



PITLOCHRY
FESTIVAL
THEATRE

Artistic Director Pitlochry Festival Theatre

Recruitment Pack
July 2024



Employment agency advisor

Saxton Bampfylde

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Thank you...

Pitlochry Festival Theatre

... for your interest in the role of Artistic Director at Pitlochry Festival Theatre. Our Theatre, here in the stunning surroundings of Highland Perthshire, has a rich history of providing exceptional cultural experiences to the audiences we gather with us, and our work is held in the highest regard.

Under the artistic leadership of Elizabeth Newman, we have re-established Pitlochry Festival Theatre for the 21st century and set an extraordinary standard of excellence. I am grateful for her work over these past six years and the Theatre is looking forward to building on such strong foundations. This is an important time for us as we move into an exciting new chapter of growth and development.

Adapting to an evolving landscape, we remain committed to artistic excellence. The role of Artistic Director is crucial in driving our vision forward and, as part of securing a sustainable future for our Theatre, advancing the commercial aspects of our organisation will be key to our ongoing success.

At Pitlochry Festival Theatre, we passionately believe in the transformative power of our work. This role is not just about leading our artistic direction but about being part of our purpose to improve lives by sharing Pitlochry with the world, and the world with Pitlochry. We look forward to welcoming someone who shares our passion and vision for the future.

Warm regards



Kris Bryce
Executive Director

Welcome to Scotland's Theatre in the Hills



About Pitlochry Festival Theatre

Since 1951, Pitlochry Festival Theatre has been the artistic heart and soul of Highland Perthshire. Attracting over 100,000 visitors every year, we're more than simply a place to come and see a show, we're Scotland's leading producer of musical theatre, a champion of ensemble practice and the country's only rurally-located major arts organisation.

A unique ensemble and repertory practice

Our 'Theatre in the Hills' opened on 19 May 1951 as a tent in nearby Knockendarroch and today, over seven decades later, Pitlochry Festival Theatre continues to occupy a special place in the hills of Perthshire and in the hearts of theatre goers and artists from near and far. From our home in Port-na-Craig, our breath-taking surroundings and exceptional work continue to set us firmly apart.

At the heart of Pitlochry Festival Theatre is our unique ensemble and repertory practice. For decades, the town of Pitlochry has been known as the place to 'stay six days, see six plays' and ensembles of actors join the Theatre in the spring to help create this experience. From March onwards, we will work with between 18 and 22 actors who will appear in 3 or 4 of our daily-changing repertory productions between May and October, learning a number of parts simultaneously.

For the summer 2024 season, we will produce eight shows – four in our Auditorium, two in our Studio and two in our Amphitheatre, both individually and co-produced, at different scales and for different audiences.

A story of continuous evolution

Our story is one of continuous evolution and we are always mindful that we work against a backdrop of change. Over the next five years, guided by our Strategic Plan, we intend to seek robust ways to mitigate against widespread economic uncertainties and specific challenges faced by the culture sector, to secure the most sustainable and profitable future for Pitlochry Festival Theatre.

Increasingly, we work collaboratively, through co-productions and tours, to support other Scottish venues and to benefit Scottish audiences in areas with limited or no theatre provision. We are also forging partnerships right across the UK that bring new funds and opportunities to the theatre sector, locally, regionally and nationally.

With the longest history of continuous production in the country, people visiting Pitlochry Festival Theatre are still able to see six plays in six days!

Our strategic framework



Introducing our purpose, vision, mission, values and guiding principles

Our purpose

We improve lives by sharing Pitlochry with the world and the world with Pitlochry.

Our vision

Pitlochry Festival Theatre is recognised as the nation's most impactful producing theatre, at home and beyond.

Our mission

We will create life-changing experiences for as many people as possible in our many communities, through our theatre and our environments.

Our values

We are creative.
We are respectful.
We are empowering.
We are collaborative.

Our guiding principles

Place

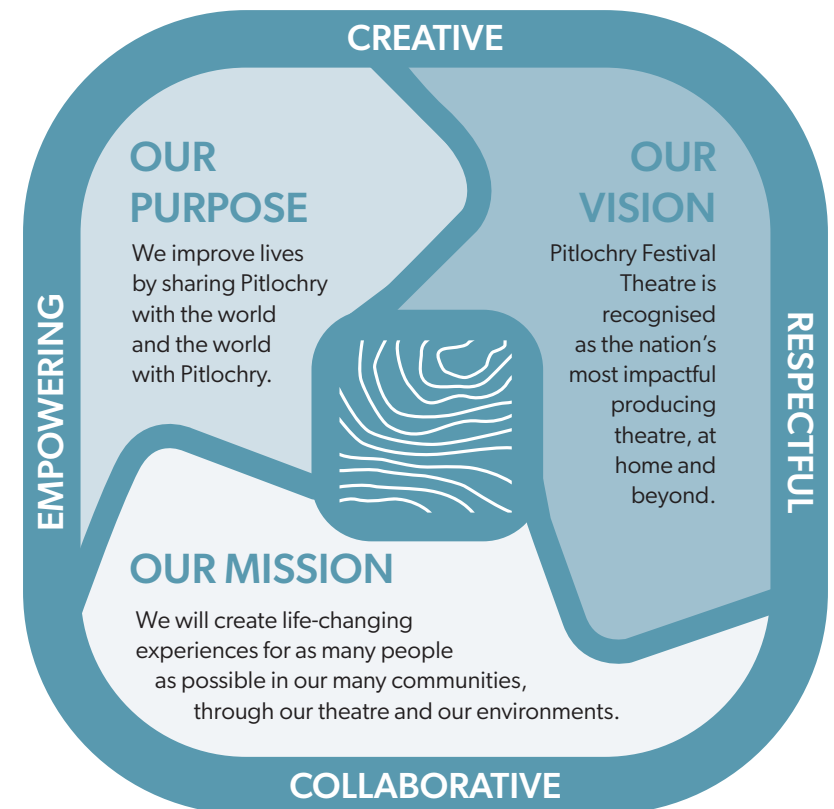
Pitlochry is our home. We will continue to be inspired by Pitlochry and to celebrate our home through our work here and everywhere that we work in partnership, by sharing what we do 'Inside, Outside and Online'.

People

We nurture our own staff, the creative talent we bring to our stages, our partners, our supporters and our audiences. We will continue to gather people together through our work and by serving global, human concerns.

Production

We perform at our best when we create theatre and deliver cultural activities related to theatre. We will continue to explore and extend how and where we share theatrical experiences of all kinds, for the benefit of all our communities.



Our strategic intentions

A photograph of a woman and a man sitting at a small round table in a theatrical or industrial-style setting. The woman, on the left, is wearing a patterned dress and has her hand to her face in a contemplative pose. The man, on the right, is wearing a dark blue shirt and trousers, with a tattoo visible on his left arm. On the table between them is a small white cake with pink candles. The background features dark, industrial-looking structures and a red lantern hanging from above.

Defining our ambition and strategic goals

Our ambition

By 2029, Pitlochry Festival Theatre will be recognised – locally, nationally and internationally – as a destination of choice for exceptional cultural experiences.

By leveraging our stunning location and unique repertory practice, we will ensure that our breath-taking surroundings and exceptional work continue to set us apart from any other theatre in Scotland. We will attract outstanding talent to our stages and captivate diverse audiences 'Inside, Outside and Online', encouraging them to visit us again and again.

Our skilled and enthusiastic workforce will deliver confidently across all areas of our business and, through partnerships and collaborations and by telling our story well, we will grow our reputation at home and beyond. Fundamentally, and underpinning everything we do, will be a rigorous focus on financial stability.

By focusing on our place, our people and our productions, and through our transformative VISION capital campaign project, we will secure a sustainable and profitable future for Pitlochry Festival Theatre.

Our strategic goals

Driven by our findings, we have identified three overarching strategic goals to support our development over the next five years.

Engagement

- We will engage with existing and new audiences to attract, retain and build as diverse a customer base as possible.
- We will engage with established and new talent to ensure that our productions and activities are always extraordinary and life changing experiences.
- We will identify, recruit and nurture a growing community of supporters and advocates, members and donors, to embed support and loyalty now and into the future.

Collaboration

- We will develop and deepen relationships with a wide range of partners in the arts, tourism and business, locally and further afield, to create exceptional experiences at our own venue and in our immediate and wider environments.
- We will explore new and exciting ways to deliver theatre and theatrical experiences – Inside, Outside and Online – that have positive impacts in our communities.
- We will work with other theatre makers to find ways, together, to mitigate against decline in our sector.

Sustainability

- We will resource and support our workforce to allow us to operate efficiently, and we will develop both our physical resources and intellectual assets to market and sell our productions and our venue effectively, encouraging repeat business.
- We will leverage our transformative redevelopment to unlock the potential of our offering, seek additional capital funding opportunities and establish practices that allow us to diversify our income streams, capitalise on our facilities and secure financial sustainability.
- We will embed environmental considerations in everything we do, continuing our journey to become Scotland's first net-zero theatre.

**“By focusing on our place,
our people and our productions,
and through our transformative
VISION capital campaign project,
we will secure a sustainable and
profitable future for Pitlochry
Festival Theatre.”**



Our *VISION* Capital Project



Transforming our spaces, transforming our future

Our transformative *VISION* Capital Project is part of our continuous evolution story and is allowing us to develop our indoor and outdoor spaces, underpinning our commitment to our audiences and wider communities.

At the start of the pandemic in 2020, when for reasons of public safety we had an empty building, we made the decision to break up this complex capital project into one we could deliver in phases. Pioneering financial commitment from Dunard Fund and The Gannochy Trust allowed us to fast-track Phase 1a and significantly alter the footprint of our buildings. These are the phases of our journey so far...

2020-2022 | Phase 1a | Accessibility

In August 2022, we welcomed audiences back to Pitlochry Festival Theatre to a transformed Foyer – bright, open and accessible – and to our brand new 172-seat Studio theatre – a flexible space in which to showcase new writing and touring productions that fully support us to share Pitlochry with the world, and the world with Pitlochry.

2024 | Phase 1b | Sustainability

In January 2024, we embarked on two major upgrades that reflect our commitment to environmental sustainability. The first is the replacement of the glass curtain walls that look over the River Tummel to Ben-Y-Vrakie and the second is the refurbishment of our roof and air systems. Both interventions will improve our energy efficiency and move us closer to our ambition to be Scotland's first net-zero theatre by 2035.

2025 onwards | Phase 1c | Experience

Through planned restoration of main Auditorium and stage infrastructure, we will streamline our pre-production facilities, bringing theatre-making, rehearsing and performing together in one united environment. And we will upgrade our visitor facilities, radically re-imagining our hospitality and retail spaces, supporting our ambition to deliver the highest quality visitor experience and be the destination of choice for cultural experiences for visitors from across the UK.

“**Through our VISION Capital Project, we will create the largest powerhouse for theatre in Scotland, for generations to come.**”



A photograph of a theatre interior, showing rows of red seats facing a stage. The stage is dark, and there are some lights visible on the walls. The text "Our places and spaces" is overlaid on the top left of the image.

Our places and spaces

A destination of choice for exceptional cultural experiences

Our theatre buildings and outdoor venues are set in a stunning 11-acre site, with Ben-Y-Vrackie amongst the hills towering above us and the River Tummel flowing at our feet. We work hard to make both our extraordinary campus and our creative programming accessible, appropriate and appealing for as many people as possible. Quite simply, we want to welcome more people and create more theatre in our lives and theirs.

Our future depends on us being fit for purpose – a destination of choice for theatre yes, but also for hospitality, heritage and nature, a whole wraparound experience. We are a theatre for everyone – in our own words, a Theatre for All and a Theatre for a Lifetime – and we may be located in a small Highland town but we gather together the people of the world to share and experience stories together. We do that Inside, Outside and Online.

Inside

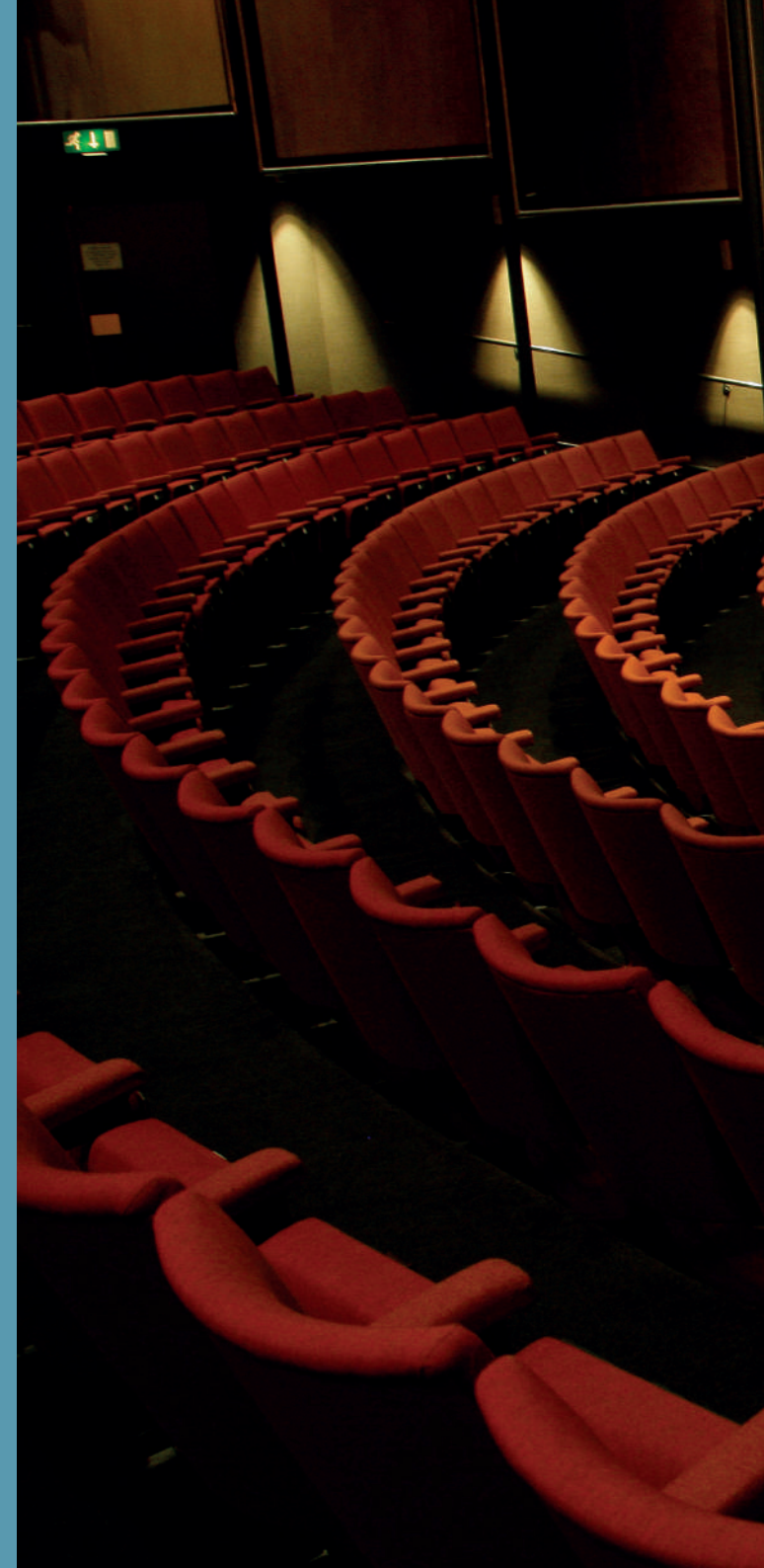
Auditorium

Our main 544-seat Auditorium opened in 1981, its design based on the original 1951 'Theatre in a Tent' at Knockendarroch. With no pillars to obstruct the view of the stage, every seat offers an excellent view, the acoustics are fabulous and the leg room more than generous. With the longest history of continuous production in Scotland, our list of work is extensive. In recent years, the Auditorium has been home to our award-winning productions like Brian Friel's *Faith Healer*, Willy Russell's *Shirley Valentine* and Tennessee William's *A Streetcar Named Desire*, as well as critical and commercial musical hits like *Chicago*, *Summer Holiday*, *Sunshine on Leith* and *Gypsy*, each created with ensembles of artists engaged across our seasons.

Studio

A long-held vision that became a reality in 2022, the 172-seat Studio is our home for new writing. The space is atmospheric, immersive and intimate – so intimate, in fact, that those in the front row can rest their feet on the stage! Since opening, we have premiered Sara Shaarawi's *Sister Radio*, Martin McCormick's *The Maggie Wall*, May Sumbwanyambe's award-winning *Enough of Him*, Isla Cowan's *To The Bone*, Uma Nada-Rajah's *The Great Replacement*, and Pauline Lockhart and Alan Penman's *Forever Home*. During summer 2024, we will premiere sell-out productions of Richard Baron and Ellie Zeegen's *Nan Shepherd: Naked and Unashamed* and Harry Mould's *The Brenda Line*.

“**We are a theatre for everyone – in our own words,
a Theatre for All and a Theatre for a Lifetime...**”



Outside

Explorers Garden

Scotland has produced some of the world's most successful plant explorers and this truly unique garden celebrates their work. Conceived as a *Theatricum Botanicum*, it was created in the 1990s – in conjunction with the Royal Botanic Garden Edinburgh – and offers stunning spaces for performances in the Amphitheatre, Pagoda and Pavilion. In summer 2021, Lesley Orr and Jo Clifford's *The Covid Requiem* played through the Garden, bringing to life these special six acres, alongside the Theatre's Christmas productions in 2020 and 2021, and summer installations of *Alice in Wonderland* and *Peter Rabbit* experiences in 2021 and 2022.

Amphitheatre

Opera and musicals, drama and comedy are staged here, under the sun and the stars. In the summer of 2021, we reintroduced this magical space to our programming to provide much-needed outdoor events, and it has remained a steadfast part of our programme since. Nestled in the Explorers Garden, our Amphitheatre mimics the shape and dimensions of the Auditorium and can seat up to 120 people. Opening after the pandemic, David Greig's *The Adventures With The Painted People* played to extraordinary audience responses, and we've been delighted to welcome families to Elizabeth Newman's adaptation of *The Secret Garden* and Lesley Hart's adaptation *Sherlock Holmes: A Study in Lipstick, Ketchup and Blood* over successive summers.

Online

Sound Stage

Developed in 2020, in response to the restrictions imposed by the pandemic, Sound Stage is a digital audio theatre that delivers an online experience of attending theatre. Using audio streaming and integrated conferencing software, theatre goers can listen to a play, meet friends in the interval and engage with writers, directors and cast members after the show. It continues to be an innovative way in which to share inspirational new work with audiences who cannot come to Pitlochry Festival Theatre in person. Over successive seasons of work, the Theatre has reached audiences in nearly fifty countries, starting with Mark Ravenhill's *Angela* in 2021 and continuing in our latest season earlier this year with *Queer, There and Everywhere* and a *Chekhov Double Bill*.



Artistic programming



Captivating audiences with exceptional work

Delivering an outstanding artistic programme is the golden thread woven through every part of our organisation. We are committed to excellence and are proud that our work consistently gains national recognition. Our year-round programme is conceived and delivered to ensure that there is always something for everyone and that we engage people at every stage of their lives.

Within our annual programme, we deliver our unique ensemble and repertory programme through three seasons of work – spring, summer, and autumn/winter. The diversity of our work demonstrates our desire to engage as wide a community as possible and, alongside our programming, we have a comprehensive participation and talent development programme which manifests itself in many ways – experiencing a production, participating in an engagement activity, volunteering, undertaking professional training with us... the list goes on!

Delivering high quality theatre for all

Although we are perhaps best known for our well-established summer season – curated, developed and delivered to ensure we reach as many people and as diverse an audience as possible – we deliver high-quality theatre for all throughout the year. Each year, we are committed to:

- presenting a dynamic line-up of world premieres, classic plays, family theatre, new writing, contemporary classics, smash-hit musicals and concerts, along with a literature festival, film festival, work made with and for children and young people, and an array of events and participation activities;
- developing multi-year, cross art form projects;
- producing new plays that address challenging social, political and contemporary issues; and
- programming productions outdoors in our landscape, making use of our varied outside spaces and delivering projects that directly address the issue of climate change.

Nurturing artistic talent

We are a home for artists. We work with artists from many disciplines and with diverse perspective and backgrounds, and we nurture artists at all stages of their careers. We believe that a very special exchange happens between experienced and early career artists thanks to our unique ensemble and repertory practice – an exchange that nourishes both those individuals and our own artistic ecology.

Focussing on partnership and growth

We see partnership as a source of inspiration and a way to meaningfully grow our community so we prioritise co-producing with organisations that share our values. We have started touring our own work to reach new audiences and are committed to securing a commercial future life for our work, supporting us to be sustainable and to invest in our future.

We pride ourselves on being good at change. We are passionate theatre makers and everything we create is about reaching out to the world, learning and connecting with each other. As we respond to the world and its needs, we too evolve.



Equity, Diversity and Inclusion

Fostering an environment where individuals are heard, valued and empowered

We are committed to upholding the principles of Equity, Diversity and Inclusion (EDI) and to fostering an environment where diversity thrives, accessibility is prioritised and all individuals – Trustees, artists, workforce and audience members – feel heard, valued and empowered to express their authentic selves.

Our EDI Working Group sits at the core of our operations and actively co-designs and spearheads organisational changes. The group also provides ongoing support to everyone at the Theatre, guiding the seamless integration of inclusion into our working practices.

Our comprehensive EDI commitment encompasses the following key areas:

- Championing diversity in every aspect of our work to create an inclusive atmosphere that mirrors the rich tapestry of our communities.
- Achieving genuine representation by ensuring that everyone who works for and with us reflects the diverse composition of our nation.
- Fostering an organisation in which every individual is recognised, valued and free to express their true selves.
- Ongoing education to support the eradication of all forms of unconscious bias and racism.
- Equal opportunities monitoring on an annual basis to ensure our policy is effective.
- Industry collaboration to expand the talent pool across all roles and work towards a more inclusive and diverse representation.
- Supporting and maintaining an open and safe culture that allows everyone working for us and with us to freely express themselves.
- Refining our approach to EDI by regularly seeking feedback from our artists, workforce and audiences, holding ourselves accountable for progress and continuously improving our strategies.

“
At its heart, collaboration enables Pitlochry Festival Theatre to become more diverse and, in the act of becoming more diverse, to become more resilient to change and more open to developing new ideas and being in dialogue with the world.
”



Financial management

Achieving long-term financial stability and investing for a sustainable future

Our Financial Strategy serves as a backbone for everything that we do. To secure our ambition for a sustainable and profitable future, we need to focus on diversifying and growing our revenue streams, managing costs effectively and looking after organisational resources, including capital expenditure and infrastructure.

By investing in artistic quality, customer offer and operational efficiency, we will grow our audience and donor pipelines which, in turn, will increase and diversify our income. By setting a sustainable and profitable future as the benchmark by which we test all our plans, we will ensure that every artistic and operational decision contributes to our overarching ambition for the Theatre. We continually evaluate our progress through regular financial reviews, informed by our multi-year financial model and annual budgets.

Our business model

The Pitlochry Festival Theatre business model relies on a balance of box office sales, income from philanthropic giving and revenue generated through commercial opportunities onsite (including our hospitality and retail offerings) as well as our core funding. Our ticket income extends beyond shows staged here to include co-productions, transfers and tours. This both ensures that as many people as possible can engage with our work and supports our focus on diversifying income streams.

Over the next five years, our business model will be shaped to regain long-term financial sustainability. Rooted in ethical fundraising and community engagement, our Fundraising Strategy aims to increase revenue, capital and endowment streams and we will focus on diversifying our donor base to invest in our artistic and engagement programmes, capital projects and long-term sustainability. We will also invest in our growing co-production and touring activity, leveraging our relationships with writers, actors, producers and directors to further expand our role in the sector and generate more co-production, touring and royalty income to support our costs.

We will prioritise long-term financial stability and value over short-term gains, thus ensuring enduring success.

Sustainability

Transforming our spaces and embedding green technologies and practices

We intend to leverage our transformative redevelopment to unlock the potential of our offering. By embedding environmental consideration in everything we do, we'll continue our journey to become Scotland's first net-zero theatre, meeting the Scottish Government's current climate target for non-domestic buildings eight years early.

Despite an increase in floor area and utilisation, our VISION Capital Project will significantly reduce our carbon emissions as we replace all fossil fuel usage with zero emission heating technologies and all lighting with efficient LED fittings and improved control. We'll also minimise the heating demand in new-build elements through highly insulated and airtight construction and by using mechanical ventilation in winter with high-efficiency heat recovery. In addition to adding insulation and draught proofing, we are assessing the feasibility of generating electricity from renewable sources on site and through collaboration with energy providers.

We are developing and implementing a robust PPM plan to address current deficiencies and ensure the longevity of our facilities and, through our Green Working Group, we are implementing new operational initiatives, including carbon literacy training, sustainability clauses for actor and creative teams, and changing performance start times to encourage the use of public transport.

We are exploring the most energy efficient, climate resilient and commercially viable solutions using the latest technologies available.

Organisational structure

Designed for accountability, financial responsibility and transparency

We are Scotland's largest building-based producing theatre company with a production facility that makes everything, from start to finish. Every year, our workforce represents Scotland's largest in-house team of makers, based in a theatre.

Our operational management mirrors our charitable aims, ensuring sustainability, financial responsibility and inclusiveness. As a charitable company limited by guarantee, our governance structure incorporates strict financial and operational oversight mechanisms. Our Board of Trustees holds ultimate responsibility for operational and financial management – approving strategic and annual corporate plans, annual reports and financial statements.

Our Executive Director executes strategies and plans approved by the Board and has responsibilities ranging from financial management to operational policy approval, ensuring a smooth day-to-day operation and leading the Executive Team, which includes the Artistic Director and Finance & Operations Director. Our Heads of Department handle daily operations and report to the Executive Team for strategic alignment while our extended management team includes all line managers, reporting to Heads of Department.



Job description: Artistic Director

Your place in our team

We are seeking an inspiring Artistic Director to work as key member of our Executive Team, leading and shaping the creative vision and artistic direction of our organisation. This role is for a visionary leader who can combine creative innovation with strategic planning, maintaining and building our reputation both for excellence and as a destination of choice for exceptional cultural experiences.

Our ideal candidate will have a deep understanding of and passion for theatre and be someone who can chart an ambitious artistic course that aligns with our mission and strategic goals. Your leadership skills will embody a commitment to both artistic excellence and commercial success, driving revenue streams that will support our creative ambitions and ensuring Pitlochry Festival Theatre remains a beacon locally, nationally and internationally. You will embrace innovation in programming and production, adapting to changing landscapes and leveraging new technologies to engage and bring along our broadest spectrum of audiences and drive box office success.

Central to this role is a dedication to equity, diversity and inclusion. You will cultivate a creative environment that mirrors the diverse communities we serve, ensuring that we are a Theatre for All and a Theatre for a Lifetime. As an ambassador and advocate for Pitlochry Festival Theatre, you will create strategic partnerships and deepen existing relationships to elevate our profile and reach.

Leadership here goes beyond team management. We need someone who can inspire and motivate the artistic team, our stakeholders and our widest communities. Your ability to set a compelling artistic vision, influence others and drive towards action will be crucial to achieving our ambitious goals.

By 2029, you will have further grown the quality and diversity of our programming, ensuring our work is both innovative and accessible while achieving sustainable commercial growth. This will include setting and meeting specific goals such as increasing audience diversity, enhancing production quality and expanding our repertoire. You will foster a culture of artistic excellence and implement strategies that resonate with our core values, driving forward our vision of being recognised as the nation's most impactful producing theatre.

This role is not just about leading the artistic direction of Pitlochry Festival Theatre but about helping to secure a sustainable and profitable future for our organisation.

Key responsibilities

Artistic Vision

You will develop and implement a compelling artistic vision that aligns with the Theatre's mission and strategic goals, and create an environment that nurtures creativity and innovation, ensuring the Theatre's programming remains diverse, bold and relevant to a broad audience. You will also develop flagship programmes to expand the Theatre's impact and audience base.

Financial oversight

You will collaborate with the Executive Team on organisational budgeting and financial planning, support fundraising efforts and explore new revenue streams to ensure the financial sustainability of the Theatre. You will also play a key role in maximising fundraising income from statutory and non-statutory sources.

Strategic partnerships

You will develop and maintain strategic partnerships with other theatres and cultural organisations, educational bodies and other stakeholders in the UK and further afield. You will explore opportunities for co-productions, tours and other collaborative projects.

Programming

You will curate and oversee the selection and production of a diverse range of performances, from classical to contemporary, ensuring artistic excellence and audience engagement. You will balance artistic ambition with commercial viability and collaborate with playwrights, directors, designers and other creatives to produce high-quality and compelling theatre.

Production oversight

You will ensure that the highest standards of production values and cost efficiencies are maintained across all our performances, ensuring productions are financially viable while maintaining artistic integrity, and you will oversee the selection and management of creative teams and cast, supporting them to deliver their best work. You will attend rehearsals and provide creative feedback to directors and performers and you will resolve any artistic conflicts that arise during the production process.

Team leadership

You will line manage the Head of Production, Producer and Associate Directors and you will lead, mentor, and inspire the artistic team, as well as freelance artists and collaborators, fostering a collaborative and inclusive working environment. You will drive and approve creative and casting decisions and ensure the recruitment of talented artists, and you will support professional development and ensure that each member of the team is motivated and aligned with the Theatre's goals.

Reporting

You will report to the Board of Directors on artistic activities and, along with the Executive Director and the Director of Finance & Operations, present clear budgets to the Board and lead on the appointment and management of all staff. You will attend management and staff meetings as well as planning, finance and communication meetings, and you will attend all Board meetings to present programmes of work, give progress reports and discuss long-term strategic plans.

Marketing and Communications

You will line manage the Head of Marketing & Communications and ensure that the Theatre's Marketing & Communications Strategy is being delivered to a high standard.

Creative and stakeholder engagement

You will act as the public face of Pitlochry Festival Theatre, building and maintaining strong relationships with donors, partners, artists and the wider community, and advocating for the Theatre and our values at local, national and international levels. You will be responsible for and advocate the Theatre's Creative Engagement Programme and support the Creative Engagement Team to deliver high quality provision.

Community outreach

You will promote and support educational and community engagement programmes and ensure that Pitlochry Festival Theatre remains a vital cultural resource, accessible to a wide range of audiences and participants.

Experience and skills

Artistic leadership

You will have proven experience in artistic leadership within a building-based theatre, with a track record in delivering high-quality and innovative programming.

Theatre production and programming

You will demonstrate a strong understanding of theatre production, programming and financial management and you will have proven experience in commissioning new work, developing talent and building mutually beneficial and strategic co-production relationships.

Communication and interpersonal skills

You will have excellent communication and interpersonal skills, with the ability to engage and inspire diverse stakeholders, including staff, board members, donors and community partners.

Fundraising and financial acumen

You will have a demonstrated ability to support fundraising initiatives and manage budgets effectively. Experience in sourcing public and private funding is essential.

Collaboration and team management

You will have experience in leading and managing creative teams, with a commitment to equity, diversity and inclusion. You will have proven ability to foster a collaborative working environment and support professional development.

Qualities and attributes

Visionary thinker

You will have the ability to develop and communicate a compelling artistic vision that inspires and engages both internal and external stakeholders.

Collaborative leader

You will be a collaborative leader, committed to fostering an inclusive and supportive working environment. An ability to work effectively with the Executive Team and Board of Trustees is essential.

Emotional intelligence and resilience

You will be able to demonstrate high emotional intelligence and resilience and be capable of thriving under pressure and adapting to changing circumstances.

Passion for community engagement

You will have a deep commitment to community engagement and arts education, ensuring the Theatre's programmes are accessible and relevant to a broad audience.

Integrity and accountability

You will bring a strong sense of integrity and accountability to the role, with a commitment to upholding the Theatre's values and ensuring our long-term success.



Terms and conditions

Contract

Permanent, full time

Reporting to

Executive Director

Responsible for

Artistic Administrator

Associate Director(s)

Head of Production

Head of Marketing & Communications

Producer

Salary

£75,000 per annum

Probationary period

6 months with one month's notice

Holidays

25 days plus 9 public holidays per year
(based on a 5-day working week)

Notice period

6 months (1 month during
probationary period)

Relocation

We will consider making a contribution
to relocation costs on appointment.

For a confidential conversation about the role, please contact:

Todd Heppenstall, Partner & Consultant,
Saxton Bampfylde

Todd.Heppenstall@saxbam.com

Making your application

Saxton Bampfylde Ltd is acting as employment agency advisor to Pitlochry Festival Theatre for this appointment. Candidates should apply for this role through their website at www.saxbam.com/candidate-opportunities using code JBQZA.

Click on the 'apply' button and follow the instructions to upload a supporting statement of no more than three pages along with a CV or an audio or video application of no more than five minutes, and complete the online equal opportunities monitoring form*.

Your supporting statement or audio/video should highlight concisely and clearly your reasons for applying and how your experience and contacts would enable you to fulfil this role as detailed in the job description.

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

Pitlochry Festival Theatre wants its workforce to be representative of society and welcomes applications from everyone. If you require any adjustments for the interview process please let us know.

**The closing date for applications is
noon on Monday 29 July 2024.**

Key dates

Preliminary interviews with Saxton Bampfylde:
w/c 5th & 12th August 2024

Informal 1:1 conversations with Pitlochry Festival Theatre:
w/c 19th August 2024

First round panel interviews with Pitlochry Festival Theatre:
27th August 2024, in person in Edinburgh

Second round panel interviews with Pitlochry Festival Theatre: **10th September 2024**, in person at Pitlochry Festival Theatre



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, sexlife, 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.



Since 1951, Pitlochry Festival Theatre has been the artistic heart and soul of Highland Perthshire. Attracting over 100,000 visitors every year, we're more than simply a place to come and see a show, we're Scotland's leading producer of musical theatre, a champion of ensemble practice and the country's only rurally-located, major arts organisation.

Our purpose is to improve lives by sharing Pitlochry with the world and the world with Pitlochry and our mission is to create life-changing experiences for as many people as possible in our communities, through our theatre and our environments.

01796 484626
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pitlochryfestivaltheatre.com

Pitlochry Festival Theatre is a Company Limited by Guarantee and registered in Scotland Number SC029243. Scottish Charity Number SC013055.

Thanks to



Employment agency advisor

Saxton Bampfylde

Saxton Bampfylde
The Minstry, 79-81 Borough Road, London SE1 1DN
46 Melville Street, Edinburgh EH3 7HP

"Pitlochry Festival Theatre has grown from small roots within the Pitlochry community into a centre of creativity and innovation set in the majesty of the Perthshire hills. Since its foundation, it has adapted to the changing environment around us, inspiring and stimulating audiences with productions and performances of outstanding quality. Pitlochry Festival Theatre never stands still but constantly refreshes its offering and continues to have a formidable impact in Pitlochry, Perthshire and Scotland."

John Swinney | First Minister

"Pitlochry Festival Theatre is an incredible economic driver for Highland Perthshire and a huge cultural asset for the community – not only through its rich cultural offering, but also through the provision of the well-paid professional and technical roles that are generally only available in urban settings. The geographical reach of the Theatre is huge, it's an identifiable brand that people associate with Pitlochry and with the whole region."

Xander McDade | Provost of Perth and Kinross

"I've been coming to Pitlochry Festival Theatre since I was really small. The first big show I was *Singing in the Rain* and I was really surprised because I didn't know it could rain inside a theatre! I missed going during lockdown but I did a lot of the online things and I saw *Wind in the Willows* and *Around the World in 80 Days* outside, and that was lots of fun. I feel happy when I'm at the Theatre, it makes me smile."

Isobel Trueman | Young Pitlochry Festival Theatre Audience Member

"My first 'proper' job was in the 2022 festive show, *Peter Pan and Wendy*, at Pitlochry. It was a brilliant experience and taught me more than I could possibly have imagined. The best way to learn about being on stage is by being on stage and I learned so much from working with experienced actors and creatives and being in such a professional environment. It just takes one person, one theatre, to believe in you and to spark your confidence. Pitlochry Festival Theatre did that for me."

Robbie Scott | Actor

"When we co-produced *Sister Radio* by Sara Shaarawi, the play was the first to open in the new Studio theatre. One of the best in Scotland, it allows work by new writer, challenging plays and experimental productions to thrive amongst a mainstage programme. Such spaces are vital for Scottish culture and it is a true privilege to develop theatre in such a nourishing and supportive environment."

Caitlin Skinner | Artistic Director and CEO, Stellar Quines

"#PFTLightHopeJoy was a labour of love for all involved. Nurturing talent went hand in hand with providing online engagement as we engaged freelance creatives who adapted their practice and learned, as we all did, how to respond to a changing world and the challenges of working remotely. Rehearsing on a screen, and recording and filming in isolation, all felt more possible the more we did it and the creative energy that went into everything we did online, as well as our many collaborations was a personal lifeline. I was nourished through creating art in, and for, a very different world."

Amy Liptrott | Pitlochry Festival Theatre Associate Director, 2019-2022