

Drama Practitioner Candidate Pack



A theatre for everyone
birmingham-rep.co.uk

the
Rep



Welcome

Established in 1913, The Rep has an unparalleled history as a pioneering repertory theatre and the launch-pad for some of the most exciting talent in UK theatre both past and present. Today it is a producing powerhouse with three auditoria - The House, 816 seats; The Studio, 292 seats; The Door, 133 seats - as well as extensive on-site production facilities: set building, scenic art, wardrobe, props workshop, lighting, sound/AV, stage and stage management.

Producing theatre is the core of The Rep's mission and it creates up to ten productions a year of varying sizes across its stages. Many are made in co-production with other theatres and commercial producers and all Rep-led productions are built in house. Alongside in house productions, the theatre presents a programme of visiting productions. The theatre also has an impressive creative learning and talent development programme delivering opportunities for thousands of young people every year.

Under the Artistic Direction of Joe Murphy, The Rep creates artistically ambitious, world-class theatre for everyone. It commissions and produces new work that is proudly made in Birmingham, and which lies at the core of the theatre's programme. Over the last 15 years the company has produced more than 130 new plays.

Being Our Drama Practitioner

As Drama Practitioner you will plan and deliver ambitious, inclusive and high-quality drama experiences that inspire children and young people to develop their creativity, confidence, collaboration and ambition. Working across schools, Young Rep, and holiday programmes you will devise and rehearse performances, workshops, resources and creative projects inspired by The Rep's artistic programme. You will build strong relationships with schools, teachers and community partners, while collaborating with colleagues across all teams to deliver successful productions and events. You will create accessible pathways for young people to engage more deeply with The Rep and progress into Young Rep, Talent Development and other creative opportunities.

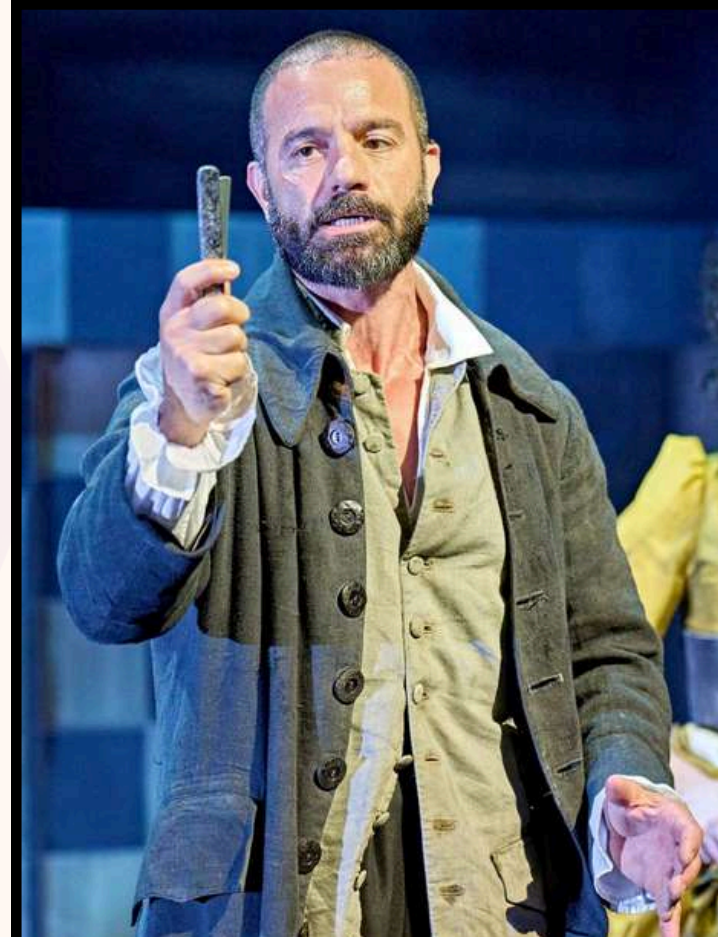
We are looking for an experienced drama practitioner with a strong track record of creating and delivering high-quality creative learning experiences for children and young people, particularly in schools or youth settings. You will bring a strong understanding of drama pedagogy and participatory practice, alongside experience of developing engaging sessions, directing youth theatre and taking creative work from initial idea through rehearsal to performance. Confident working with different age groups, schools and education partners, you will be able to build positive relationships and create inclusive, accessible experiences that respond to a wide range of needs, identities and backgrounds. You will be organised, collaborative and an effective communicator, with a sound understanding of safeguarding, equality, inclusion, access and wellbeing.



Your responsibilities will include;

- Plan and deliver excellent drama practice, creating ambitious, creative and purposeful experiences for children and young people.
- Lead and support Young Rep delivery, developing young people's creative skills, confidence, collaboration and ambition through sustained theatre-making.
- Responsible for developing, writing, and rehearsing performances for delivery at key events throughout the year.
- Work collaboratively across departments, consulting with technical, workshop, wardrobe, producing, marketing, and other teams to support the successful delivery of productions and events.
- Build strong relationships with schools and teachers, becoming a trusted creative and educational partner and understanding the needs of different learning communities.
- Use The Rep's Artistic Programme as creative inspiration, translating productions, themes, stories and theatrical approaches into meaningful learning experiences for young people.
- Develop high-quality sessions and projects, taking responsibility for research, planning, preparation, resources, delivery and reflection.
- Connect practice to departmental strategy, working with colleagues to ensure school, Young Rep and participation activity contributes to the priorities and ambitions of In Rep.
- Extend the work on stage, creating workshops, resources and participation opportunities that enable young people to explore, respond to and make work inspired by The Rep's programme.

If this could be you and you would like further information about the role, further details are in the [Job Profile](#).



GDPR personal data notice

By applying, you consent to the secure processing of your personal data for recruitment purposes, in line with GDPR. We will store your information securely and used solely for evaluating your suitability for current and future roles. For full details, please see The Rep's Privacy Policy on our website.

Diversity Monitoring

Our ultimate aim is to have diversity of all kinds in every layer of the organisation and to help us keep track of our progress, we kindly ask you to answer Equality and Diversity questions alongside your application. Your responses will not be shared with the recruiting managers.

Safeguarding

The Rep is committed to safeguarding and promoting the welfare of children, young people, and adults at risk. We foster a culture where all staff and volunteers are expected to report concerns regarding vulnerable individuals or the conduct of colleagues and others they encounter. As part of our safer recruitment practices, the suitability of all prospective employees and volunteers is thoroughly assessed. Roles involving regulated activity will require an Enhanced DBS check.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



Top: The Battle, 2026 Photograph credit: Helen Murray
Bottom: Little Red Riding Hood, 2023 Photograph credit: Graeme Braidwood

Your Birmingham Rep

The Rep is a Disability Confident Employer and we participate in the 'Offer an Interview' scheme. This means we will offer an interview to anyone who is D/deaf or has a disability for the post who meets the minimum criteria.

By 'minimum criteria' we mean that you must provide us with evidence in your application form which demonstrates that you generally meet the level of competence required for each competence (or could with reasonable support), as well as meeting any of the qualifications, skills or experience defined as essential in the person specification. If you would like to apply under this scheme please select this option on our application portal.



Top: *A Thousand Splendid Suns*, 2025 Photograph credit: Ellie Kurttz

Bottom: *Sherlock Holmes and the 12 Days of Christmas*, 2025 Photograph credit: Pete Le May

There's no such thing as perfection

At the Rep we don't expect or look for the 'perfect candidate', instead we look for people who can positively contribute to our team. In return you will be given support, encouragement and all the right conditions to grow, succeed and be your best. We are committed to creating an inclusive workplace where difference is a strength and every unique voice and skill is recognised and valued.

For us, recruitment is more than a match against a job description, it's about feeling excited to come to work every day and being proud of who you work with and for. We believe The Rep is for everyone, so however you identify, whatever your background, if you feel excited about this role then we urge you to please apply.

It's important to us that The Rep reflects the communities we serve and therefore we particularly welcome applicants from the global majority and D/deaf & disabled communities as these groups are not as well represented as we want them to be. We have experience in supporting individuals to Access to Work requests and encourage any and all staff who may benefit from the scheme to use it. We will always try to make the adjustments needed so that you can perform to the best of your ability and professionally thrive in a supportive and engaging environment. We want our Rep to be culturally informed and accessible to all, so we encourage you to celebrate and share your own cultural experience and knowledge of our city proudly in your application.

