



LEWISHAM YOUTH THEATRE

CREATIVE DIRECTOR

RECRUITMENT PACK



ABOUT THE ROLE

The Creative Director is a senior management role with responsibility for both managing and delivering LYT's wide artistic programmes. You will bring an ambitious and innovative creative practice alongside a passion for empowering young people's artistic development. You will lead the creative team in developing an artistically-challenging and socially-relevant annual programme of work for young people of all ages, ensuring excellent artistic practice in line with LYT's youth-led values.

The Creative Director will collaborate closely with the CEO to continue to build an innovative operating model of a Youth-Led Creative Hub that centres young people's creativity at all levels. The role will particularly oversee the further development of LYT's strands for emerging artists' talent development and positioning the organisation as a resource within the local creative ecosystem.

We particularly encourage applications from candidates with lived experience of the needs of our participants, including those from Global Majority backgrounds.



Salary: starting at £38,000 per annum

Reporting to: CEO
& Members' Committee

Responsible for: Participation Manager
Progression Coordinator
Production Manager
Creative Freelancers

Hours: Full Time (35 hours per week)
The nature the work will sometimes require unsociable hours. No overtime is payable, but Time Off in Lieu (TOIL) will be given, in agreement with a line manager.

Holidays: 28 days, inc. bank holidays

Terms: Permanent

As this post involves working with/contact with young people, any offer of employment will be confirmed following the company's procedures and policies with regards to obtaining references and enhanced disclosure status.

A MESSAGE FROM MEMBERS' COMMITTEE

As LYT's youth leadership board, we're excited to be recruiting a new Creative Director.

LYT gives us a safe space where we get to express our ideas and where we get to make a positive change. It's important that the creative vision of LYT allows young people to steer it and that we are included in the process of creating projects with relatable content, instead of just being told what to do.

Our Creative Director will have good young people vibes – you'll be inclusive, have good communication skills with young people and be able to treat us as peers, instead of being patronising.

We're looking for someone who has a fun, positive attitude, is open-minded and outgoing, and is able to collaborate well with others. You'll be hard-working and able to solve problems with patience, honesty and resilience.

You'll be able to bring new and innovative creative ideas to the table. You'll have experience in the creative industries and be able to give us good advice about our futures.

We look forward to your application!



OUR MISSION STATEMENT

All young people have a powerful voice and a right to be heard.

Lewisham Youth Theatre (LYT) **nurtures** and **inspires** young people's voices through free participatory theatre activities, helping them to develop enduring and transferable skills that lead to increased life chances and long term well-being.

OUR CREATIVE HUB

LYT's Creative Hub supports young artists from primary through young adulthood and early careers, providing a space where they can develop the skills, ambitions and agency to fulfil their potential.

We place young artists at the centre of creative change-making – as performers, writers, directors, designers, technicians, producers and creative activists. Whether growing their confidence & skills, developing creative careers or using creativity to make a difference in their local community, the Creative Hub provides a space for participants to flourish.

WHAT IS A
YOUTH-LED
CREATIVE HUB?

A PLACE FOR...





ABOUT

LEWISHAM YOUTH THEATRE

Since 1987, LYT has provided inclusive drama, performance and technical theatre activities completely free of charge to young people from across Lewisham's diverse communities. Starting as a professional *Theatre In Education (TIE)* company named *Electric*, we were commissioned to deliver youth theatre work in Bellingham, South Lewisham, where we developed the ethos of offering free programmes without auditions developed. In 2001, we moved into the Broadway Theatre in Catford, where we were resident until 2022, delivering a centre of excellence for youth arts. We now operate from our own Creative Hub on Lewisham High Street, which houses our offices, rehearsal and performance spaces. We remain Associate Artists of the Broadway Theatre, where we continue to perform.



ABOUT OUR PARTICIPANTS

Each year, LYT works with over 250 young people aged 7-25 in sustained projects and reaches another 800+ through one-off outreach with schools & social services. We provide an integrated service that brings young people together from across Lewisham's diverse communities, targeting our outreach to recruit young people facing disadvantage across a range of needs. Over 70% of participants every year are identified as facing disadvantage, including:

- Poverty
- Mental Health needs, including those that don't yet meet thresholds for CAMHS care
- Special needs, inc. physical/sensory disability, learning difficulty or autism spectrum disorder
- Family disruption, including Looked after children, Young Carers, those known to social services, and those suffering early bereavement
- Other needs that may require additional support to take part, including those facing educational disengagement.



Our referral partners include local primary and secondary schools, PRUs and special schools, Child & Adolescent Mental Health Services (CAMHS), Lewisham social care services, youth offending team and other social service programmes.

OUR TEAM

The Creative Director will join a new Senior Management Team alongside a Senior Producer and led by CEO Victoria Shaskan. Together, they will build on the success of our initial work to develop an organisational model for a youth-led creative hub.



All LYT staff take an active frontline role in delivering and supporting our activities. We also rely on a team of freelance artists, Graduate Creatives (young creatives aged 18-25 training in youth arts facilitation) and volunteers.

Sessions are usually staffed by:

- Core staff member as co-facilitator, who also takes responsibility for participants' pastoral care outside session times
- Freelance artist as co-facilitator
- Graduate Creative – paid placement for young creative aged 18-25
- Volunteer Workshop Assistant(s)

More information about LYT's staff team can be found on the [Who's Who](#) page of our website.

ABOUT OUR PROGRAMMES

Working across 4 age groups (7-11s, 12-14s, 15-17s and 18-25s), our current Programme Strands Include:

- **Outreach:** Free taster sessions & projects in schools/social services; Inclusive recruitment supports access & progression;
- **Introductory 'Workshop' Projects:** Short projects at LYT for each age group, including in technical theatre;
- **Performance Projects:** Devising and script-based 'Acting' projects for each age group, with script development groups to embed youth voice across these projects;
- **Technical Theatre Programme:** Training in backstage skills including lighting, sound, design and stage management for ages 13-17;
- **'Creative Hub' Masterclasses:** Programme of one-off sessions delivered in partnership with arts partners;
- **Youth Leadership:** Members' Committee (Youth Board), peer mentors and technical crew embedded across programme;
- **Qualification:** Arts Awards and AQA Unit Awards
- **Talent Development:**
 - New work development with young creatives (18+) to create their own work;
 - Young Facilitators & Director training, leading to paid work experience;
 - Mentoring and support to access further opportunities;



MORE INFORMATION ABOUT LYT: Please refer to the [Publications Page](#) of our website for more information about our programmes and their impact.

JOB DESCRIPTION

ROLES AND RESPONSIBILITIES

CREATIVE LEADERSHIP & DELIVERY

- Provide a clear artistic vision and strategy for creative programme, in line with organisational strategy;
- Oversee the design, delivery and creative process of all the Youth Theatre's activities, including directing/producing performances with a team of staff/freelance directors;
- Lead the further development and implementation of the talent development and creative ecosystem strands of LYT's strategy;
- Ensure excellent artistic practice across programmes in line with LYT's values around centring young people's voices;
- Ensure the artistic strategy is clearly understood both internally, and externally among funding bodies etc;
- Ensure available resources are in place and used effectively in the design and delivery of projects
- Develop and support clear pathways, including accredited programmes, for young people to support their personal development

MANAGERIAL

- Line manage the creative team, inspiring and empowering them to fulfil LYT's organisational objectives;
- Appoint and manage facilitation teams across projects, including staff, freelance and Graduate Creative workers
- Ensure effective monitoring & evaluation of LYT's programme, using LYT's standardised evaluation framework;
- Oversee participant engagement and pastoral care, ensuring LYT's programmes remain inclusive and accessible to a wide range of participants;
- Embed youth voice across all programmes, including through Members' Committee (Youth Board), Graduate Creative programme and other youth leadership initiatives
- Act as LYT's Designated Safeguarding Lead
- Implement LYT's policies and procedures to enable an open, safe and dynamic work environment welcoming diversity

JOB DESCRIPTION

ROLES AND RESPONSIBILITIES

STRATEGIC

Collaborating with the CEO, you will:

- Support the development of the future vision and operating model for the organisation;
- Raise and maintain LYT's profile amongst the creative community, with local and strategic partners, current and potential users, public and funders;
- Develop partnerships to share LYT's creative practice, experiences and opportunities, particularly in driving forward the Creative Ecosystem strategy;
- Contribute to fundraising applications, supporting an entrepreneurial approach to resource development;
- Report to the Council of Management (Trustees) on strategic creative developments;
- Act as a principal spokesperson and positively represent the organisation publicly

Any other duties commensurate with the post.



JOB DESCRIPTION

PERSON SPECIFICATION

ESSENTIAL EXPERIENCE OF:

- Leading creative work with young people, including those from vulnerable backgrounds, through the medium of theatre (We are looking for considerable experience as a lead artist on substantial programmes for ages 8-25)
- Directing young people across age groups in a performance context, with a clear understanding of how this differs from a facilitation environment;
- Supporting youth-led activity, placing young people's creative ideas and development at the centre;
- Creating theatre in a professional environment;
- Managing staff with an enabling and empowering approach to setting targets and performance monitoring;
- Partnership working and cross-sector collaboration;
- Project management and/or producing.

EXPECTED DEMONSTRABLE ABILITIES OF:

- Creative leadership, with ability to inspire a team with an ambitious creative vision;
- Working from a place of care and empathy with people from all social and cultural backgrounds;
- Eagerness to think laterally about delivery, see connections across the team and prevent silo working;
- Excellent written and verbal communication and advocacy skills
- Good level of IT competence, including Microsoft Office applications (Word, Excel, Outlook, Publisher etc.) and Google Suite.

JOB DESCRIPTION

PERSON SPECIFICATION

EXPECTED KNOWLEDGE, UNDERSTANDING & COMMITMENT TO:

- Issues facing young people from vulnerable backgrounds in an urban environment;
- Importance of equality, inclusion and representation of those with lived experience of our membership at every level of the organisation
- The difference creativity can make across multiple impact areas including mental health, employability and education;
- High level of familiarity with current Safeguarding best practice;
- Commitment to maintaining the ambition and dynamism of LYT's practice;
- Commitment to principles of Safeguarding, Diversity and Inclusion and ability to implement policies in daily work

DESIRABLE EXPERIENCE & TRAINING:

- Experience of mentoring young people in the creative industries;
- Experience of adapting to and making work in non-traditional creative spaces
- Experience of working with Boards and Trustees
- Experience of managing high-level external stakeholder relationships such as local authorities and funding bodies/regional agencies
- Level 3 Safeguarding Certificate
- Trained Arts Award Advisor

We are particularly interested in hearing from applicants with lived experience of the needs of our participants, including those from Global Majority backgrounds.

HOW TO APPLY INSTRUCTIONS

- **Download an application form** from our website:
<https://lewishamyouththeatre.com/get-involved/work-for-us/>
- **Submit a completed application** form via email with the subject "[Your Full Name] Creative Director Application" to recruitment@lewishamyouththeatre.com
- **Fill in our online Equal Opportunities Monitoring Form** here:
<https://forms.gle/mK1bceKZTQz8126r8>

Closing Date for Applications:
10am, Monday 3rd June 2024

Interviews:

We expect to offer interviews in week commencing 10th June, and to invite shortlisted candidates back for a practical interview with our Members' Committee (youth board) in the week commencing 17th June.

Informal Conversation: For an informal conversation about the role, please email recruitment@lewishamyouththeatre.com or call Victoria on 0208318 2508.

Lewisham Youth Theatre is a Registered Charity (no. 297075) and an Equal Opportunities employer.

