretary, managing the implications for the RSC and brokering agreement on key decisions between Scheme trustees and the RSC management and Board.
- Chair the Pension Management Committee alongside the Director of People.
- Monitor the suitability and proper administration of the two defined contribution pension schemes.

<u>Investments</u>

 Oversee the arrangements for managing the RSC's investment portfolio, overseeing policies, maintaining third party investment manager arrangements and supporting the Board's Investment Committee







Person specification

The ideal candidate will possess the following attributes:

Skills and Experience

- Fully qualified accountant [ACA, CIMA, ACCA, CIPFA];
- Demonstrable strategic, financial and people leadership experience, including experience of driving transformation in a relevant context and balancing commercial and charitable aims;
- Proven experience of managing a range of services to an exceptional standard;
- Strong financial literacy and commercial acumen, and the ability to develop long-term financial plans;
- Highly developed interpersonal and communication skills;
- A strong understanding of IT and the changing impact of technology in an organisational and cultural context;
- A strong understanding of the management of an estates portfolio as well as master planning and capital project experience;
- Experience working with a Board or equivalent structure;

Personal Attributes

- A level of comfort operating in a high-performing environment, a positive approach to change and an ability to move at pace;
- A visible figure, able to motivate and empower others and to establish trust and credibility within the organisation and the wider sector;
- An accomplished communicator at all levels, able to balance robustness with discussion and diplomacy, and able to manage sometimes conflicting priorities;
- An ability to form strong and productive relationships with colleagues at all levels;
- A flexible and solution-focused approach, combined with a keen eye for detail;
- A strong interest in and passion for the arts and in particular, the theatre, as well as the educational mission of the RSC;
- A proven commitment to equity, diversity and inclusion.



Terms of appointment

We anticipate that the successful candidate will be based in Stratford-upon-Avon.

The salary for the role is up to £130k per annum.

Hours: Normal hours of work will be 40 per week, Monday to Friday. The CFO will be expected to work such reasonable additional hours as the needs of the post demands. No overtime is payable.

Probation: Six months' probation period (during which there is one month's notice on either side).

Notice period: Six months' notice following successful completion of probation period.

A contribution towards relocation to Stratford-upon-Avon may be available. Further details can be provided on request.

Benefits

- 25 days annual leave, rising to 28 after 3 years' service, plus Bank Holidays
- Contributory pension scheme up to 3.6% employee and 5.4% employer, with the option to switch to an enhanced contribution basis 4% employee and 6% employer.
- Complimentary and discounted tickets for productions in Stratford-upon-Avon and London
- Unlimited access to Employee Assistance Programme and access to the RSC Wellbeing Hub and onsite occupational health
- Contribution to the cost of eye tests and glasses, access to free flu vaccinations and an optional BUPA cash plan.
- Access to RSC training and personal development
- Subsidised green room (canteen) and car parking in Stratford
- Flexible and hybrid ways of working

You can read more information about RSC benefits and perks here.





How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Royal Shakespeare Company on this appointment.

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

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the equal opportunities monitoring* form. You may also share your application with us as a voice note or video (no more than 3 mins) – for more information on how to do this, please contact Clio.Ohalloran@saxbam.com

For a confidential conversation about the role, please contact Todd Heppenstall, Partner & Consultant at Saxton Bampfylde via Clio.Ohalloran@saxbam.com

The closing date for applications is noon on Friday 3rd October 2025.

*The equal opportunities monitoring form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

Our Senior Leadership Team brings a range of backgrounds, identities and lived experiences, and we are committed to building on this. We welcome all applications, especially from those who can offer fresh perspectives and help broaden our leadership.

Key dates of the process

w/c 13th, 20th & 27th October 2025 Preliminary interviews with Saxton Bampfylde

w/c 10th, 17th & 24th November 2025 Final conversations and interviews with the RSC

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.

