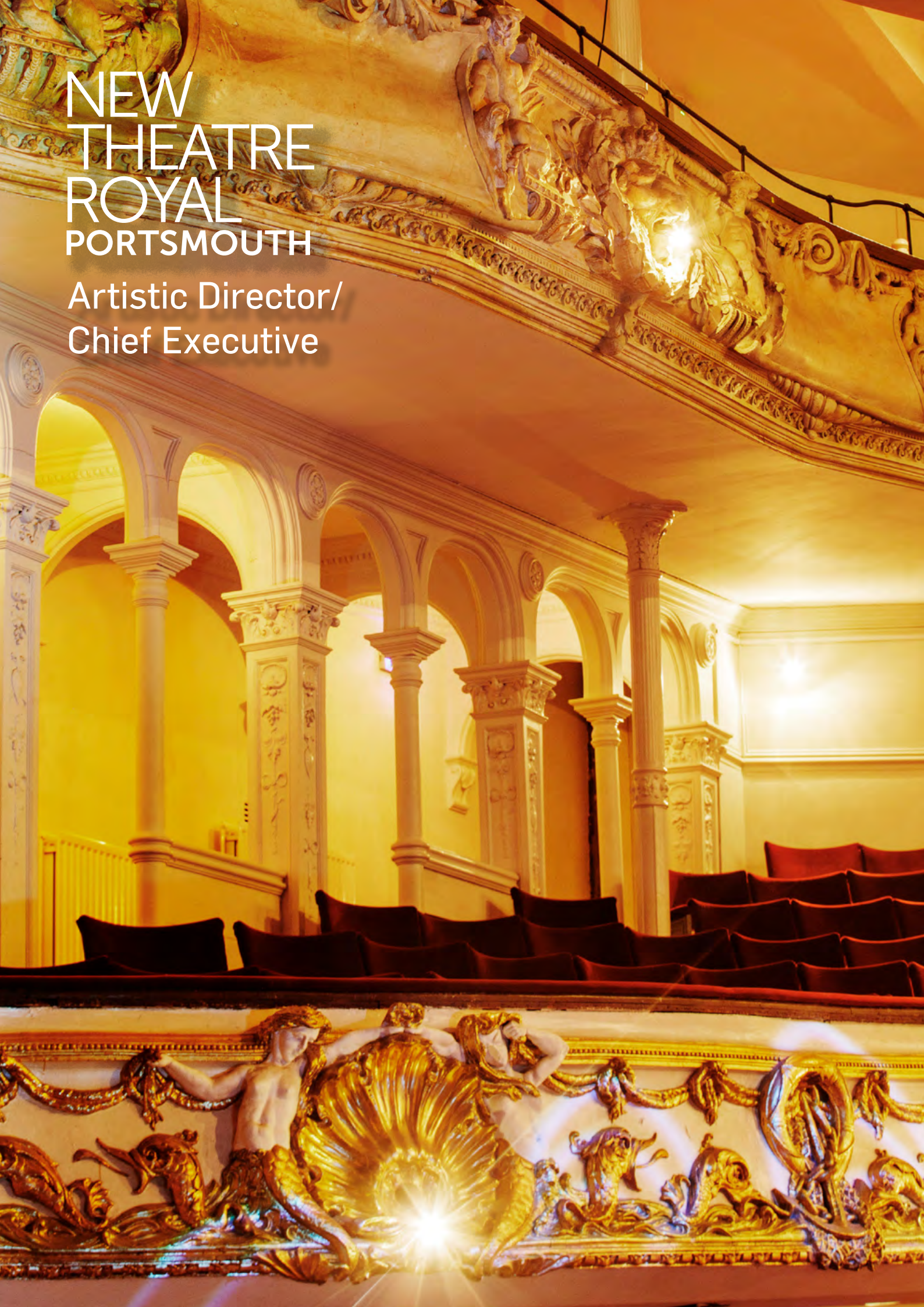


NEW THEATRE ROYAL PORTSMOUTH

Artistic Director/
Chief Executive



Welcome from the Chair

Thanks for finding out more about this opportunity at the Portsmouth's New Theatre Royal. We hope you can be the one who helps shape our future. We are at the start of an exciting new chapter of our lives and of Portsmouth's cultural life and need someone who can help us realise our creative potential.

We want to appoint a visionary, creative, determined Artistic Director/ Chief Executive who shares our ambition and can realise our artistic and strategic vision, whilst creating a sustainable financial base from which we can build our future success. This is a real opportunity to revitalise and reimagine our theatre for the future.

Our new Artistic Director will turn us from a traditional receiving house into something special: a place that produces new work, involves our diverse community in what we do, inside and outside the theatre. You'll be guiding our next NPO bid, and, with the full support of the Board of Trustees and our partner organisation, building a new offer and a strong reputation for the Portsmouth New Theatre Royal.

The theatre occupies a beautiful building in the heart of Portsmouth. We have been on our current site since 1856, occupying a 700-seater venue designed by Victorian Theatre architects Charles Phipps and Frank Matcham. Alongside the Main Hall is a modern Studio Space named in honour of the director, producer and actor Anthony Minghella. That was opened in 2015, when, working with the University of Portsmouth and Portsmouth City Council, we re-built the back of the building.

We've faced a challenging time in recent years, and not just because of Covid. But we've dealt with some of our historic financial problems and weathered the national challenge of the pandemic. We are now seeking to re-build a sustainable theatre which adds to the city's rich creative and cultural offer: a theatre which builds a national reputation by producing its own work, but also one which is close to the local community, and which reflects Portsmouth's unique character.

Like the theatre, the City of Portsmouth faces its own economic and social challenges. But there are real opportunities for the right candidate to build a new audience for high quality productions, and to engage local people in the performing arts. Identified by Arts Council England as a Priority Place, Portsmouth has a variety of theatres, performance spaces and creative organisations. The newly established Portsmouth Creates offers a forum for bringing that creative energy together for the city's benefit.

We share a building with the University's Faculty for Creative and Cultural Industries, and there are exciting opportunities to develop our partnership with them. We also have links to many of our local schools, colleges and community groups, as well as nearby cultural organisations and venues, all of whom have a role in our future.

This is a tough job, it'll require not just vision, but hard work and determination. We believe that for the right person it can be a very rewarding role. After a difficult period in our history the theatre needs to establish itself as a centrepiece for culture in the city, a key part of our cultural ecology.

The next few years will see Portsmouth's New Theatre Royal evolve and grow, do get in touch with us for a chat if you want to be the one who shapes the theatre and our offer to the city, region and country.

Simon Eden, Chair of Trustees New Theatre Royal Trustees (Portsmouth) Ltd



NEW
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About us

Our vision

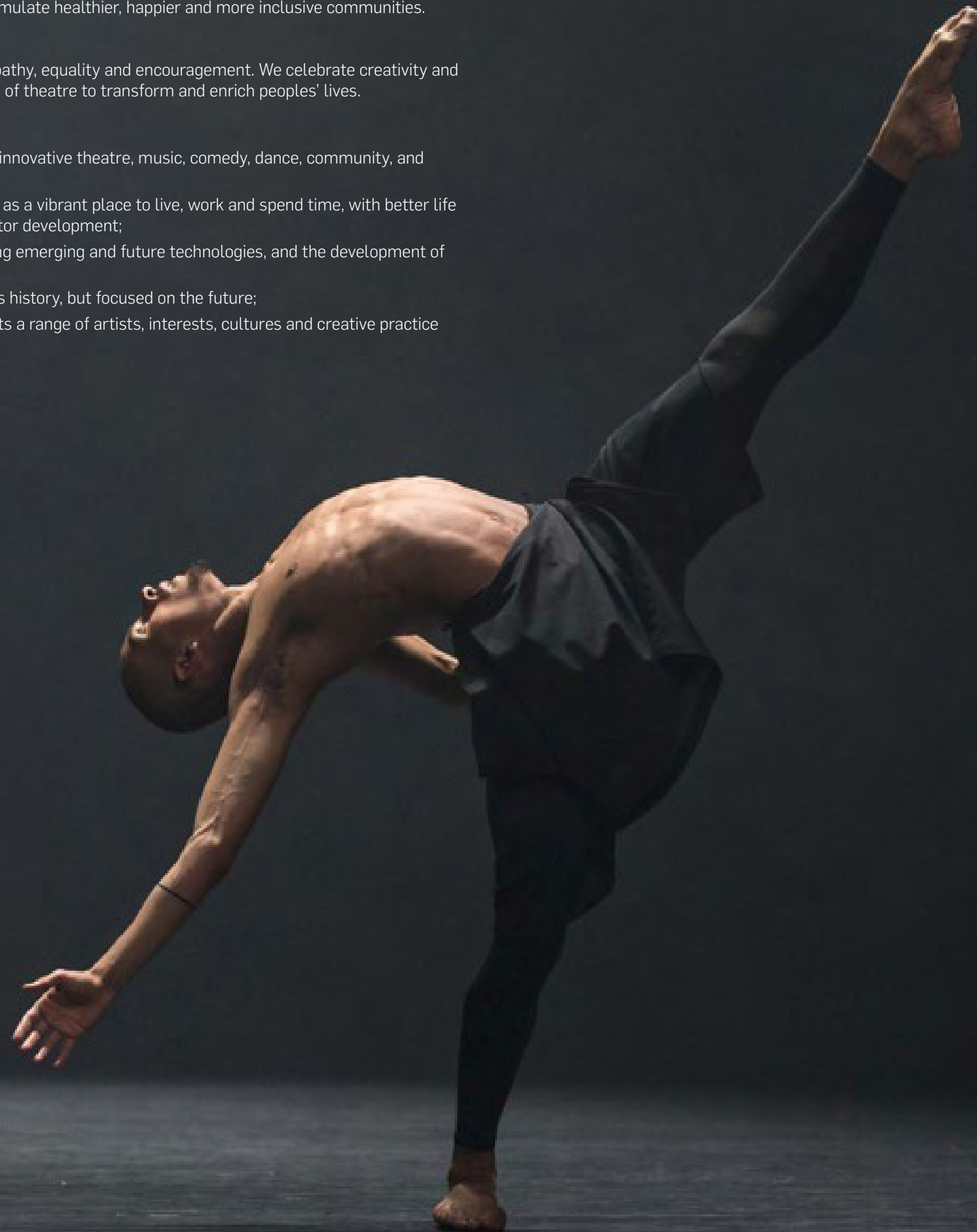
Portsmouth New Theatre Royal is a creative centre and cultural champion based in the heart of Portsmouth, fostering creativity, connectivity, and the articulation of ideas, to stimulate healthier, happier and more inclusive communities.

Our values

We pride ourselves on a generosity of spirit, based on empathy, equality and encouragement. We celebrate creativity and curiosity in our communities and hold true to the strength of theatre to transform and enrich peoples' lives.

Our aims

- Create and present a programme of high-quality and innovative theatre, music, comedy, dance, community, and circus arts, within our theatres and beyond;
- Promote Portsmouth as a creative, international City, as a vibrant place to live, work and spend time, with better life chances for young people, and artist and creative sector development;
- Stimulate advances in the creative industries, including emerging and future technologies, and the development of the mid-scale theatre economy and creative practice;
- Develop a stronger, more resilient theatre, proud of its history, but focused on the future;
- Create a rich programme that is exciting which reflects a range of artists, interests, cultures and creative practice from our community and the wider world we live in.



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Portsmouth: A great waterfront city

We are located in the UK's only island-centred city, made up of a population of approximately 210,000 people.

A vibrant University city, Portsmouth benefits from a rich cultural heritage and has a range of resources reflecting its history, including the Historic Dockyard, Mary Rose Museum, and Portsmouth Museums portfolio. It also has a range of creative venues, including the New Theatre Royal, Kings Theatre, Guildhall and Aspex Gallery. Across the year, a range of quality events and attractions adorn the city, from the Victorious Festival in August to the Festival of Christmas in December.

Connectivity

Portsmouth is less than 1.5hrs train journey to London, trains run every 30 mins and take you direct into Waterloo station.

Southampton International Airport is half an hour away and Brittany Ferries operate regular passenger services to France and Northern Spain.

Covid impact

New Theatre Royal Portsmouth has had a challenging last 18 months. Covid-19 lockdown has meant we have been unable to present any live performances or earn income.

On 25 August the Portsmouth New Theatre Royal completed the sale of the theatre's freehold to Portsmouth City Council. The Trust will lease back the building on a 50-year lease at a peppercorn rent. The resulting sale proceeds allowed us to clear all outstanding debt and gave us the resources to support the theatre's re-opening and ongoing operation.

We have now emerged from that difficult period and consider we have a more robust and stable approach to financial management, which provides a sound base on which we can build a new future for the theatre and enhance what we offer to the city.

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Job Description

Job Title: Artist Director / CEO
Responsible to: Chair of the Board of Trustees

We are looking for a visionary, creative, determined Artistic Director/Chief Executive who can conceive, launch and deliver a socially responsible and financially sustainable creative future for our beautiful theatre.

Our Artistic Director will build an exciting and vibrant programme and create new work for our existing communities and those we do not currently reach. They will find new ways of collaborating with creative organisations across the city and region. And they will make Portsmouth proud of its oldest theatre.

We've faced a challenging time in recent years, and not just because of Covid. But we've dealt with some of our historic financial problems and weathered the national challenge of the pandemic. With levels of financial stability this role offers the opportunity to revitalise and reimagine our theatre for the future.

We will expect our Artistic Director to achieve the following objectives:

- Conceive an exciting creative vision which makes full use of the building and reaches out to communities across the city.
- Create a diverse and imaginative range of performances and activities which involves a broad audience, including producing up to 4 new shows a year.
- Ensure the theatre is financially sustainable and its staff have the skills and competences required to deliver our ambitious vision and meet the day-to-day challenges of managing a regional theatre.
- Work with our local community to give them the opportunity to create and participate in the performing arts, and to take our work out to the community.
- Build a programme of joint activity with colleagues in the University of Portsmouth's Creative and Cultural Industries Faculty, helping diversify our programmes.
- Evolve and build relationships with community groups that are underrepresented in or current communities
- Maintain strong and lasting relationships with the theatre's key partners locally and nationally, and in particular Arts Council England, Portsmouth City Council and the University of Portsmouth.
- Develop an audience drawn from our city and region which reflects our local diversity and is representative of the global majority.
- Build a portfolio of financial supporters through grants and trusts, and by building strong and lasting relationships with other funders.





Person Specification

We're looking for someone:

- With the bravery and energy to explore new and innovative ideas, and the imagination to produce exciting, vibrant new work.
- Who has the dynamism and determination required to build the theatre's profile and reputation.
- Who empathises with local people and wants to involve them with the performing arts.
- With some experience of leading inclusion work across intersections of communities.
- Who has integrity as part of their practice.
- Who works creatively alongside colleagues in the creative, educational and business communities across the city and region.
- With the passion to attract new financial supporters to the theatre, from grant-awarding trusts and foundations to philanthropic donors.

You might be:

- A new director or producer looking for a beautiful theatre where you can launch your next season and engage a whole new generation of rising talent.
- A brilliant, self-starting and creative social entrepreneur, inspired by what the Arts Council England's agenda of Let's Create could offer our region.
- An experienced producer with a vision that puts us on the map and inspires our community.
- Already lead a touring company with a dazzling track record and be looking for a base.
- Someone with flair and imagination ready to take their next step in directing and producing.
- You may be a leader with national or international business experience.

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Terms of Appointment

Contract type

This post is a full-time permanent role. We are open to flexible working patterns.

Location

You will be based at New Theatre Royal, Portsmouth.

Salary

The salary for the position is £60,000 - £80,000 per annum. Relocation package negotiable.

Holiday Entitlement

28 days including bank holidays, raising to 33 days over 5 years.

Pension

New Theatre Royal operates a contributory pension scheme provided by NEST.

How to Apply

To make an application, please go to <https://starfishsearch.com/jobs/portsmouth-royal-theatre/> and click on the apply now button, with the following prepared:

- A supporting statement that sets out why you think this role is the right move for you .
- Your CV (no more than three sides).

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

If you would like an informal conversation ahead of making an application with either Simon Eden (chair) or Lucy Woollatt (recruitment advisor) please email Rebecca.OConnor@starfishsearch.com or Alex.Frith@starfishsearch.com to arrange.

We are proud to be an equal opportunity employer and strive to provide a platform for everyone.

We are proud to be engaging with equal opportunity employer practices and strive to provide platforms that support a range of people. The value of equal opportunities is recognised throughout the organisation. A diverse team and their range of experiences are vital to the theatres success, we still have work to do to make sure that our team represents the communities we serve. We actively encourage people from a variety backgrounds to join us. We are particularly keen to receive applications from people of colour and disabled people who are currently underrepresented in our team.

Closing date for applications Monday 17th January 2022

First stage preliminary interviews w/c 24th January 2022

Final panel interviews w/c 31st January 2022

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