

***Fair Play* Associate Creative Director**

We are very excited to be one of three organisations who are partnering with RTYDS to host a *Fair Play* Associate Creative Director Residency, alongside Bristol Old Vic and Leeds Playhouse

RTYDS is committed to the development of directors and theatre makers as cultural leaders, and their *Fair Play* Associate Creative Director Residency sees regional building-based theatre companies partnering with them to host a mid-career working class or low socio-economic background director or theatre maker for 18 months.

There continues to be a significant lack of diversity in those who lead organisations. If only 13% of workers in the arts sector come from working class or low socio-economic backgrounds, the percentage of those in leadership positions is even lower.

The structures, practices, and models that dominate our industry continue to exclude, undervalue, and limit opportunities for artists from these backgrounds. There is a pressing need to provide training and progression routes for people from working class and low socio-economic backgrounds that continue to be under-represented in the arts.

This is why we're partnering with RTYDS, along with two other regional theatres, to lead this industry change and support mid-career artists from working class and low socio-economic background to thrive as artistic leaders.

At each theatre the successful candidate will join the senior management team, contribute to the strategic planning and delivery of the theatre's artistic programme, and direct a mid-scale production. They will develop their craft as a director while learning about the role of an artistic or creative director in cultural leadership.

They will also join RTYDS for (20%) of their residency to deepen their understanding of the sector on a national level, as well as build relationships with other regional theatres and contribute to class equity advocacy work.

OVERVIEW

Title:	<i>Fair Play</i> Associate Creative Director
Residency start:	January 2026
Length:	18 months fixed term
Salary:	£35,000 per annum pro rata for the 18-month period (funded by RTYDS)
Commitment:	Full time but open to possibility of flexible working to accommodate access needs and caring responsibilities

This is a fixed term training opportunity for 18 months, and not a permanent job role.

Deadline to express an interest: 10am Thursday 18 September 2025

HELLO,

Thank you for your interest in the role of ***Fair Play* Associate Creative Director**

It's a great time to join the theatres, run as a charity by the Liverpool and Merseyside Theatres Trust. We're a local creative powerhouse with national and international impact, driven by a love for theatre, our city, and the belief that theatre can transform lives.

We believe our theatres can be a vital focus for the communities in the Liverpool City Region, telling stories which are compelling locally and nationally, supporting and attracting talent and contributing to Liverpool's reputation as one of the country's most vibrant cultural cities.

Across our theatres – one a 440-seat thrust, the other a 670-seat proscenium – there's an opportunity to produce and present the richest range of work for the widest audience.

In 2025 we look forward to an ambitious and dynamic programme of work across all of our performance spaces, as we do our best to be a place where everyone in Liverpool can feel safe, heard and included in asking big questions about the world we're living in. Underpinning our artistic approach is a commitment to supporting creatives and producers from diverse backgrounds to develop more work with commercial and tour potential; and thereby achieve longer and more sustainable careers in the arts. A key part of this commitment is our Partnership with RTYDS *Fair Play*, of which this job is a part of. *Fair Play* is a project for mid-career working class directors from the region to develop their careers.

Read on to find out more. We look forward to hearing from you.



Mark Da Vanzo | Chief Executive

Nathan Powell | Creative Director

Ros Thomas | Finance Director

OUR VISION, MISSION, VALUES



OUR VISION

We will be the most relevant change making theatre, artistically innovative, talent enhancing, socially impactful, and representative of everyone.

OUR MISSION

The use of the power of theatre to inspire entertain and nurture positive social change.

OUR VALUES

COLLABORATIVE

We listen, we share, we co-create.

CREATIVE

We believe in the power of creativity to inspire and change lives.

COMPASSIONATE

We are open-hearted, generous and supportive.

COURAGEOUS

We are daring and brave - a voice for things we believe in.



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EVERYMAN**



**LIVERPOOL
PLAYHOUSE**

DIVERSITY, EQUALITY & INCLUSION

We have established relationships in the communities of Merseyside, nurtured through an extensive and innovative outreach and education programme, and believe passionately that the creation, delivery and experience of the highest quality theatre must be open to all. We nurture and develop the artists and creative workforce for tomorrow through our award-winning Young Everyman Playhouse programme (YEP). YEP is much more than a youth theatre, it is a multi-disciplinary talent development programme. We want YEP members to progress to work in our theatres, on our stages and in the local theatre ecology, as well as influencing and making theatre nationally and internationally and bringing new ideas, work and practice back to Liverpool.



Tell Me How It Ends by Tasha Dowd

© Andrew AB Photography



THIS IS NOT A CRIME (this is just a play...)

by YEP Actors 2023

"I was blown away by the talent of the young actors and the writer. It's wonderful that the Everyman supports and encourages young talent."

Audience Feedback on *Tell Me How It Ends* by Tasha Dowd [YEP Graduate]

"YEP is a place that had allowed me to create strong relationships with my peers and be part of a community that is compassionate towards one another. For these reasons being a part of YEP will help me improve my qualities not only as an actor but also as a person."

Feedback from YEP Graduate

We are committed to diversity and equality and expect all staff to be active in promoting diversity and supporting people to experience our work and buildings. In 2020, we brought together a group of Trustees, staff and co-opted external members to form a [Diversity Action Group](#), considering the actions we could take as an organisation to progress our commitment to diversity. We recognise that our workforce is not as representative as we would like it to be and are committed to real and positive change, which this Associate Creative Director residency is a key part of.

What does this mean in terms of recruitment?

It means that some of the things we will do are:

- recognise that lived experience can be as valuable as industry experience or qualifications.
- actively advertise and promote jobs to specific groups or organisations.
- try to find long term progression routes within the company and identify opportunities for people to learn about the jobs we have available.
- make sure that the Theatres are a safe space for all employees, and that everyone receives the support they need.

What we won't do is:

- Shortlist applicants based on any protected characteristic if we don't believe they could do the job.
- Offer someone a role solely based on them having a particular protected characteristic, even though we feel they're not suitable for it, and in which they won't thrive.

Most recently we've been working with the Anthony Walker Foundation to ensure staff receive anti-racism training, and that there is accountability and collective understanding of what anti-racist actions we can take as individuals and collectively as an organisation.

With all this in mind, we particularly welcome applications from ethnically diverse and disabled applicants, and we are a Disability Confident Employer. We are also a strategic partner with PiPA (Parents and Carers in Performing Arts – www.pipacampaign.org), who campaign to enable and empower parents, carers and employers to achieve sustainable change in attitudes and practices in order to attract, support and retain a more diverse and flexible workforce. We are always happy to discuss solutions that allow people to balance their caring responsibilities with their working lives, and we look for equity of opportunity for anyone living with a protected characteristic that has adversely impacted their employment opportunities.



WHAT IS ON OFFER

The *Fair Play* Associate Creative Director will work 80% with Liverpool's Everyman and Playhouse (E&P) and 20% with RTYDS as part of this training opportunity

At E&P they will be mentored by the Creative Director to gain a wide range of experience. Over 18-months the *Fair Play* Associate Artistic Director will:

- Become a member of the senior management team and learn about fundraising, managing stakeholders, financial planning and governance.
- Contribute to the conception/development and delivery of the theatre's artistic vision and programme.
- Gain knowledge in artist development and commissioning of work.
- Expand understanding of creative learning and participation.
- Deliver a distinct project that drives a strategic objective of the theatre. An example might be a discrete creative project, establishing a new strand of work, expanding an existing department e.g. literary etc.
- Direct at least one fully resourced show on the mid-scale (a chance to make work that is a step change; whether this is characterised by the size of the stage, production values and resources, cast size, the stature of the actors, the complexity of the design, prominence within the programme/season etc.). This will be provided ideally within the 18-month period or within six months of completion of the residency.

At RTYDS they will work predominantly with Artistic Director and Co-Creative Leads and they will:

- Deepen their understanding of the ecology of the UK theatre industry and create relationships with buildings and companies across England.
- Build a national network of connections.
- Contribute meaningfully to the debate on equality, inclusion and diversity on class and socio-economic inequity at a national level.
- Experience leadership and governance in a small sector support organisation and contribute to strategic planning at a national scale.

The time spent with RTYDS will be agreed to suit the theatre's planning cycles and the Associate Creative Director's directing and project commitments. It will largely be remote working.

See below for more detailed Role Description and Person Specification.

ELIGIBILITY

How do I know it's for me?

We recognise the complexity around identification of class, economic and social background and also of experience level.

We offer the following as a starting point to thinking about whether this is an opportunity for you.

- You identify as working class, or from a low socio-economic background, and work professionally in theatre.
- You claim Universal Credit, Jobseekers Allowance, Housing Benefit, Employment and Support Allowance (ESA), Council Tax Reduction (CTR) and/ or other welfare benefits linked to low income. You might identify with having lived experience of poverty or long-term experience of the benefits system.
- Do not have an annual family household income of more than £33,000 or more than £40,000 with mitigating circumstances (caregivers, care leavers, are receiving Disability Living Allowance for a child you care for, Jobseekers Allowance or a Carers Allowance).
- You attended state school and received free school meals.
- You may have lived experience of the care system or the criminal justice system.
- You may have stopped formal education before further and higher education, or you may have been the first in your family to go to university.

- You are a migrant or refugee who experiences economic marginalisation both in your home country and the UK.

We understand you may identify with many or all these experiences. We know it is complex.

In terms of level of experience, we suggest the following guidance:

- You want to become an Artistic or Creative Director and can indicate a commitment to leadership. You might have established your own company or initiative, have gained transferable experience outside theatre in management or previously run a department.
- You would like to make work on the mid-scale (a chance to make work that is a step change; whether this is characterised by the size of the stage, production values and resources, cast size, the stature of the actors, the complexity of the design, prominence within the programme/season etc.).
- You will have a demonstrable body of work and be in a position to lead on artist development initiatives and indicate a commitment to leadership. You might have established your own company, have gained transferable experience outside theatre in management or previously run a department.
- Interested in advocacy and activism and contributing to RTYDS's *Fair Play* programmes.

How do I know it's not for me?

- You identify as lower middle class, middle class, or upper class.
- You have family already working in the arts.
- You went to private school not on a bursary.
- Have an annual family household income of more than £33,000 or more than £40,000 with mitigating circumstances (caregivers, care leavers, are over 18 and receiving Disability Living Allowance, Jobseekers Allowance or a Carers Allowance).
- You are at an early stage of your career.

There is no upper age limit but all applicants must be resident at point of application in Merseyside or the North West of England.

We recognise the intersectionality of class background and are particularly keen to receive applications from people who are also Black and Global Majority, Deaf and disabled, and LGBTQIA+.

This can be a full-time or part time role and will be flexible to accommodate the

needs of the individual, for example caring responsibilities or access requirements relating to a disability. All Deaf or disabled directors/theatre makers who demonstrate that they meet the essential criteria will be invited for interview.

ROLE: *FAIR PLAY* ASSOCIATE CREATIVE DIRECTOR

Responsible to: Creative Director

Responsible for: N/A

MAIN DUTIES – FOR E&P

Artistic

- Work in close partnership with the Creative Director to shape, deliver and evaluate the theatre's artistic strategy including generating ideas for new productions, commissioning and directing work where appropriate.
- Support visiting directors and creative teams and attend read throughs, rehearsals, dress rehearsals and previews.
- Represent theatre at industry events, forums and panels, activity contributing to the national cultural conversation.
- Collaborate with the Creative Director the Head of Producing and Programming and the Technical Director on the planning, budgeting and recruitment of cast and creative teams.
- Help extend the life and reach of productions by identifying opportunities for touring, transfers and co-productions.
- Work with marketing and communications team to offer artistic insight that strengthens and deepens engagement with audiences.
- Work alongside our New Works Associate to develop our artist development programme.
- Lead on vision and delivery of artist development nurturing individuals and companies with a focus on local talent, equity, inclusion and representation. Be the key point of contact for artists and line managing relevant staff.
- Review and respond to proposals and script submissions from agents, building meaningful relationships.
- Support the work of the Young People and Community department, delivering masterclasses and workshops as appropriate.

Management and Leadership

- Deputise for the Creative Director internally and externally when appropriate
- Help define and deliver the theatre's strategic objectives, business plan and contribute to the upcoming NPO application.
- Attend all regular management group meetings, scheduling, finance meetings and support the internal communications of our programme, ensuring all our teams are aware of and connected to the artistic programme.
- Support our fundraising and development work, feeding into applications as appropriate.
- Attend all Board meetings, away days and contribute at a high level to organisational decision making.
- Work collaboratively with Chief Executive, Creative Director and Senior Management team to ensure excellent working relationships with key funders and stakeholders.
- Model inclusive values-led leadership and people management that inspires confidence and trust.

This Role Description is indicative and not exhaustive, and it will be reviewed regularly to ensure that it is tailored to and reflects the evolution of the individual over the course of the 18 months as well as their skills and interests. Depending on the successful applicant, we will explore specific areas of work they will lead on in the organisation.

General

- Develop strong working partnerships with key personnel across E&P, with in-house creative personnel, visiting companies, suppliers and networks.
- Comply with all Health and Safety legislation, the Data Protection Act and PCI Compliance.
- Read scripts, attend performances for E&P productions and visiting companies.
- Undertake other reasonable tasks and activities as requested to ensure E&P's objectives are achieved.
- Perform your role in accordance with the company's Staff Handbook.
- E&P is committed to diversity and equality and expects all staff to be active in promoting diversity and supporting people to experience our work and buildings.

E&P is committed to the safeguarding of children and people to whom we have an enhanced duty of care and therefore may at their discretion require any member of

staff to submit a satisfactory enhanced check from the Disclosure and Barring Service (DBS), depending on the activities they are carrying out.

MAIN DUTIES – FOR RTYDS

RTYDS will tailor the role around the interests of the artist and the role they are undertaking at the theatre.

- Work with the Artistic Director and Co-Creative Leads to shape *Fair Play* programme of activity and directly contribute to some activity such as Class Assembly.
- Contribute to *Fair Play*'s advocacy and the debate on equality, inclusion and diversity on class and socio-economic inequity at a national level.
- Attend organisational and Board meetings where possible.

PERSON SPECIFICATION

Please refer back to the 'Is this for me' section to ensure you are eligible for this role before applying.

Skills and experience include:

- A demonstrable interest in creative/artistic leadership and an ambition to become an Artistic or Creative Director. You might have established your own company or initiative, have gained transferable experience outside theatre in management or previously run a department.
- Are committed to advocacy and activism and contributing to RTYDS's *Fair Play* programme promoting class equity.
- A track record of developing and directing professional theatre productions of quality and ambition across a range of scale and contexts.
- A demonstrable track record of developing and directing new work and an understanding of the dramaturgical process.
- Interest in creating work that reaches out to new audiences and reflects the diversity of geographical location and the UK.
- Experience of mentoring and working with early career theatre makers and supporting their development and embedding inclusive practice.
- Excellent inter-personal skills with ability to relate to and communicate effectively with a wide range of people.

- Excellent written and verbal communication skills and ability to articulate fresh and compelling artistic ideas.
- Experience of developing creative partnerships.
- An awareness of current trends, debates, policy and artists within the theatre industry and arts more generally.
- Ability to manage a varied workload in a dynamic environment and respond flexibly to changing priorities.
- The ability to work collaboratively and form effective partnerships internally and externally.
- An affinity for the mission, vision and work of the theatre.
- A genuine and demonstrable commitment to broadening of cultural diversity and access across all areas of the theatre.
- Knowledge of UK theatre landscape – particularly in Merseyside and the North West and regional theatres.

SUMMARY OF TERMS AND CONDITIONS

Tenure:	Full-time, fixed-term contract for 18 months (flexible working and part-time applications will also be considered). It is subject to a probationary period of three months, where both sides can reflect on how things are progressing and assess whether this is the right training opportunity for you.
Reporting to:	Creative Director
Salary:	£35,000 per annum per annum pro rata for the 18-month period.
Hours:	35 per week. No overtime is paid but time off in lieu will be given for hours in excess of the contracted hours.
Annual Leave:	28 days per annum, pro rata (inclusive of all statutory English bank holidays). Holiday year runs from 1 January – 31 December.
Notice Period:	One month during probation; two months thereafter.
Pension:	The Company operates an auto-enrolment pension scheme. This employment is not contracted out of SERPS (the State Earnings Related Pension Scheme).
Place of Work:	Mainly at the Everyman and Playhouse Theatres.

Additional Benefits:

The Theatres offer several discretionary benefits including:

- Interest-free Season Ticket Loans with Merseytravel.
- Membership of a healthcare cash plan: Paycare (including an Employee Assistance Programme and 24-Hour GP Telephone Consultation Service).
- Free and / or discounted tickets for performances.
- Discounts on our food and drink offer.

All other terms as detailed in Staff Handbook.

Expressing an interest

If you would like to express an interest in one of the Fair Play Associate Artistic Director Residencies, you can **either** send us a written application, or a video or an audio file via WeTransfer.

If you would like to complete a written application, please go to this [online form](#).

To apply via video or audio, please send an mp3 or mp4 file (no more than four minutes) via WeTransfer to application@rtyds.co.uk answering the following questions:

- Name
- Email
- Where you are based
- Short expression of interest, telling us:
 - What do you hope to gain from the residency?
 - Tell us more about why you are interested in leadership.
 - If you could launch a campaign or commission a piece about class inequality, what would it be and why?
 - How would you like theatre in the North West to develop over the coming years?

For both written and video applications, we ask that you also email us your:

- CV
- Access Rider (as appropriate)

Please send these to application@rtyds.co.uk (preferably in Word or PDF format).

The theatre packs and application form in an accessible format are available on the [RTYDS website](#) or email RTYDS Programme Producer Manli Siu on rtyds@rtyds.co.uk.

You can express an interest in more than one of the theatres but please fill in an application for each theatre as the recruitment processes will be run separately. Please check the person specification for each of the theatres.

Deadline to express an interest: Thursday 18 September, 10am

The recruitment for the *Fair Play* Associate Artistic Director Residencies is run centrally by RTYDS. Your information will be held by RTYDS and shared with the theatre you apply with. It will not be shared with any third parties. Find out more about how RTYDS uses your data here: <http://www.rtyds.co.uk/privacy-policy/>

Find out more about how the theatre uses your data [here](#).

Online Q&A

If you would like to find out more about the opportunity and have any questions, RTYDS is holding a Zoom session on Monday 1 September at 4pm. There is space on the sign-up form to submit any questions you might have in advance to make sure we cover relevant topics.

You don't have to attend in order to express an interest. [SIGN UP HERE](#).

What happens next?

Members of the RTYDS team and the Artistic Directors of the host theatres will read the applications and then meet to select a longlist of applicants to meet at interviews.

Following first round interviews there will be a second round of interviews as laid out in the overview timeline below. The first round interviews will take place online and the second round will be likely to happen in-person. For those attending a second-round interview, an honorarium of £50 will be provided and we will cover any travel expenses.

Timeline

w/c 18 August	Applications open to directors and theatre makers
1 September	Online Q&A to find out more about the residency
18 September	Deadline for director and theatre maker applications
w/c 13 October	First round interviews for directors and theatre makers
w/c 27 October	Second round interviews for directors and theatre makers
January 2026	Start of <i>Fair Play</i> Associate Artistic Director Residency

If you have known commitments the weeks of 13 and 27 October, please let us know at point of application.

We look forward to receiving your application but in the meantime, if you have any questions or you would like a formal chat regarding the *Fair Play* Associate Artistic Director programme, please contact RTYDS Programme Producer Manli Siu on rtyds@rtyds.co.uk or 0161 883 0296.

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**FAIR
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RTYDS

Website www.rtyds.co.uk
Email rtyds@rtyds.co.uk
Instagram @rtyds_uk
Facebook @RegionalTheatreYoungDirectorScheme



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