

# AT THE OLD VIC



# RECRUITMENT PACK

## **Introduction**

The Old Vic is London's independent not-for-profit theatre, a world leader in creativity and entertainment.

The Old Vic is mercurial: it can be transformed into a theatre in the round, a space for music and comedy, has played host to opera, dance, cinema, music hall, classical dramas, variety, clowns, big spectacles and novelty acts. It was the original home of the English National Opera, the Sadler's Wells dance company and the National Theatre. It's also been a tavern, a college, a coffee house, a lecture hall and a meeting place.

All of this is now in the bones of the building, and is as important a part of its open-armed, inclusive, welcoming personality as its grand historic decor and the iconic performances and famous productions it has housed.

Today, Artistic Director Matthew Warchus is building on 200 years of creative adventure, with The Old Vic recently being hailed as London's most eclectic and frequently electrifying theatre. Under his leadership, we aim to be a surprising, unpredictable, ground-breaking, rule-breaking, independent beacon of accessible, uplifting and unintimidating art.

We hold the belief that theatre needs to be cherished, supported and shared with as many people as possible. Our 1000 seats are yours from £10 a ticket. Our productions are diverse, adventurous, new, exciting. Our education and talent programmes allow students to explore, and artists of tomorrow to create. Our building is open and alive, day and night. Our theatre is yours.

So, whether you're looking for a comedy or new musical, a dramatic work or dance performance, a £10 preview, a late-night cocktail or a show you can watch together as a family, there is always something new to entertain at The Old Vic.

## **Our Culture at The Old Vic**

There is a collective will to sustain an environment at The Old Vic that is safe, inclusive, welcoming and happy. We want our theatre to be a beacon of enlightenment, entertainment, engagement and empathy.

Our working culture at The Old Vic is open, proactive and collaborative. As an organisation, we prize creativity and the bravery to be led by that. We all bring passion and an entrepreneurial spirit to our roles.

Above all, The Old Vic is a values-led organisation. We have high standards and we operate with heart. We care very much about our audiences, our staff, the impact we have on societal and community issues, and about contributing a body of world-class work. We want to sustain and grow our theatre, but not by compromising our standards or values. Each day, we want people to be reminded of why they joined us, and the attraction, excitement and welcome they felt when they first arrived.

To maintain our values and workplace culture we created The Guardians Programme, in dialogue with our staff, which has now been adopted by more than 40 organisations across the UK. The Old Vic Guardians are a group of trained staff who offer a confidential outlet for colleagues to share concerns about behaviour or the culture at work. We additionally also hold annual sessions where staff can discuss what behavior is 'OK or Not OK' at The Old Vic and this is used to inform our [cultural statement](#).

## Baylis Assistant Director Job Description

Department/Team	Production
Responsible to	General Manager and Baylis Director
Contract	The term of appointment will be circa 3 months, from December 2021 to March 2022, this includes a 5-week rehearsal period and an 8-week run of the show at The Old Vic.
Location:	The Old Vic, 103 The Cut, London, SE1 8NB
Fee:	Fees will be in line with the Society of London Theatre and UK Equity rates at the time for Assistant Directors - £727.60 per rehearsal week and then £662.60 per performance week.

### Introduction

The Baylis Assistant Director scheme was launched during season two of Matthew Warchus' tenure in order to open up The Old Vic's paid assistant director positions to a wider range of director talent. It is a 3-month placement at The Old Vic, providing unique opportunities each season for aspiring directors to work with and learn from experienced professionals in the industry.

The scheme stands out in that it also builds on the role, offering the opportunity for selected candidates to connect further with The Old Vic and become embedded in all areas of our work.

Our next Baylis Assistant Director opportunity will be to assist Lyndsey Turner on *A Number*, from December 2021 - March 2022 at The Old Vic.

### A Number

*A Number* is presented at The Old Vic, by **Caryl Churchill**, directed by **Lyndsey Turner**.

*Every parent makes mistakes.*

*Salter makes a number of them.*

*Now 35 years later, his only child realises he's not alone.*

**Lennie James** and **Paapa Essiedu** play father and sons in **Caryl Churchill's** gripping drama about what it costs to start again.

### The Role

The Baylis Assistant Director will:

- **Act as an Assistant Director** to Lyndsey Turner on *A Number*, which will play on The Old Vic main stage from 24 January-19 March 2022. The production begins rehearsals on 20 December 2021. The duties of this role include weekly note taking throughout the run of the show and taking responsibility for understudy rehearsals.
- **Support with preparation work** on behalf of the Director.
- **Spend time with other departments** at The Old Vic, either in person or remotely, becoming part of The Old Vic family, networking with staff and learning from creatives.
- **Act as an ambassador** and attend Development events where appropriate, learning about how the funding model works for an unsubsidised not-for-profit theatre.
- **Record experiences of their time at The Old Vic**, some elements of which may become part of our online digital content to help animate the experience for other potential candidates and for those interested in a career in theatre directing.

- The Baylis Assistant Director might also be called upon to contribute to our script reading process and collaborate with our education and community outreach work.

*This is not an exhaustive list of duties and the Theatre's management may, at any time, allocate other tasks which are of a similar nature or level.*

## **Person specification**

Essential

Ideal candidates for this role will:

- Have directed at least one professional production (not rehearsed readings or runs of less than 3 weeks), and/or assisted on a number of professional productions
- Have experience working with understudies
- Demonstrate a genuine commitment to becoming a professional theatre director
- Candidates must also have the independent right to work in the UK to be eligible

## **How to Apply**

To apply for this role, please:

- Apply via our Application Portal [here](#)
- Attach a CV and short covering letter as one document to your application explaining why you are interested in this role and how your experience and skills match the person specification.  
**Please ensure one document is attached before hitting 'Finish application' or closing the page.**
- Complete the online equal opportunities monitoring survey (found on our [Work With Us](#) page)

The deadline for receipt of completed applications can be found on our Work With Us page and Breathe.

We will be holding first stage interviews on **20/21 October 2021 & 27 October 2021**.

We receive a high volume of applications. If you have not heard from us within 14 days of applying, please assume that you have not been successful on this occasion and keep an eye out for future vacancies.

Please note: where we receive an unprecedented high volume of applications, we reserve the right to close applications early.

## **Equal Opportunities**

We actively support and encourage people from a variety of backgrounds, experiences and skill sets to join us and help shape what we do. We are particularly keen to receive applications from People of the Global Majority and disabled candidates.

We may take positive action, in cases where candidates are equally qualified, to increase the employment of under-represented groups at The Old Vic.

We don't ask for our applicants to tick a box for any prior convictions at the application stage, to ensure we work to the Fair Chance Recruitment Principles. <http://recruit.unlock.org.uk/fair-chance-recruitment/principles/>

We are a **PiPA (Parents and Carers in Performing Arts) Charter Partner**, striving towards creating a more family friendly working environment.

We are also a signatory of the Care Leaver Covenant which aims to provide support for care leavers aged 16-25 to help them to live independently.

## **Equal Opportunities Survey**

The Old Vic has made a commitment that all applicants with disabilities who meet the essential criteria for this job will be invited to interview. Please complete the Equal Opportunities Survey to help us with this or complete it on our [Work With Us page](#).



## **Access**

We would love to hear from you in whatever way feels most appropriate to you. If you would like to access this application pack or submit your application in another format, we would be happy to speak to you about your needs. Please contact the HR team on 0207 928 2651 or [jobs@oldvictheatre.com](mailto:jobs@oldvictheatre.com) to discuss further.

## **Appointments**

All appointments are made subject to satisfactory references and proof of eligibility to work in the UK