



Bush Theatre

Bush Theatre
RECRUITMENT PACK
ARTISTIC DIRECTOR & CO-CEO

CONTENTS

WELCOME TO THE BUSH	03
BUSH STORY	04
THE ROLE	09
KEY RESPONSIBILITIES	10
PERSON SPECIFICATION	12
TERMS AND CONDITIONS	13
HOW TO APPLY	14

If you would like this information in a different format please contact our Theatre Administrator and Executive Assistant, Chloe Wilson, by emailing chair@bushtheatre.co.uk or phone **020 8743 3584**.

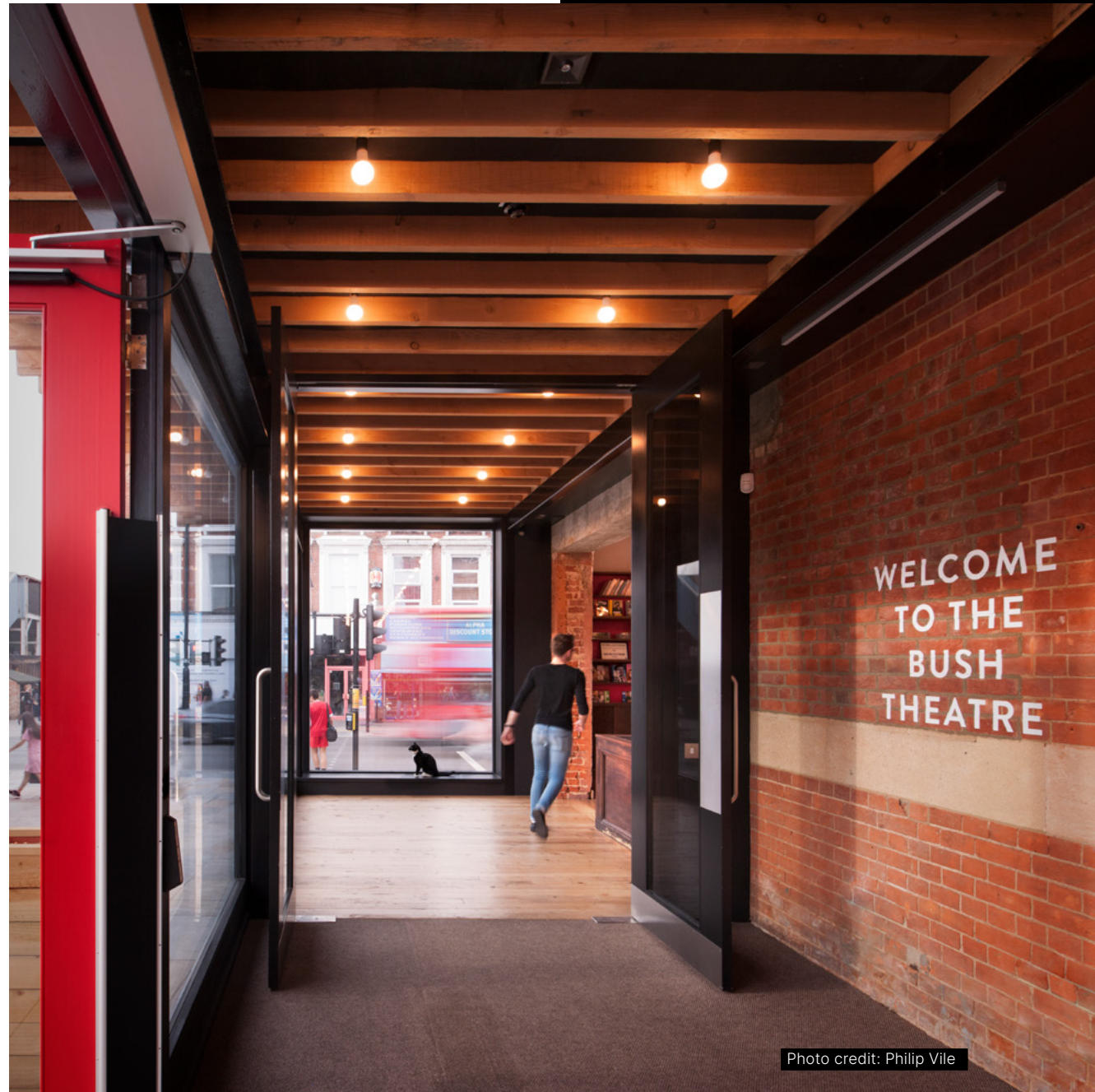


Photo credit: Philip Vile

WELCOME TO THE BUSH

PRODUCING GROUND-BREAKING WORK AS DIVERSE AS OUR AUDIENCES

Thank you so much for your interest in applying to become the next **Artistic Director and Co-CEO of the Bush Theatre.**

For over 50 years the Bush has been championing new writing from its home in one of the most culturally diverse areas of London. Its work is now internationally renowned. And its support for under-represented voices has contributed to the development of the theatre industry and the life of the local community.

We are now looking for an ambitious and inspirational Artistic Director and Co-CEO who shares our values and has the vision to lead the Bush into its next chapter, producing great work that has a local, national and international impact. You will be joining us at an exciting time when there is much to build on. Under Artistic Director Lynette Linton, the Bush has won four Olivier Awards and been joint winner of The Stage's 'Theatre of the Year'. In 2024 two of our plays – *Red Pitch* and *Shifters* – have transferred to the West End. And our Bush Young Company (BYC) has gone from strength to strength with company members now making work for our main stage.

We approach the recruitment process with open minds. Don't assume there is only one route into this role or that you have to tick every box. We want you to inspire us; come with relevant professional and lived experience; and be comfortable basing yourself in our building. The Bush's Artistic Directors stand on each other's shoulders. Each one has, in their own way, contributed to the Bush's story and the development of theatre and the people it reaches. The next one could be you.

If you'd like a confidential conversation before applying, please email chair@bushtheatre.co.uk.

Uzma Hasan, Chair of the Board of Trustees



Photo credit: Philip Vile

BUSH STORY

Since it opened in 1972, the Bush has punched above its weight and its influence has reached far beyond the walls of its home in West London's Shepherd's Bush. It is a powerhouse for new writing, supporting previously unheard voices and welcoming diverse audiences, many of whom are new to theatre.

OUR VISION

Both theatre makers and theatre audiences reflect the world in which we live.

OUR MISSION

To produce new plays and develop artists who see the world from different vantage points, telling stories that connect with the many communities that make up contemporary Britain. Our ambition is to give everyone in our locality the opportunity to inform and access the work we produce, and to explore their own creativity. We do this through:

- **Great Art:** introducing high quality new writing to the widest possible audience.
- **New Voices:** revolutionising UK theatre, by developing new talent and supporting emerging professionals so that theatre better reflects the world we live in.
- **Our Community:** opening our doors to the people who surround and inspire us and creating a sustainable cultural landmark in Shepherd's Bush.



Shayde Sinclair, Aliyah Odoffin, Bukky Bukray and Amber Grappy in *Sleepova*.
Photo credit: Helen Murray



Anoushka Lucas in *Elephant*.
Photo credit: The Other Richard



Bush Young Company in *Communion*.
Photo credit: Harry Elletson

OUR WORK

The Bush began in a small room above a pub on the corner of Shepherd's Bush Green in 1972. Since then it has produced more than 500 plays, nurturing writers such as Simon Stephens, Temi Wilkey, James Graham, Lucy Kirkwood, Arinzé Kene and Jack Thorne, and working with actors such as Alan Rickman, Victoria Wood, Andrew Scott and Phoebe Waller-Bridge early in their careers. Over the past five years, under the artistic leadership of Lynette Linton, productions have included Richard Gadd's *Baby Reindeer*, now a successful Netflix series, Igor Memic's *Old Bridge*, Waleed Akhtar's *The P Word*, and Matilda Feyişayo Ibini's *Sleepova* each of which won the Olivier Award for 'Outstanding Production in an Affiliate Theatre'. In 2023, its fiftieth birthday year, the Bush was joint winner of The Stage's 'Theatre of the Year' and had a record-breaking box office

success with Lenny Henry's *August In England*, co-directed at the Bush by Lynette Linton and Daniel Bailey. 2024 saw the transfer of Tyrell Williams' *Red Pitch* (directed by Daniel Bailey) and Benedict Lombe's *Shifters* (directed by Lynette Linton) into the West End.

Talent development is a vital part of what we do. During the Covid lockdown, the Bush Young Company was created to fulfill a need for provision in the area and help introduce new talent into the industry. This work has resulted in seven plays being performed on the main stage as an integral part of the theatre's programming and set a series of writers and performers on a path into the arts.

For more information on our work visit our website.



Richard Gadd in *Baby Reindeer*.
Photo credit: Michael O'Reilly



Lenny Henry in *August In England*. Photo credit: Tristram Kenton



Tosin Cole and Heather Agyepong in *Shifters*.
Photo credit: Craig Fuller

DIVERSITY

We are champions of diversity, and diversity of voices, influence and practice is at the heart of everything we do. This is reflected in the wide range of artists and partners we collaborate with, and the plays we produce.

It also informs our internal culture and how we work together. We believe that diversity of thinking and equality of opportunity are vital for a company to develop and refresh itself. We strive to create an internal culture that welcomes different perspectives and experiences and regularly review how we uphold this principle. We are also committed to continuing to influence policy makers and the theatre industry to ensure that our sector is richer, more equitable and more reflective of our communities.

ENVIRONMENTAL SUSTAINABILITY

We aim to be an environmentally responsible organisation, and we seek to promote efficient and sustainable practices which reduce our carbon footprint. We are currently undertaking further work on our building to improve its sustainability and have an ambitious target to achieve carbon neutrality by 2050.

We are actively seeking accreditation within the Theatre Green Book framework. More information can be found on our website's **environmental sustainability page**.

OUR IMPACT IN 2023-2024

143 FREELANCERS EMPLOYED

390 PERFORMANCES

48,306 AUDIENCE

40% NEW AUDIENCES

130K SOCIAL MEDIA FOLLOWERS

960 UNSOLICITED SCRIPTS READ

10 ALLOTMENTS & R&DS

12 EMERGING WRITER AND BLOOM BURSARY MEMBERS

13K TICKETS GIVEN TO YOUNG PEOPLE AND COMMUNITY NETWORKS

13 WRITERS COMMISSIONED

OUR HOME

We are proud to be a significant part of the offer for arts and culture in the London Borough of Hammersmith and Fulham and we work with the Council to help develop its cultural strategy.

In 2011, we moved round the corner from our original home above a pub on Shepherd's Bush Green into the old library. In 2016 the building went through a £4.3m renovation by architects Haworth Thompkins. Firmly rooted in our local community, our busy building now hosts two performance spaces: the Holloway Theatre, our flexible main house, and the intimate Studio. The building also contains our Attic rehearsal space and Writer's Room, along with the vibrant Library Bar and Café, garden terrace and the Gianni and Michel Alen-Buckley Script Library, which is the largest public theatre reference library in the United Kingdom.

You can see more about our building and location in our **visual guide**.

BUSH PEOPLE

The Bush Theatre is a registered charity, and a company limited by guarantee. We are overseen by a dynamic and diverse Board of Trustees, chaired by Uzma Hasan. The Board delegates day-to-day management of the theatre to its Co-CEOs: the Artistic Director and Executive Director. We have a talented and dedicated team of 26 permanent staff, and employ numerous freelance artists, practitioners and casual staff to deliver our artistic programme and augment the team operationally.

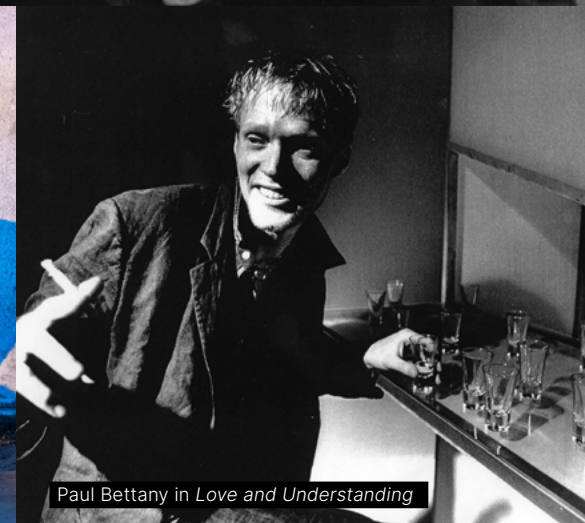
Meet the Bush **staff team** and **Board of Trustees**.



Eileen Walsh and Cillian Murphy in *Disco Pigs*



Arinze Kene in *Misty*. Photo credit: Tristram Kenton



Paul Bettany in *Love and Understanding*

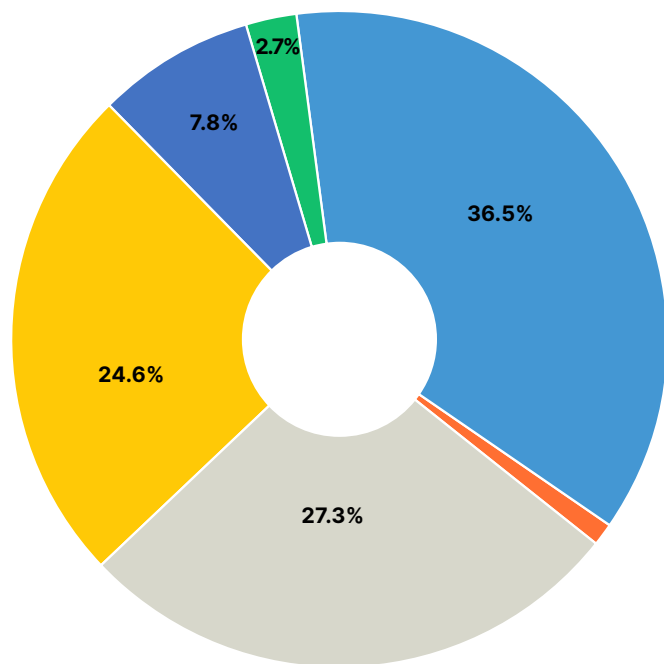
OUR FINANCES

Our annual turnover is approximately £2.4m. We are an Arts Council National Portfolio Organisation and received an uplift as part of our current funding agreement, which runs until 2027. Our other sources of

income are from trusts, foundations and generous individual donors; box office income; and other earned income including from our bars, catering and events.

SOURCES OF INCOME FOR 2023/24

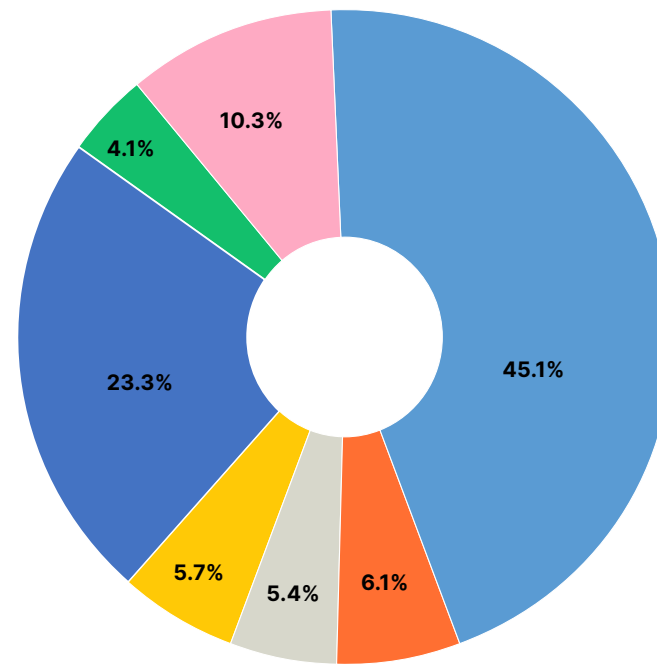
Where we receive our income from



- Production income
- Other earned income
- Arts Council England
- Fundraising income
- Bar income
- Events income

EXPENDITURE FOR 2023/24

What we spend our income on



- Making shows
- Generating new shows
- Communicating with audiences
- Generating fundraising
- Supporting the organisation
- Engaging with community
- Generating bar and events income

THE ROLE

The Bush Theatre is led by the Artistic Director and the Executive Director. They work in partnership as Co-CEOs of the company and have joint responsibility for developing and delivering its strategic plan and ensuring that it remains financially stable and creatively ambitious. The Artistic Director has specific responsibility for leading the development and delivery of a bold artistic vision for the Bush.

The Artistic Director & Co-CEO reports to the Board of Trustees for the Alternative Theatre Company, trading as the Bush Theatre.

The Artistic Director & Co-CEO is directly responsible for the Associate Artistic Director, the Associate Dramaturg, and the creative teams for Bush productions. They have a shared responsibility for the Theatre Administrator and Executive Assistant.



Bush Young Company in *Communion*. Photo credit: Harry Elletson

KEY RESPONSIBILITIES

ARTISTIC

- Creative Head of the organisation, responsible for setting an artistic vision for the Bush that furthers its artistic reputation, social impact and financial resilience; and ensuring that this vision is communicated and understood by colleagues and stakeholders.
- To deliver that vision through an exciting programme for diverse audiences which supports and showcases new writers, particularly those whose voices are under-represented; engages with the local community; and has a revolutionary impact on the wider theatre industry. This includes programming the Bush's two stages: the Holloway Theatre and the Studio.
- To act as creative producer across the Bush's own productions, co-productions, and visiting work; and to direct the Bush's own productions when appropriate.
- To drive a strategy for developing and supporting talent, seeking out and supporting a wide range of creative artists and theatre practitioners to work on our staff team, as freelancers on our artistic programme, and through our Bush Young Company. To look beyond the traditional talent pools both locally and nationally.
- To work with the wider theatre community, representing the Bush, as a collaborator, a supporter and a changemaker.



Emeka Sesay, Kedar Williams-Stirling, and Francis Lovehall in *Red Pitch*.
Photo credit: Helen Murray



Avita Jay and Ashna Rabheru in *Favour*.
Photo credit: Suzi Corker

STRATEGIC

The following responsibilities are shared jointly by the Artistic Director and Executive Director as Co-CEOs:

- To set the strategic direction for the company, assessing risk and balancing creative aspirations and financial viability; and to develop and deliver the operational plan to deliver the strategy.
- To build the company's long-term resilience through robust and responsive financial strategy and organisational design, creating a diverse portfolio of fundraised and earned income.
- To share fundraising and advocacy responsibilities by giving quality time to support the Development Team and cultivating and maintaining relationships with donors, trusts and foundations, and statutory funders.
- To maintain existing co-production relationships and develop new partnerships that enable Bush productions to be seen more widely in the UK, internationally and digitally.
- To develop a strong working relationship with the Board of Trustees and the respective sub-committees; providing the forecasts, insights and perspectives that will enable Trustees to fulfill their duties.
- To develop a dynamic, generous and inclusive leadership presence in the Bush building, promoting an inspirational, caring, and collaborative working environment and an active approach to increasing diversity in all areas of the company, and in our audiences.
- To work collaboratively with the senior team to drive high performance; and ensure staff and freelancers are motivated, valued and nurtured, have clear targets, and opportunities for professional development.
- To work to reduce the company's environmental impact and progress towards net zero carbon by 2030; and champion the implementation of the Theatre Green Book at the Bush.



Liam Lau-Fernandez and Mei Mei Macleod in *A Playlist for the Revolution*.
Photo credit: Craig Fuller



Lenny Henry in *August In England*. Photo credit: Tristram Kenton

PERSON SPECIFICATION

We are looking for a theatre artist with a reputation for artistic vision, leadership and creative excellence. There is no single route into this role and you do not have to tick every box. But you will need to convince us of your potential and your commitment; and your ability to develop an artistic programme that, in challenging times, will ensure that the Bush remains a powerhouse for new writing, nurturing voices and talents which will shape the theatre of today and tomorrow.

ESSENTIAL EXPERIENCE & KNOWLEDGE

- A theatre practitioner with significant experience of directing, writing or creating plays which are ambitious and of high quality, and proven experience of the creative development and production process
- Experience of commissioning and nurturing new writers
- Proven commitment to supporting under-represented voices

ESSENTIAL SKILLS & ATTRIBUTES

- Ability to develop and communicate an exciting artistic vision that nurtures new talent – particularly from under-represented communities – while engaging big and broad audiences
- Generous, inclusive and collaborative leadership style that inspires writers and creative practitioners, established and emerging, to want to work with you; and which builds trust and confidence across the organisation

- Willingness and ability to engage with the operational and managerial aspects of the role, developing a thorough understanding of the company's finances and governance and compliance responsibilities
- Ability to assess, manage and take risk both creatively and managerially
- Experience of working with and nurturing relationships with funders and donors
- Administrative competence

DESIRABLE SKILLS

- Experience of leading, or working at a senior level, in another organisation
- Experience of working in a building-based theatre
- Experience of co-productions.



Michael Workeye, Karla-Simone Spence, and Yohanna Ephream *House of Ife*.
Photo credit: Marc Brenner



Ronke Adékoluje in *Lava*. Photo credit: Helen Murray

TERMS AND CONDITIONS

SALARY

The salary will be competitive and commensurate with experience.

CONTRACT

This is a full-time, permanent role based at the Bush Theatre, 7 Uxbridge Road, London W12 8LJ. Office hours are 10am-6pm; weekend and evening work will be an essential part of the role.

NOTICE PERIOD

Six months' notice after successful completion of probation period.

PROBATION PERIOD

Six-month probation period with three months' notice.

ANNUAL LEAVE

30 days per annum inclusive of Bank Holidays. Rising to 31 days after two years' continuous service and 32 days after four years' continuous service.

PENSION

The Bush Theatre operates an auto-enrolment pension scheme for all permanent employees. Employer contributions are capped at 3% of basic salary.

OTHER BENEFITS

- Interest-free season ticket loan (after probation) for employees
- Cycle to work scheme for employees
- 20% discount on food and drink at the Library Café Bar
- Access to a confidential counseling service.



Cherelle Skeete and Ibinabo Jack in *The High Table*.
Photo credit: Helen Murray



Esh Alladi and Waleed Akhtar in *The P Word*.
Photo credit: Craig Fuller

HOW TO APPLY

We want you to have the opportunity to really tell us about yourself, tell us what you stand for and tell us about your vision for the Bush Theatre in whatever way feels most appropriate.

APPLICATION PROCESS

1. Send your CV and supporting statement to chair@bushtheatre.co.uk. Please state 'Artistic Director and Co-CEO' in the subject line. Make sure to include the following as well as addressing the Person Specification:

- Why you want to this role
- How your experience has positioned you to succeed in the job
- How you have supported diverse artistic and local talent in the past
- Your vision for the Bush's next chapter.

You can provide your supporting statement in any of the following formats. All applications will be judged on content not on format.

- A written personal statement of no more than 800 words
- A presentation in either Keynote or PowerPoint
- A short video or sound file – no longer than 5 minutes

2. Complete our **Equal Opportunities Monitoring form**, this information will not be shared with the recruitment panel. This helps us to better understand if our recruitment practices are accessible and equitable to all.

Deadline for applications: 10am on Monday 4 November 2024



Theo Ogundipe and Tiwa Lade in *My Father's Fable*.
Photo credit: Manuel Harlan



Dino Kelly and Saffron Coomber in *Old Bridge*.
Photo credit: Marc Brenner

INTERVIEW PROCESS

First Interview date: **Monday 25 November 2024**

Second Interview date: **Monday 2 December 2024**

Interviews will take place in Central London. The building is fully accessible.

If you are invited to interview, we will send a further information pack including the Bush Theatre's Business Plan and most recent Annual Report and Accounts, as well as details of the interview panel.

APPOINTMENT PROCESS

The appointment of the Artistic Director/Co-CEO is made by the Board of Trustees. The interview panel is made up of a number of Trustees and at least one independent senior theatre practitioner. The panel will make a recommendation on the preferred candidate to the full Board of Trustees.

EQUAL OPPORTUNITIES

We produce new plays and develop artists who see the world from a different vantage point and write stories for the many communities of contemporary London. Our diverse team and their range of experiences are vital to the Bush's success, but we still have work to do to make sure they fully represent the communities we serve.

If you are excited about this role and the work we do, we want to hear from you even if you don't meet every criteria. We are particularly keen to receive applications from underrepresented and marginalised groups such as people of North African, Sub-Saharan African, West Asian, East Asian, Southeast Asian, South Asian, Pacific Islander and Indigenous backgrounds, Migrants, LGBTQIA+ people and those who are disabled or neurodiverse.



Tienne Simon in *Dreaming and Drowning*. Photo credit: Ellie Kurttz



Nikhil Parmar in *Invisible*. Photo credit: Henri T

AN INCLUSIVE PROCESS

Bush Theatre is committed to being an equal opportunity employer and seeks to be open and accessible to all regardless of background.

- All applications will be reviewed by a diverse shortlisting panel and scored against the person specification outlined in job description
- We commit to having diverse interview panels representing our community and our workforce
- We aim to support the professional development of candidates by providing feedback to anyone that is interviewed on request. If you are not selected for an interview this will most often be because you have scored lower on an essential criteria than other candidates
- We aim to ensure all disabled and neurodiverse applicants have equitable access to our recruitment process. If you need an adjustment for the application or interview process, just let us know. We are a Disability Confident Employer and as part of our Minimum Criteria Guaranteed Interview scheme, we will offer an interview to any disabled candidate who meets the essential criteria for the role. If you consider yourself to have a disability or long-term condition and would like to apply through this interview scheme, please let us know by stating anywhere in your application: **'I would like to apply through the Minimum Criteria Guaranteed Interview scheme.'**

DATA POLICY

Your application and any associated personal information will be stored and processed in accordance with our Data Policy and destroyed after six months. We will keep your equal opportunities form for a period of up to 6 months, after which point the data will be anonymised and aggregated for monitoring purposes. If you are engaged by us, the information you supply will be kept securely and form part of your record with us.

If you would like this information in a different format please contact our Theatre Administrator and Executive Assistant, Chloe Wilson, by emailing chair@bushtheatre.co.uk or phone **020 8743 3584**.



Sarah Priddy and Karla-Simone Spence in *House of Ife*.
Photo credit: Marc Brenner



Bush Young Company in *As We Face The Sun*.
Photo credit: Harry Elletson

A photograph of a man (Richard Gadd) sitting on a wooden chair on a stage. He is wearing a red t-shirt and dark trousers. The stage is dark, and there are several spotlights illuminating him. In the background, there are large digital screens displaying text, including "Scott", "subject", "is they've got all this gay", "ing on in scotland", "ed with this gay/woman thing", and "iPhone". The overall atmosphere is dramatic and modern.

Bush Theatre

7 Uxbridge Road
London W12 8LJ England
www.bushtheatre.co.uk



Supported using public funding by
**ARTS COUNCIL
ENGLAND**

Richard Gadd in *Baby Reindeer*. Photo credit: Michael O'Reilly