

ARTISTIC DIRECTOR RECRUITMENT PACK

TAMASHA



OVERVIEW FROM THE CHAIR OF TAMASHA

Dear potential future Artistic Director of Tamasha!

With Fin Kennedy recently announcing his departure we are seeking an inspirational new Artistic Director (AD) to lead the company through an exciting period of growth and creative development, as we emerge from the Covid-19 Pandemic and begin to take tentative steps back to live productions and touring.

This is an important moment for the company as we consider how we now embed the change that we made a while ago to represent and support theatre-makers from all ethnically diverse backgrounds.

The Tamasha board is proactively engaged and committed to supporting the growth and profile of the company during this climate of uncertainty and opportunity for theatre making in this country.

This application pack includes:

- Job Description and Person Specification
- Application Form
- Equal Opportunities monitoring form

Large print copies of this pack and the information contained in the links to Tamasha's website, are available by contacting Tamasha on **0207 749 0090** or emailing **admin@tamasha.org.uk**

If you would like an informal chat about this role prior to application please contact our recruitment consultant Deborah Sawyerr on **recruitment@dsawyerr.com**.

The closing date for applications is 6pm on 10th August 2021

We look forward to receiving your application.

Deepa Patel
Chair of the Board



ABOUT US

Tamasha's vision is to shape the world through its stories, reflecting the diversity of the world around us. For over 30 years we've created powerful new stories that resonate widely with audiences around the country. We believe that the telling of stories is a powerful part of what it is to be human. Stories unlock our imagination and spark connections. Stories educate, enlighten, entertain, and affect positive change.

We are leaders in nurturing new talent, offering career-launching opportunities to emerging ethnically diverse artists to develop their skills and talent. Our Developing Artists network is our secret super-power – allowing us to tap into some of the most creative and dynamic ethnically diverse theatre-makers in the country today.

2020 was, to use the word of the century, unprecedented. The pandemic followed by the brutal murder of George Floyd in the US and the global coalescence of the Black Lives Matter movement, has starkly highlighted the deeply entrenched inequities that exist in the world. It has become all the more evident that the cultural sector needs to urgently address the imbalances in the creation and consumption of culture. Tamasha is one of a handful of theatre companies that have led this field and our work has tangibly diversified the theatre landscape. Now, as always, our work has impact and importance.

In this climate we have also decided to change to a new business model with a single CEO function held by the Executive Director (ED) but with a strong emphasis on a collaborative and supportive relationship between the ED, AD and the Board. We see this change as being one that supports both positions to function to the best of their ability in the tasks and responsibilities that each position will lead on.

Recent Projects

In 2019-20 we:

- Reached over 7000 people with our touring production **Approaching Empty** by Ishy Din, co-produced with the Kiln and Live Theatre, Newcastle
- Produced **Does My Bomb Look Big In This** by Nyla Levy, which had a sell-out run at Soho Theatre and toured schools and education spaces through-out summer 2019.
- Toured **I Wanna Be Yours** by Zia Ahmed, co-produced with Paines Plough, which went to over 30 studio spaces across England.

Other notable recent achievements include:

- Leading the **IGNITE consortium project**, funded by ACE through its Sustained Strategic programme, which supported 4 early career ethnically diverse producers to undertake placements in key regional venues, (Belgrade Theatre, Mercury, Derby Theatre and Dukes Lancaster), culminating in 4 new productions, which combined reached over 18,000 audience members.
- Piloting a new immersive walking adventure **We Are Shadows** in Brick Lane, which uses mobile phone technology to take audiences on an adventure to uncover the hidden stories of that iconic area, written by our writers from our Developing Artists network, working with a local community theatre group.

During lockdown we haven't exactly been resting on our laurels either!

We've supported over 100 freelance artists with developmental support (of which more than 85 were paid opportunities). We also developed ground-breaking new shows, such as **Stars** by Mojisola Adebayo, which we hope to tour in 2022. We showcased 12 pieces of work, reaching a combined live and online audience of c. 22,000.

ABOUT US

Up and coming plans for 2021-22 include:

Spring 2021 – We are currently touring **Under The Mask** – a powerful and timely new piece by Tamasha Developing Artist, writer and NHS doctor, Shaan Sahota. This audio drama utilises binaural sound technology to provide an immersive listening experience for audiences, and sensitively explores the devastating impact of the pandemic, through the eyes of a junior doctor working on the frontline. The production is staged as a socially distanced audio production and is playing at a number of venues across England until mid-July, including Oxford Playhouse, Liverpool Everyman, and Rose Theatre, Kingston.

Autumn 2021 – **10 Nights** by Shahid Iqbal Khan a new co-production with Graeae, is scheduled to premiere at Bush Theatre in October 2021. Alongside this we will be piloting a new version of **We Are Shadows** in Liverpool's Chinatown. This socially distanced immersive walking tour will work with local artists and communities to create new locally specific and relevant stories.

Visit tamasha.org.uk for more about the company, our history and future plans.



Tamasha Playwrights Scratch 2019. Photo Credit: Korey J Ryan

ARTISTIC DIRECTOR JOB DESCRIPTION AND PERSON SPECIFICATION

What we are looking for

We are seeking a bold and visionary leader / emerging leader to join Tamasha at this exciting new chapter in our development. You should have wide-ranging experience and skills, not necessarily gained in the theatre industry – you could work in another creative discipline or sector, or could be a creative producer, community producer, or programmer.

What's most important is that you are passionate about supporting ethnically diverse creative practice, and that you have ambition to build on Tamasha's reputation for being a pioneer in high quality theatre. You should be excited to drive our mission to reach wide diverse audiences across the UK and be adept at providing visionary artistic leadership for our small but perfectly formed team and the artists we work with.

We are committed to talent development and will support any emerging leaders who meet key essential requirements to develop and grow into the role, rather than expecting applicants to come fully formed.

We are interested in exploring new models for artistic leadership and we are happy to consider applications from job shares, or collaborations between artists or other creatives.

Given the remit of the company and the nature of this role we positively welcome applications from ethnically diverse candidates.

We are committed to meet the access needs of all candidates through the recruitment process and for our staff in post. Please let us know how we can make any necessary adaptations to meet your requirements, and we will provide support to the best of our ability.

Purpose

The Artistic Director has overall artistic lead for Tamasha, working closely with the Executive Director / CEO to deliver an ambitious programme of work. The AD is charged with developing and articulating a compelling and inspirational artistic vision and leading the effective delivery of the artistic programme.

The Artistic Director will:

- Clearly articulate and lead the company's artistic vision and mission, in line with our Business plan objectives
- Lead on devising Tamasha's annual creative programme including national tours, in close collaboration with the ED and producers
- Initiate and cultivate new creative and strategic partnerships and collaborations to further Tamasha's mission
- Be a key advocate / spokesperson for Tamasha – ensuring that the profile of the company's work is clearly articulated and developed in key national / international circles.

ARTISTIC DIRECTOR JOB DESCRIPTION AND PERSON SPECIFICATION

Principle Responsibilities

Artistic leadership

- Shape and oversee all aspects of Tamasha's artistic programme and strategy - what and why we commission; who we partner and work with; how we grow artistic talent
- Build on Tamasha's role as a pioneering organisation committed to diversifying the theatre sector - both in terms of artistic product and the creative workforce
- Enhance existing and seek new collaborative partnerships with other theatre, arts and creative organisations to enable Tamasha to expand its artistic ambitions and to maximise its resources
- Lead on creating work suitable for wide distribution, to reach audiences nationally and internationally - including touring and online platforms
- Oversee the company's Developing Artists programme, leading the Assistant Producer to grow and develop new creative interventions and partnerships
- Contribute to the company's burgeoning digital portfolio, overseeing the work of the Digital Producer and Lead Producer, and creating new partnerships to support the creation and distribution of work
- Ensure that the company is able to develop and realise a strong, clear, imaginative and consistently high quality programme of activity which reaches wide audiences, and is in line with approved policies and procedures.
- Speak widely and passionately about Tamasha across a range of platforms, to advocate, influence and lead on challenges and issues within the cultural sectors.

Strategic Development

Working closely with the Executive Director

- Contribute towards the development of a sustainable business plan for each National Portfolio Organisation [NPO] funding period, ensuring that Tamasha operates as a successful and sustainable business
- Support funding applications as needed to deliver the company's activity, including securing future National Portfolio Organisation funding from Arts Council England, as well as funding from Trusts & Foundations, individual giving etc.
- Contribute to income generation and development strategies and be actively involved in donor meetings, campaigns and cultivation events
- Contribute towards developing Tamasha's touring and distribution policy, helping us to plan overall distribution to achieve the best artistic and financial benefit of the company
- Input as needed into negotiating and contracting with third parties [partners, creatives, rights holders] working closely with the Lead Producer to ensure the best deals are achieved for the company.
- With the ED / CEO explore opportunities to develop the cultural capital and social impact of the work of the company, including potential commercial exploitation of products, and the development of the company's archive.

ARTISTIC DIRECTOR JOB DESCRIPTION AND PERSON SPECIFICATION

Operations and Finance

- Manage and report on Tamasha's artistic programme and budgets for approval by the ED/CEO and Board
- Lead the evaluation of all artistic work, to guide Tamasha's future activity and development
- Support Tamasha's staff team, and contribute as needed to the recruitment, management, appraisal and professional development of the team
- Champion Tamasha's environmental responsibilities and seek opportunities to develop creative responses to the climate crisis
- Efficiently manage and prioritise own workload and administration and meet deadlines

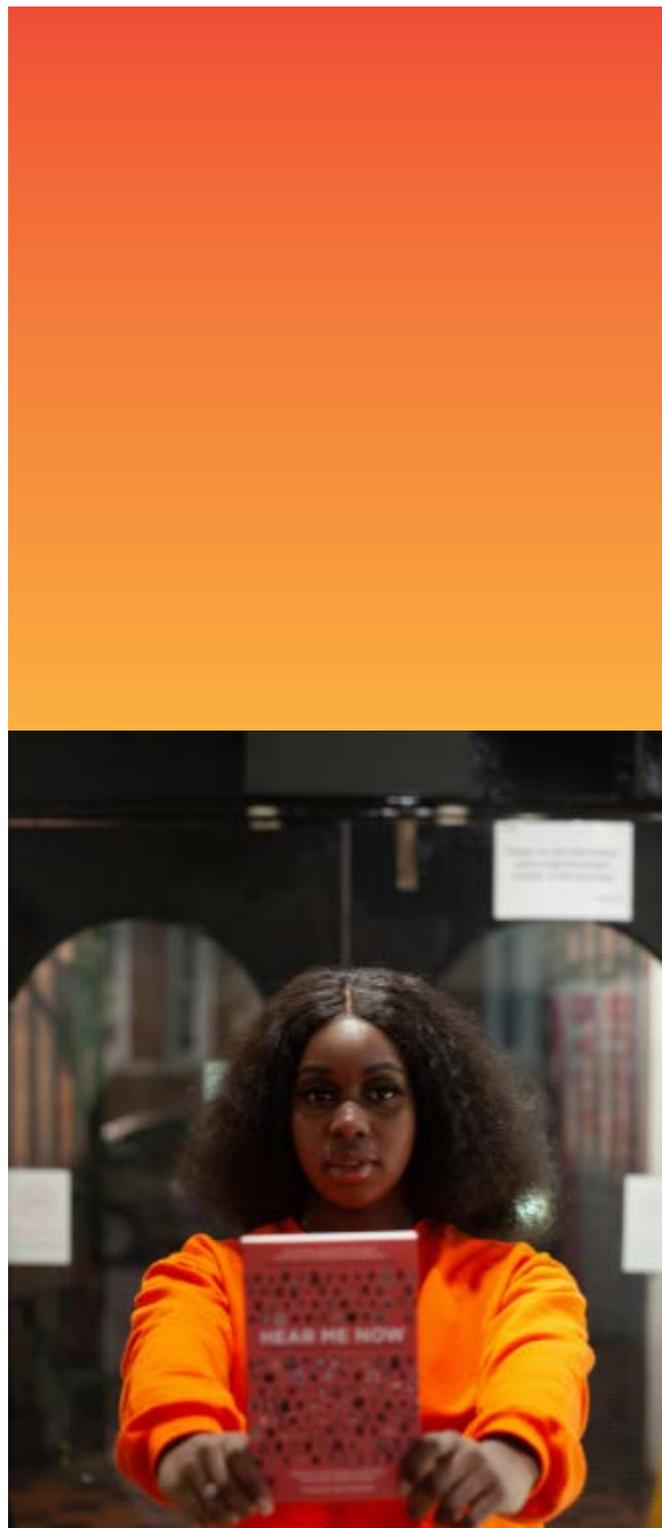
External relations and communications

- Play a leading role in developing and maintaining strong and productive relationships with existing and potential partners and stakeholders, including key funders Arts Council England, key venues and partners and a range of trusts and foundations
- Represent and promote Tamasha and our interests by championing and advocating for the company in the media, with key stakeholders, institutions and opinion-formers, ensuring a high profile nationally and internationally.

Audience development and engagement

- Working with the Marketing Manager and producers, devise strategies to build and diversify audiences across the UK for the company's activities
- Develop creative programmes to engage new and different audiences and participants, regionally and nationally, in line with business plan objectives.

This job description is indicative of the responsibilities and duties associated with this position. Tamasha reserves the right to make reasonable changes to this job description in regard to other responsibilities that may reasonably be required by the Board of Directors.



Hear Me Now Volume 1 Book Launch. Photo Credit: Toyin Dawudu



PERSON SPECIFICATION

We are looking for a someone who is passionate about diverse creative practice and can lead and shape Tamasha's creative identity. Someone who can build on Tamasha's successes and develop new and exciting creative products for wide audiences.

Essential skills and experience

- An inspiring and visionary artistic leader, collaborator and partnership builder
- Experience of creating, directing, producing / curating and touring high quality professional cultural products and cross-discipline projects at different scales for a variety of audiences
- Experience of devising and managing budgets
- Good negotiation skills, and some experience of negotiating contracts
- Strong national / international networks
- Strong track record in forging exciting creative relationships and collaborations to develop new work
- Experience of and commitment to nurturing talent in emerging artists
- Good advocacy skills, and able to influence, create dialogue and champion with ease
- Understanding of and commitment to equal opportunities
- Excellent knowledge of contemporary culture, especially in relation to theatre

Desirable skills and experience

- Experience of raising funds from, trusts and foundations, businesses, individuals and other partnerships
- Understanding of marketing and promoting the arts
- Experience of working with Board members
- Strong IT skills

Personal qualities and attributes

- Demonstrable commitment to diverse artistic practice and supporting new talent
- Passion for new writing and new work
- Strong interpersonal skills, a natural collaborator and team player
- Ability to lead, motivate and inspire others
- High level of resilience and resourcefulness and a creative problem solver
- Able to manage multiple priorities calmly
- A natural and engaging communicator

PAY, BENEFITS AND KEY TERMS

Salary: £45,000 per annum, reviewed annually.

Annual Leave: 25 days per year, plus statutory holidays

Pension: Tamasha contributes 3% of salary annually through our pension scheme

Probation period: 6 months

Contract term: Up to five years, with an option to extend beyond this period

Line managed by: The ED / CEO

Reports to: The ED/ CEO & Board

Line Manager for: TBC.



We Are Shadows: Brick Lane. Photo Credit: Bethna Adelia

HOW TO APPLY

Please complete the application form and return it along with an up-to-date CV (no more than 2 sides A4) and a covering letter, or a short video of no more than 3 minutes in length which should include:

- What do you bring to Tamasha and how do you meet the role specification
- What you hope to gain from this position and why you want to work with Tamasha

Please include a completed Equal Opportunities form, which is for monitoring purposes and will be detached from the application.

Applications should be sent to recruitment@dsawyerr.com. The deadline for receipt of applications is 6pm on 10th August 2021.

First stage Interviews will take place online in week beginning 6th September 2021, with second interviews in person and provisionally scheduled for week beginning 13th September 2021.



Tamasha Playwrights 2019/20. Photo Credit: Bethna Adela

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