



DIRECTOR OF CREATIVE ENGAGEMENT RECRUITMENT PACK

March 2025

WELCOME

Thank you for your interest in the role of Director of Creative Engagement at the National Theatre of Scotland. This is a key leadership position within our company, responsible for shaping and delivering our vision for creative engagement across Scotland.

Our Creative Engagement work is central to our mission of being a theatre without walls, ensuring that we create extraordinary theatre *by, with, and for* contemporary Scotland. The Director of Creative Engagement will play a vital role in developing co-created, community-driven theatre and participatory experiences that reflect and respond to Scotland's diverse voices, places, and stories.

We are looking for a dynamic and socially engaged cultural leader who will bring drive, innovation, and strategic vision to this work. If you are passionate about making theatre accessible to all, building partnerships, supporting artists and expanding who influences and experiences our work, we would love to hear from you.

We hope this recruitment pack provides the information you need. If you have any questions or wish to discuss the role further, please contact recruitment@nationaltheatrescotland.com

Thank you for your interest, and we look forward to your application.

Jackie Wylie

Artistic Director

ABOUT THE NATIONAL THEATRE OF SCOTLAND

Since 2006, the National Theatre of Scotland has pioneered a *Theatre Without Walls* model, ensuring a presence across Scotland, performing at all scales and bringing theatre to communities, venues, and public spaces across the nation and beyond. We amplify the voices that need to be heard, tell stories that reflect Scotland's diverse identities, and take work to wherever audiences are to be found.

Our work is guided by five strategic principles:

1. **Cultural Democracy** – Expanding who influences, creates, and experiences theatre.

2. **Equity, Identity & Access** – Ensuring diverse representation and inclusive storytelling.
3. **Climate Emergency** – Embedding sustainable practices in all that we do.
4. **Partnerships & Collaboration** – Working across sectors to support talent and creative participation.
5. **Scope & Scale** – Maximising the impact of theatre-making across Scotland and beyond.

Our Creative Engagement programme is central to achieving these aims, making theatre a space for meaningful participation, artistic expression, and social change.

DIRECTOR OF CREATIVE ENGAGEMENT

JOB DESCRIPTION

Reports to: Artistic Director

Direct Reports: Creative Engagement team and Freelance personnel

Job Purpose

The Director of Creative Engagement will work closely with the Artistic Director, and wider team, to plan, develop, and implement the National Theatre of Scotland's Creative Engagement Strategy. ([Creative Engagement Strategy 2021-2026](#))

The Director of Creative Engagement leads our creative engagement work, ensuring this area of work serves and reflects contemporary Scotland and is an integral part of our annual programme.

This role will drive forward our commitment to Cultural Democracy, ensuring that more people influence and participate in our theatre-making. The role will build partnerships across arts, education, health, and social sectors to develop innovative and inclusive creative engagement opportunities. They will also play a vital role in ensuring the National Theatre of Scotland engages and collaborates with the wider Scottish theatre sector.

This is an opportunity to lead an exceptional, future-facing programme of co-created, community driven projects, creative learning and artist and sector engagement projects at an exciting time for the company.

KEY RESPONSIBILITIES

Artistic & Strategic Leadership

- Work closely with the Artistic Director to develop and deliver the [Creative Engagement strategy](#) aligned with National Theatre of Scotland's core principles.
- Ensure an ambitious and innovative programme of co-created theatre, participatory experiences, community and artist engagement and creative learning initiatives.
- Expand who influences our work by building new dialogues and opportunities for co-created theatre-making, supporting or core principle of cultural democracy.
- Maintain excellent relationships with artists specialising in co-created and socially engaged theatre to develop new ideas for productions.
- Develop strong partnerships across community, arts, education, health, and environmental sectors to support the creation of transformative creative engagement projects.
- Lead the development of our work with schools and education partners, shaping new collaborative partnerships that extend beyond traditional theatre education.
- Lead on artist engagement activities, collaborating across the Scottish theatre sector
- Embed accessibility, inclusion, and fair work principles across all engagement activities.
- To seek out and drive strategic partnership resource and funding in support of the Creative Engagement strategy and programme of work.
- To contribute to the strategic planning and decision-making of the National Theatre of Scotland as part of the Senior Management Team.

Project Delivery and Impact

- Oversee the planning and delivery of high-quality participatory programmes that engage diverse communities across Scotland.
- Develop frameworks for evaluating the impact of our Creative Engagement work, ensuring that learning informs future projects and funding applications.
- Work collaboratively across all departments at National Theatre of Scotland to deliver the highest quality Creative Engagement programme.

Team Leadership and Organisational Culture

- Lead and develop the Creative Engagement team, supporting a positive, inclusive, and high-performing working environment.

- Set objectives, monitor performance, and provide professional development opportunities for team members.
- Ensure compliance with safeguarding policies, including overseeing training and risk management related to work with children and vulnerable adults.

Financial Management and Fundraising

- Develop and manage the Creative Engagement budget, ensuring financial sustainability and accountability.
- Work closely with the Development team to secure funding and resources for core engagement projects and new initiatives.
- Lead on third-party contracts and funding partnerships, ensuring successful collaboration and delivery.

Communications and Advocacy

- Advocate for the role of Creative Engagement including across the wider sector, to key stakeholders and to funders, in close collaboration with the Development team.
- Prepare reports for the Board and key stakeholders, communicating the impact and value of engagement initiatives.
- Represent National Theatre of Scotland in sector forums, conferences, and public events.

PERSON SPECIFICATION

Essential Experience and Skills:

- A proven track record in artistic leadership and developing strong and successful relationships with artists.
- Proven experience of producing or leading successful projects and theatre productions.
- Experience of producing or leading socially engaged practice, cultural democracy, and inclusive participatory arts.
- Strong experience in strategic planning and programme development.
- Demonstrated ability to build and sustain partnerships across sectors.
- Experience of leading teams, managing staff, and fostering a positive organisational culture.

- Financial and budget management experience, including securing and managing external funding.
- Experience of preparing fundraising bids and of supporting and reporting on fundraised income.
- Excellent communication and advocacy skills, with experience in stakeholder engagement.
- Experience of operating at a senior level within a cultural organisation.

Desirable Experience and Skills:

- Experience of working within Scotland's theatre and cultural landscape.
- Knowledge of safeguarding and protection policies related to working with children and vulnerable adults.
- Familiarity with digital and hybrid theatre practices and resources as part of creative engagement.
- Experience of supporting and developing artist engagement programmes.

TERMS & CONDITIONS

- **Salary:** £57,000
- **Contract:** Permanent, full-time, 35 hours per week
- **Location:** Based at Rockvilla, 125 Craighall Road, Glasgow with travel across Scotland. Hybrid working available.
- **Holidays:** 34 days per annum (including public holidays).
- **Pension:** 8% contribution by employer when employee contributes minimum 3.2%
- **Notice Period:** 4 months

HOW TO APPLY

- If you are excited about this opportunity and would like to apply, please submit the following by **Friday 4th April at noon** at this link:
<https://form.jotform.com/243512513596053>
- A two-page statement outlining why you are interested in the role and how your skills and experience match the person specification.
- Your CV (max. two pages), including the names and contact details of two referees.

Interviews will be held in person, in Glasgow as follows.

Interview 1: Wednesday 23rd April or Thursday 24th April

Interview 2: Tuesday 29th April

Anti Oppression Statement

At the National Theatre of Scotland, we aim to provide an anti-oppressive environment for people from all backgrounds and do not discriminate based on race, nationality, ethnic background, citizen status, hair texture, hairstyle, sex, sexual orientation, gender(s), gender expression, age, religion, language, deafness, disability, neurodiversity, chronic conditions, mental health, socio-economic status, skin tone, educational background, pregnancy or maternity/paternity, marriage or civil partnership, class, immigration status, nor cultural markings and/or tattoos including those due to religious rituals from pre-colonial cultural practices. As language, terms, and expressions inevitably evolve the National Theatre of Scotland is committed to reviewing this statement of language in collaboration with our respective communities.

Data Protection

Information provided by you as part of your application will be used in the recruitment process. Any data about you will be held securely with access restricted to those involved in dealing with your application and in the recruitment process. Once this process is completed the data relating to unsuccessful applicants will be stored for 3 months and then removed from our systems. If you are the successful candidate, your application form will be retained and become part of your personnel record. Information provided by you on the equal opportunities monitoring form will be used to monitor National Theatre of Scotland's equal opportunities practices. By submitting your completed application form you are giving your consent to your data being stored and processed for the purposes of the recruitment process, equal opportunities monitoring and your personnel record if you are the successful candidate. Personal data will be managed in compliance with article 5 of the General Data Protection Regulation (GDPR): <https://ico.org.uk/for-organisations/guide-to-the-general-data-protection-regulation-gdpr/principles/>