



NEW VIC

**Education Theatre Practitioner
Information Pack
September 2026**

Welcome

Thank you for your interest in the post of Education Theatre Practitioner at the New Vic Theatre.

We're looking for two experienced Practitioners to work with us to develop and deliver education projects and lead our younger Youth Theatre programme at the New Vic.

Do you have significant experience in the following areas? If so, we want to hear from you:

- An interest in developing creativity in the curriculum and awareness of the education sector.
- Leading Youth Theatre activity and directing Youth Theatre performances.
- Delivering participatory drama activities with different ages and abilities in a professional environment.

All applicants must hold a satisfactory enhanced DBS check, or be willing to undertake one before the contract commences. Both roles will include evening and weekend work.

The deadline for applications is **Monday 12 October 2026 at 10am.**

First round interviews will be held remotely during **w/c 19 October 2026.** Second round interviews will take place in-person at the New Vic during **w/c 2 November 2026.**

We hope that this pack will answer all your questions, but if there is anything else you would like to know about the role or working at the New Vic, please do get in touch on 01782 381371 or by email to recruitment@newvictheatre.org.uk



'Staffordshire's New Vic proves what a regional theatre with ambition and imagination can do'.
The Guardian

The New Vic is unique. The first purpose-built theatre-in-the-round in Europe and a ground-breaker in the integration of professional theatre-work with an extensive community and education programme, we make theatre that is valued by local audiences and recognised nationally and internationally.

We believe in the power of theatre to change lives. We also believe that everyone should have access to great theatre and on average 180,000 people visit the New Vic each year.

The New Vic has forged a national reputation for producing first class theatre. We have a full in-house creative team, including costume, scenic workshops, lighting, sound and design.

Our extensive community and education programmes reach over 25,000 people annually, with award-winning New Vic Borderlines, and New Vic Education departments ensuring we are key to the cultural life of the region. Alongside this the theatre leads Appetite, an Arts Council England Creative People & Places programme, to engage more people in Stoke-on-Trent and North Staffordshire in the arts.

The New Vic is a registered charity with a turnover of £5 million and operates thanks to a unique partnership between Arts Council England, Newcastle-under-Lyme Borough Council and Staffordshire County Council.



General Education Department Information

The New Vic Theatre is a non-profit organisation. The theatre has an auditorium with an overall seating capacity of 605, a small studio theatre, a café, bar and shop. Alongside the main house programme, the theatre has an active Education department and Borderlines Outreach department reaching over 30,000 people a year, as well as Appetite, an Arts Council England Creative People & Places programme and a circus programme delivered in partnership with Upswing Aerial.

New Vic Education exists to provide high quality learning and participatory opportunities through theatre and drama. Our offer to young people and the wider programme allow us to make a difference across our whole community. We work with schools, libraries and children's centres to nurture literacy and encourage imagination and engagement at every age, including through our Creative Ageing Programme. We are committed to partnership working and have on-going relationships with other arts and education providers, such as the RSC and Keele University. As well as our extensive offer to younger people and schools we also have a resident Elders' Theatre Company, Ages and Stages who play a key role in the development of our Live Age festival programme.

As well as the two full time Education Theatre Practitioners, the department's permanent core staff are:

- Head of Education
- Education Administrator

The team also employ Youth Theatre Assistants / Chaperones to support their regular groups, as well as freelance practitioners and creative specialists that work on a project by project basis.



Education Theatre Practitioner

The posts of Education Theatre Practitioner are offered on a full time, permanent basis.

Salary

The salary for both posts is £30,732 per annum. The salary is paid monthly by credit transfer on the last Friday of each month.

Hours of work

The normal hours are 40 per week to be worked flexibly across Monday to Saturday in agreement with your Manager. Any hours in addition to your normal hours are to be agreed in advance with your manager.

Where the number of hours worked in any 4-week period exceeds the contractual hours then time off in lieu at single time will be given. Overtime is not applicable to this post.

In certain circumstances, we may ask you to work on Sundays and Bank Holidays. All employees are expected to work some evenings and Saturdays.

All meal breaks are unpaid.

Holiday Entitlement

The holiday entitlement is 20 days per annum, plus bank holidays. Holiday entitlement will increase by 2 days after 3 years continuous service and a further 3 days after 5 years continuous service.

The holiday year runs from 1 April to 31 March.

Probationary & Notice period

The probationary period is 3 months. The notice period during the probationary period is 4 weeks. Following successful completion of the probationary period the notice period is 8 weeks.

General

All eligible staff are automatically opted in for the New Vic pension scheme under auto enrolment legislation.

All offers of employment are subject to the candidates being able to provide suitable proof of their eligibility to work in the UK, a satisfactory enhanced DBS check and references.

Education Theatre Practitioner

Responsible to: Head of Education

Main Duties - Education Projects

- Deliver weekly workshops to our Youth Theatre groups.
- Deliver weekly workshops to our Saturday morning Drama Club 5-6 yrs & 7-9 years and develop sharings as required.
- To play a leading role in our immersive family event Tale Trail.
- Deliver workshops for schools and colleges, both curriculum based and support for New Vic productions, which can take place here at the theatre or in school.
- Deliver workshops for our Early Years Literacy Programme.
- Deliver work within a life-long creative offer for adults within the community and as part of our Creative Ageing Programme.
- Assist the Head of Education and Head of Fundraising with funding applications and reporting.
- Work with the team to plan deliver and evaluate participatory arts projects with partner organisations.
- Participate in the planning and delivery of Professional Development training for the education and creative sector.
- Deliver out of school and holiday projects.
- Lead tours of the theatre.
- Create Education Resource packs for teachers and participants.

General Duties

- Attend New Vic productions and advocate for the theatre's work.
- Contribute to the collation and distribution of information for newsletters, web pages, brochure and programme copy.

- Contribute to the planning of projects alongside New Vic Education and external partners and collate participant feedback to input into evaluation documents.
- Support work done by other members of the Education team and cover work in their absence.
- Attend staff department meetings.
- Attend training as required.
- Support and, whenever possible, promote and contribute to equality, diversity and inclusivity at the New Vic.
- Every member of staff is responsible for contributing towards making the New Vic a more sustainable organisation and improving environmental performance.
- Adhere and contribute to all company policies and procedures including Health & Safety, Equal Opportunities, Safeguarding and Data Protection.
- To act always in the best interest of the New Vic.
- Any other duties as may reasonably be required by the Head of Education, which may from time to time include involvement in other New Vic projects.
- Any other duties as may reasonable be required that may assist the company in achieving its business objectives. Such tasks will not be of an unreasonable nature and shall be commensurate with the level of the post.

These accountabilities are not exhaustive and may vary without changing the character of the job or level or responsibility.

Person Specification

We are looking for the following skills and experience in our Education Theatre Practitioners.

Essential Criteria

Qualifications & Experience

- Experience of leading Youth Theatre activity and directing Youth Theatre performances.
- Significant experience of delivering participatory drama activities with different ages and abilities in a professional environment.
- Significant experience of creating resources to support teachers and other education professionals.
- Satisfactory enhanced DBS check.

Knowledge & Skills

- Awareness of the education sector and an interest in developing creativity in the curriculum.
- Awareness of Safeguarding and Child Protection issues.
- Excellent organisational and planning skills.
- Excellent team working skills.
- Ability to act under own initiative.
- Good IT skills.

General Attributes

- A passion for community engagement in the arts and an ability to work flexibly, including evenings and weekends.
- A proven commitment to equal opportunities and inclusion.

Desirable Criteria

- Experience of developing project proposals, including budgeting and fundraising.
- Experience of Arts Award.
- Ability to travel between venues and work sites.
- An awareness of and engagement with local and regional artistic and participatory networks.
- Skilled in related art forms, for example, music or choreography.
- Experience of creating work digitally.

***“Packed with comedy, chaos and theatrical creativity”
Yeah Lifestyle on Around the World in 80 Days (2026)***

***“people power with a joyous rock’n’roll spin”
The Guardian on Good Golly Miss Molly (2026)***

***“wildly inventive, energetic and hilariously clever”
Stoke Is Where The Heart Is on The Hound of the Baskervilles (2026)***

***“A feast of graceful movement, brilliant light and soulful music”
What’s On Staffordshire on The Little Mermaid (2025/26)***

***“A nostalgic glimpse into Stoke’s history and culture”
A View to a Kiln on Whatever Happened To Phoebe Salt (2025)***

***“visually impressive and directed with verve”
The Stage on A Matter of Life and Death (2025)***

***“action thrills aplenty, from start to finish”
The Observer on The Three Musketeers (2024/25)***

***“a dark and dynamic production, ravishing in both senses”
The Guardian on The Company of Wolves (2024)***

Applying

The New Vic aims to attract, develop and retain talented people across all areas of our work. We make appointments fairly and on the basis of the skills, experience and qualities required for each role.

We believe that diversity is good for the art we make, good for artists, good for audiences and good for the cultural sector. We value the different backgrounds, experiences, perspectives and voices that people bring to our theatre and are committed to creating an inclusive and welcoming workplace where everyone can contribute, thrive and feel that they belong.

The New Vic is an equal opportunities employer. We welcome applications from people of all backgrounds and particularly encourage applications from people who are currently underrepresented across the arts workforce. This includes people with a disability, LGBTQIA+ people, people of African or Caribbean heritage, people of South, East and South-East Asian heritage, and people from other racially minoritised communities.

We are committed to continuing to improve representation across our workforce and to ensuring that our recruitment processes are fair, accessible and inclusive.

How to apply

Please forward your CV and a covering letter (of up to no more than 2 sides of A4), giving a brief outline of why you think you would be suitable for this role and how your skills match the person specification to recruitment@newvictheatre.org.uk using the subject line Education Theatre Practitioner, or post them to Administration Department, New Vic Theatre, Etruria Road, Newcastle-under-Lyme, Staffordshire, ST5 0JG.

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We want to make sure that our application process is accessible to everyone, so please do tell us if you need any of this information in another format (e.g. large print, audio).



New Vic Theatre, Etruria Road, Newcastle-under-Lyme, Staffordshire, ST5 0JG. Stoke-on-Trent & North Staffordshire Theatre Trust Ltd.
Company registration number: 911924. Charity registration number: 253242. The New Vic Theatre operates thanks to partnership between
Arts Council England, Newcastle-Under-Lyme Borough Council and Staffordshire County Council.