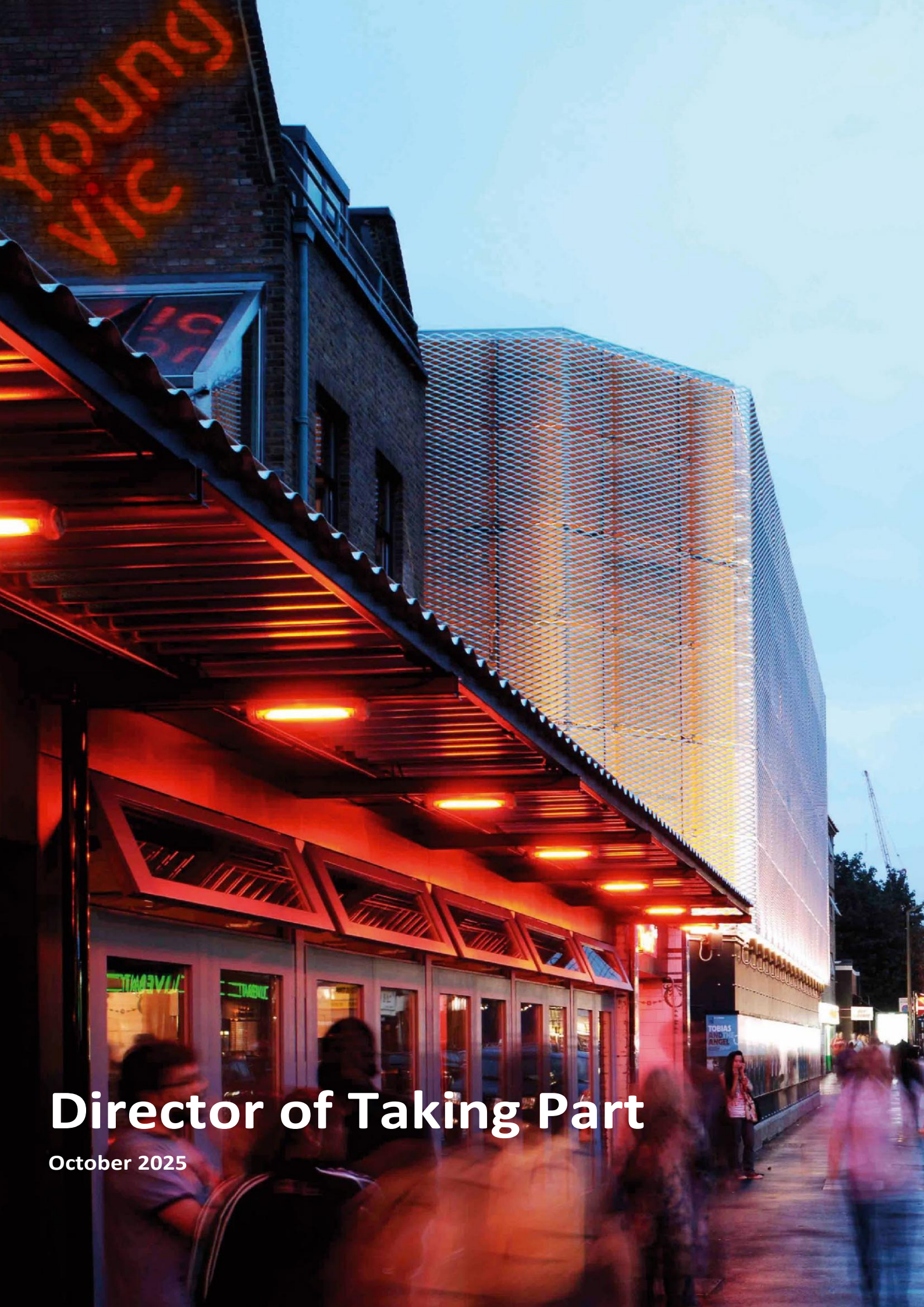




Director of Taking Part

October 2025



The Young Vic was first built as a pop-up theatre for a younger, bolder generation of artists and audiences. Fifty years on it is an established and celebrated cornerstone of the London Theatre ecology, but that mischievous makeshift and anti-establishment spirit still courses through her veins.

I began my own journey in theatre through participation; working in schools, pupil referral units, prisons and various community settings. It's where I cut my teeth as an artist but it's been the arena which has most inspired my own creativity over the years. In those early days, I witnessed first hand the undeniable power of theatre practise in bringing people together, and how engagement in participatory programmes can combat loneliness, heal, build self esteem and educate.

At the Young Vic we are proud of our strong history and reputation of working with communities and schools and we are passionate about our civic duty as a theatre.

I'm excited to work alongside the Director of Taking Part to shape a new and inspiring offer that builds on our legacy and experience but propels us forward to engage with our community in new and innovative ways.

Nadia Fall
Artistic Director

About the Young Vic Theatre

Welcoming more than 100,000 visitors a year to its London Waterloo location, the Young Vic stands out in the city's cultural landscape for balancing daring commercial drive, success and artistic flair with genuine grassroots social impact change in our neighbourhood. We forge deep connections in our neighbourhood through our Taking Part programme, where we engage with over 15,000 people every year via a wide range of projects, from skills-based workshops to on-stage performances. We give 10% of our tickets free to schools and neighbours, irrespective of box office demand, and we are committed to keeping ticket prices low.

Our participatory offer at the Young Vic has two branches: Taking Part and the Creator's Programme. Taking Part is our Creative Engagement Department, committed to working with young people, adults, schools, and our local community. For 27 years, the Young Vic has fostered deep, lasting relationships with the communities of Southwark and Lambeth. Each year, we connect with over 15,000 individuals, offering free tickets to all our performances and providing creative and artistic opportunities that empower our participants to create, learn, and grow. Our work is driven by three key strands: Learning, Participation, and Neighbourhood Theatre. These initiatives form the core of our organisation, with Taking Part's annual program revolving around a central theme.

Our Creators' Program is primarily designed to support and nurture artists of the future. Ensuring we inspire, train and support a diverse pipeline of talent for the future. Launched in 2001, and formerly known as the Directors Program, we offer artists and producers a unique opportunity to develop their craft through free workshops, events, assistantships and chances to make work. The Creators Program Network provides an online community to over 2,500 artists and producers.

Built upon the principles of access, innovation, and community, the Young Vic is deepening its roots nationally and internationally. Recent transfers include *Death of a Salesman* and *The Collaboration* on Broadway, and *Punch, Best of Enemies* and Rodgers & Hammerstein's *Oklahoma!* in the West End. The Young Vic's founding spirit is iconoclastic and pushing at the forefront of possibility, bringing together artists and audiences on a global scale and using the power of stories to change our world.

Our Values at the Young Vic

The Young Vic is driven by seven core values which underpin all that we do, both on stage and off, to make the Young Vic what it is today - bringing together artists, communities and audiences on a global scale and using the power of stories to change our world.

- We believe theatre is at its best when everyone participates.
- We are driven by relentless curiosity and debate.
- We believe in pioneering and in leading into the unknown.
- We are led by the creativity of our people and the limitless possibility of imagination.
- We collaborate: working together to achieve shared goals.
- We lead with kindness - with heart, with care, and with the wellbeing of our people.
- We are committed to openness rooted in trust.

Our Anti-Racism Commitment

Our leadership team and staff share a joint commitment to prioritising the wellbeing of Black and Global Majority people at the Young Vic. We are working together to create a culture of care for all, but especially those with lived experience of racism, and we commit to holding each other accountable for building and maintaining this culture. We believe that making the Young Vic an anti-racist organisation makes the culture better for everyone.

Job Summary
DIRECTOR OF TAKING PART

Responsible to:	Executive Director and Artistic Director
Salary:	£50,000 per annum, circa
Hours:	35 hours per week Normal office hours are 10am to 6pm Monday to Friday. Occasional evening and weekend work will be required. No overtime or TOIL is offered. One day working from home on Fridays.
Benefits include:	Contributory Pension Scheme; Season Ticket Loan Scheme; Training and Development opportunities.
Holiday:	25 days per annum pro rata, rising by one day for each full financial year worked to a maximum of 30 days.
Probationary Period:	6 months
Notice period:	2 months during probationary period, 3 months, following successful probationary period.
Disclosure:	This post requires an enhanced disclosure of all criminal information via the disclosure and barring service and safeguarding training.

Key Objectives:

The Director of Taking Part will lead the Taking Part team and re-align the aims of the department under the new leadership of the Young Vic, working closely with Artistic Director of the Young Vic, Nadia Fall. The role will take responsibility for the development and delivery of a programme of participation, creative learning and neighbourhood theatre work which inspires and nurtures creativity, broadens access to the theatre and promotes closer links between the Young Vic and the community (in the boroughs of Lambeth and Southwark and beyond). This includes ensuring there are a range of relevant and dynamic learning, participation and community engagement opportunities at the Young Vic for children, young people and adults. The role manages a team of Producers and a Coordinator. This role will contribute to the overall strategic development of the theatre as a member of the Senior Leadership team, with regular reporting required at Board level.

Job Description

DIRECTOR OF TAKING PART

Main Responsibilities

Taking Part Strategic Leadership

- Devise and deliver a wide-ranging and year-round programme of Taking Part work encompassing Learning, Participation and Neighbourhood Theatre activity.
- Through this programme ensure there are a range of relevant and dynamic learning, participation and community engagement opportunities at the Young Vic for children, young people and adults.
- Build strong and innovative partnerships with community, arts, education, public and other organisations locally and nationally to ensure work that is relevant and impactful.
- Ensure effective and accurate long-term planning of projects and resources for the Taking Part department; including careful budget management and monthly reporting on spend.
- Liaise with other Young Vic departments regarding the scheduling of department projects in performance and meeting spaces.
- Work collaboratively with all Young Vic teams to ensure Taking Part projects are well supported; including the Producing Team, Marketing Team, Production Team, Finance Team and Theatre Operations; anticipate any issues before they arise and build strong internal relationships.
- Oversee projects delivered by the Taking Part Producers.
- Monitor and manage the department's annual budget and report quarterly on the department's financial position to the Executive Director and Head of Finance.
- Provide project support for individual projects across the department as needed. E.g. workshops, etc. for all project strands.
- Recruit and manage community chorus participants in Main House productions, as required.
- Participate actively in the delivery of the theatre's access strategy including engaging relevant audiences for Relaxed Performances.
- Act as Safeguarding Lead for the Young Vic.
- Play an active role in the Health and Safety Committee and take responsibility for the health, safety and wellbeing of the department.
- Implement and oversee the system of pastoral care for all young people and vulnerable adults who take part in Young Vic activities as per special responsibilities laid out in the Young Vic Safeguarding Policy.
- Supporting the Artistic Director in engaging with Community Arts and Education ensuring Participation work is relevant and impactful
- Act as an ambassador for the theatre, feeding into the wider industry strategy for education and lobbying at government level, as required.

Fundraising, Reporting and Monitoring

- Collaborate with the Director of Development to identify and cultivate Taking Part funders, attend meetings and contribute written and statistical information to funding proposals as required
- Attend cultivation evenings at the Young Vic, meet funders and talk actively about the work of Taking Part.
- Create reports for the Young Vic Board, Arts Council England and all/ any Taking Part project funders as required.
- Ensure the theatre's Annual Report is up-to-date with Taking Part project narratives and statistics.
- Compile the department's Annual Review.

- Ensure the implementation of monitoring and evaluation procedures are adhered to as well as up to date records relating to equal opportunities for all departmental activities.
- To develop and contribute to all processes required for evaluating the Taking Part department's work.

Safeguarding

- Act as Safeguarding Lead and ensure that safeguarding processes are in place and regularly reviewed, with training kept up-to-date and reviewed as necessary.
- Implement and ensure Safeguarding Policy is applied to participation activities of pastoral care for all young people and vulnerable adults who take part in Young Vic activities laid out in the Young Vic Safeguarding Policy
- Ensure Enhanced DBS checks are in place when required for the TP Team) in line with DBS and liaise with the People Team accordingly

Staff Management

- Set objectives for the Taking Part team, monitor performance and carry out regular staff appraisals.
- With the Director of People, manage employment issues, sickness and absence within the team, as required.
- To oversee the recruitment for the Taking Part team, following Young Vic best practice.
- Oversee any placements / training schemes within the department, including the Young Associates Scheme.
- Organise and lead weekly departmental and one-to-one meetings.
- Support the Young Vic's efforts in workforce diversity and sustainability, and promote these initiatives both internally and externally.
- To be responsible for Health and Safety within the remit of the Taking Part programme and to ensure all relevant staff are DBS checked, trained in H&S and evacuation procedures and are appropriately skilled and experienced for the projects they are employed for.

General

- Represent the department at internal and external meetings, including the Senior Leadership Meeting and Board Meetings, as required.
- Remain abreast of sectoral best practice in participation, creative learning and community engagement in the performing arts.
- Remain abreast of writers, directors and other artists working in London and across the UK.
- Remain abreast of Department of Education, DCMS and Arts Council England strategy and policy, and across curriculum developments
- Work with the Artistic Director on the use of the Studio spaces.
- With the Executive Director, ensure that the Safeguarding Policy is adhered to.
- Provide support with regard to the Young Vic's productions on tour/ outside of the Young Vic as appropriate.
- To lead on work experience activity taking place at the Young Vic.
- Remain abreast of developments regarding GDPR and the use of personal data (including the use of recordings and images).

Other:

- To oversee the Young Vic's use of any external spaces.
- To be an active and supportive member of the Young Vic Senior Leadership and wider staff team.
- To remain abreast of and advise the Executive and Senior Management team on current trends and best practice in creative learning, participation and community engagement.
- To be familiar with and personally responsible for acting within the Equality, Diversity and Inclusion Policy of the Young Vic, the Dignity and Work Policy and all other Young Vic company policies.
- To always provide the highest level of customer and audience care and service.
- Any other reasonable duties that arise to fulfil the objectives of the Young Vic.

Additional Information:

- Regular evening and weekend work will be required.

Personal Specification

DIRECTOR OF TAKING PART

Essential Skills:

- Significant experience developing and leading public engagement, community development and/or creative learning projects in the performing arts.
- A proven track record of devising and delivering complex projects with young people; members of the community; and artists.
- A passion for creative learning and outreach work, and a commitment to its work, ambitions and objectives.
- Knowledge of a broad range of cultures and traditions, and ability to work with people from a wide range of backgrounds.
- Enthusiasm for outreach, engagement, training, mentoring and support of emerging talent.
- A proven knowledge of contemporary arts education or community development practice, or equivalent transferable experience.
- An understanding and commitment to Safeguarding best practice.
- The proven ability to communicate clearly, confidently and creatively both in writing and in person.
- Experience of setting and managing budgets.
- Experience of project management, monitoring, evaluation and report writing.
- Significant experience of managing full time and freelance staff.
- The ability to work under pressure.
- The ability to work as part of a team and on own initiative.
- Fluent IT skills including knowledge of Word, Excel, Outlook.
- Experience of theatre administration or production.

How to apply

Please read the job description carefully and then complete the application form in full and send it to our recruitment inbox: recruitment@youngvic.org

Candidates are also asked to complete the online equal opportunities monitoring form*
Monitoring Form for Equal Opportunities.

The Young Vic is open to job share, flexibility around caring responsibilities and access requirements. If you would like to discuss the role in confidence or have any access requirements please email recruitment@youngvic.org.uk and we will contact you.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

The closing date for applications is Monday 10.00am on 17 November 2025.

We are particularly keen to hear from Black and Global Majority people, and candidates who are disabled. All candidates who are disabled who demonstrate that they meet the essential criteria will be invited for interview. The Young Vic is committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, caring responsibilities, disability, gender, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation. We are a disability confident employer.

Key Dates

Stage 1 Interviews w/c 24 November

Stage 2 Interviews w/c 1st December

Young Vic benefits

Our annual leave is 25 days rising by 1 day for each year you are with us up to 30 days

Other benefits include:

- Contributory pension scheme
- Season Ticket loan
- Cycle to work scheme
- Wellbeing App – and free counselling service
- Free Eye Tests
- Complimentary staff tickets for Main House productions
- Local Discounts including 10% discount at The Cut Bar

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement