

Rep Job Profile

Job Title:	<i>Drama Practitioner</i>	Department:	<i>Creative Learning and Talent Development</i>
Contract Type:	<i>Permanent</i>	Salary (Grade):	<i>£24,494.08 per annum (Officer 3)</i>
Hours:	<i>32 hours per week (4 days)</i>	Reports to:	<i>Head of Learning and Participation</i>

Role Summary

This role is an integral member of the Creative Learning and Talent Development Team, working primarily in schools to deliver exciting, creative and high-quality drama experiences for children and young people. Enriching the curriculum and providing many young people with their first experience of theatre.

Building strong relationships with schools and teachers, creating inclusive and accessible opportunities for young people to engage with The Rep.

Main Responsibilities

- 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.
- Create Pathways into Further Participation, supporting young people to move from school and community engagement into Young Rep, Talent Development and other creative opportunities.
- Develop and Deliver Holiday Programmes, creating ambitious and accessible creative opportunities beyond formal education.
- Create Inclusive and Accessible Creative Experiences, adapting practice to enable meaningful participation for young people with a broad range of needs and experiences.
- Use Drama to Build Confidence, Creativity and Agency, supporting young people to develop their voice, skills and sense of possibility.
- Develop Creative Projects with Schools and Partners, responding to the needs of teachers, young people and communities while maintaining high artistic and creative standards.
- Connect Young People with The Rep, helping them understand the theatre as a place where they can see, make and experience creative work.
- Share Practice and Learning, contributing expertise, reflection and ideas to the Creative Learning and Talent Development team.
- Evaluate and Improve Creative Delivery, using participant, teacher and colleague feedback alongside evidence and reflection to strengthen future practice.

The duties and responsibilities set out should not be regarded as exclusive or exhaustive. Post-holder may be required to undertake other reasonably determined responsibilities appropriate to the level of the role.

Accountabilities

You will be responsible for...

- Excellence in Planning and Delivery, take responsibility for the quality of preparation, planning, resources, communication and delivery for sessions and projects.
- Quality of Creative Practice, deliver consistently excellent drama and theatre experiences that are ambitious, engaging, relevant and well prepared.
- Strategic Alignment, ensure creative activity is connected to departmental priorities and In Rep, working with colleagues to understand the purpose and intended outcomes of each project.
- Schools Delivery, take responsibility for the successful planning and delivery of school workshops and projects, responding effectively to curriculum, school and participant needs.

- Young Rep Delivery, contribute to high-quality Young Rep activity and, where appropriate, lead sessions, projects or productions.
- Schools and Teacher Relationships, build trusted relationships with teachers and education partners that strengthen long-term engagement with The Rep.
- Artistic Programme Connection, use The Rep's productions and artistic programme as a source of inspiration, creating creative and educational responses that deepen young people's engagement with the work.
- Resources and Learning Materials, develop useful, imaginative and accessible resources that enable teachers and young people to continue exploring the ideas and creative worlds of The Rep's productions.
- Progression, identify and support opportunities for young people to move from school engagement into further participation, Young Rep and Talent Development.
- Inclusive Practice, ensure activity is accessible, inclusive and responsive to the different needs, identities and lived experiences of participants.
- Safeguarding and Wellbeing, maintain high standards of safeguarding and ensure the safety and wellbeing of young people, colleagues, artists and partners.
- Reliable Programme Delivery, meet agreed deadlines, communicate effectively and ensure sessions and projects are delivered smoothly and professionally.
- Evaluation and Learning, accurately record activity and outcomes, reflect on practice and use learning to improve future delivery.
- Professional Development, maintain current knowledge of drama, theatre education and participatory practice and actively develop professional skills.
- Contribution to Departmental Culture, share learning, support colleagues and contribute to a collaborative, reflective and ambitious Creative Learning and Talent Development team.

Safeguarding, Risk & Wellbeing

The safety, safeguarding and wellbeing of young people and communities is paramount across Creative Learning and Talent Development. As specialists working with young people, we are collectively responsible for ensuring our practice is safe, compliant and meets organisational and industry standards. We do not delegate this responsibility; we work seamlessly with colleagues to ensure it is embedded in every aspect of our work

Person Specification
You must have...
• Significant practical experience of planning and delivering high-quality drama and theatre activity with children and young people, particularly in schools and/or youth settings. • Strong knowledge of drama pedagogy, theatre education and participatory practice, including approaches such as process drama, teacher-in-role and other relevant drama conventions. • Experience of developing and preparing creative sessions and projects, with the ability to translate ideas into clear, purposeful and engaging delivery. • Experience of directing youth theatre or leading sustained theatre-making with young people to a high creative standard, with the ability to develop ambitious work from idea through rehearsal to performance. • Experience of working across a range of age groups, from Early Years to Secondary and beyond, with schools, teachers and education partners, building positive relationships and responding effectively to different educational contexts and needs. • Ability to use The Rep's artistic programme, productions and creative ideas as inspiration for meaningful learning and participation activity. • Ability to create inclusive, accessible and engaging creative experiences for young people with a broad range of needs, identities and lived experiences. • Strong organisational and communication skills, with the ability to plan effectively, manage competing priorities and deliver high-quality work to agreed deadlines. • Understanding of safeguarding, equality, access, inclusion and wellbeing in work with children and young people. • A collaborative approach, with the ability to work with colleagues to connect creative delivery to departmental strategy, share learning and contribute positively to the wider team.
<i>If you do not demonstrate that you meet these minimum criteria, you may not be shortlisted.</i>
It'd be great if you had...
• Experience of working within a producing theatre, particularly developing creative learning responses to professional productions. • Experience of developing teacher resources, learning materials or creative responses to productions. • Experience of delivering Arts Award or other recognised creative learning or accreditation programmes.

- Experience of developing and delivering holiday programmes, summer schools or wider participation opportunities beyond formal education.
- Experience of supporting young people to progress into further training, Talent Development or creative opportunities.
- Experience of immersive theatre.