



The Playhouse
Head of Engagement
Recruitment Pack



Who We Are...

The Playhouse is one of the most vibrant and loved arts centres in Northern Ireland. Established in 1992 we are here to create community, celebrate diversity and empower people through the arts.

We are a global leader in using the arts to build peace, an award winning producing theatre - pioneering and showcasing new work across both real and virtual worlds - and use the arts and education to address deep rooted social issues and promote personal development and well-being.

We matter to our locality, to the global communities we connect with, and the many diverse groups and individuals we engage with.

We work as a community, for the community, employing our creativity and imaginations to continually innovate and give of our best in order to offer a space to make meaning and a space that's here for good.

The Playhouse is core funded by the Arts Council for Northern Ireland, Derry City and Strabane District Council and Northern Ireland Community Relations Council Core Funding Programme.

Registered with the Charity Commission for Northern Ireland No: NIC 100119
Company Registration: NI 26912

VAT Number: 836105347





Head of Engagement

The Head of Engagement is at the core of the creative engine of The Playhouse. We have always championed the connection between theatre / art-making, learning and community participation. Working closely with the CEO and Theatre Producer / Director and across the organisation you will put the needs of people and communities at the heart of what we do.

We imagine working with someone passionate about the issues that people face both here in Northern Ireland and beyond these shores and motivated by supporting transformative social change. That probably means that your creativity is matched by your empathy and commitment to equality, justice and kindness. It also means that you will understand and believe in a cultural democracy, in the value of the arts as part of our everyday lives and as a force for good in the world.

You are connecting with us at the most interesting of times as we begin to emerge from this global pandemic into a new world and approach our 30th year with opportunities for change and growth. The Playhouse is a place and a community that is characterful, deeply committed and visionary. If that sounds like something you want to be a part of come join us and we look forward to working with you.

To apply

To apply send an up to date CV, the [monitoring form](#) and a letter (2 page maximum) to kevin@derryplayhouse.com outlining your suitability for the role, in particular paying attention to address the essential and desirable experience, skills and attributes. Shortlisted candidates will then be invited for interview.

Deadline

Monday 21st June at 5pm. Interviews will be held W/C Monday 5th July.



Head of Engagement

Job Title:	Head of Engagement
Base:	The Playhouse
Reporting Into:	CEO
Hours:	40 Hours
Salary:	£31-36k
Key Relationships:	Finance Manager, Head of Development, Theatre Producer / Director, Community Relations Officer, Arts and Peacebuilding Project Manager, Youth Engagement Officer, Education Officer

Job Purpose:

To lead and be responsible for the learning, engagement and participation work of The Playhouse in order for it to continue to meet the needs of the people and communities we serve.

Summary of Key Duties and Responsibilities:

Strategy, Leadership and Senior Management

- Work with CEO and Board of Trustees to develop and implement a creative, innovative and ambitious engagement strategy within The Playhouse's wider strategic framework to achieve agreed outcomes.
- Provide artistic leadership in the area of learning, engagement and participation and work closely with the Theatre Producer / Director and CEO contributing to The Playhouse's overall creative direction.
- Lead a talented team of colleagues working across Community Relations, Peacebuilding, Arts Participation, Crime & Justice, Youth Engagement, Leadership Development and Learning programmes, helping to build pathways for people to engage meaningfully in cultural and personal development activities they value and in transformative social change with others.
- Managing and contributing to the fundraising of significant budgets.
- Nurture and develop The Playhouse's strong network of collaborative learning, engagement and participation partnerships with key stakeholders locally, nationally and internationally.
- As a key member of The Playhouse Senior Management Team work closely with the CEO, Finance Manager, Head of Development and Theatre Producer / Director to sustain the work of The Playhouse and the benefits it brings. This means contributing to the common fundraising, finance, marketing, idea development and the staff & building wellbeing activities of The Playhouse. You will also help enable the success of The Playhouse through effective and inspiring leadership contributing to good communication and team working across the organisation.
- Act as an ambassador for The Playhouse, raising awareness of the importance of our work and network amongst the communities we serve and connect to.

Learning

- Through partnerships and collaborations build long term educational and development pathways for people of all ages and backgrounds, providing distinctive practice and community based opportunities that complement and connect with formal and informal education from Open College Network to third level institutions.

- Embed relevant research approaches into the work of The Playhouse to both understand the needs of people and communities and inform our engagement and wider artistic practice.

Community Participation

- Embed a participative co-design approach to developing meaningful creative engagement with people at the heart of it. You will help fulfill The Playhouse's contribution to a cultural democracy enabling people to make their versions of culture together.
- Deliver on our commitments to the many communities we currently serve, including those at risk.
- Open doors for others to take part, on their own terms, in making meaning through the Arts. You will help The Playhouse to reach people across the diversity of society.

General

- Maintain ethical and responsible processes and behaviours across the engagement activity at all times and ensure all activities are safe and sustain best practice.
- Work within and support the vision of The Playhouse To Create Community, Celebrate Diversity and Empower People through the Arts.
- Work creatively and collaboratively with colleagues across The Playhouse, contributing to the difference we make for the people and communities that we serve.

This job description is intended to provide a summary of the nature of the Head of Engagement role and as such is not comprehensive or restrictive. Prioritised objectives, goals and timings will be set by the CEO and reviewed on a regular basis.

The Playhouse is committed to the principle of equality of opportunity. We will ensure that no one receives less favourable treatment on the grounds of colour, race, religious belief, political opinion, sex, marital status, disability, age, sexual orientation, family circumstance, pregnancy or maternity leave, gender, gender reassignment or ethnic or national origin. We welcome applications from all backgrounds.



Essential Skills and Experience	Desirable Skills and Experience
<ul style="list-style-type: none"> • Developing and implementing successful learning, engagement and participation strategies in the arts or related fields. • At least 3 year's experience and track record of initiating and delivering successful programmes in at least two of the following areas: arts participation, informal and formal community education, engaging young people at risk, arts and peacebuilding, arts and transformative social change. • At least 3 year's experience and track record of nurturing and developing collaborative partnerships at local, national and international levels. • At least 3 year's experience of leading and supporting creative teams successfully. • At least 3 year's experience of commissioning and negotiating contracts with freelance artists and contractors. • Managing and contributing to the fundraising of budgets in excess of £100k. • Highly developed written and verbal communication skills. 	<ul style="list-style-type: none"> • At least 3 year's experience in three or more programme areas. • 5 year's experience or more in nurturing and developing collaborative partnerships. • 5 year's experience or more in leading and supporting creative teams successfully in two or more areas of income generation. • Proven innovation in relation to learning, engagement and participation in the arts. • Competent and confident on MS office systems.
Essential Attributes	Desirable Attributes
<ul style="list-style-type: none"> • Creative thinker and doer. • Collaborative and excellent team player. • People centred with high level of emotional intelligence and empathy. • Attentive listener. • Confident with a variety of stakeholders regardless of seniority. • Able to work independently and manage a varied and diverse project portfolio. • Commitment to the mission and values of The Playhouse. 	<ul style="list-style-type: none"> • Well developed coaching and relationship building skills with the ability to motivate and inspire others

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About Derry~Londonderry

Dominating the North western landscapes of Ireland, astride the flowing waters of the Foyle, sits the historic walled city of Derry/ Londonderry. With its unparalleled setting, fine architecture, wealth of history and thriving arts and music scene, Northern Ireland's second city, is the place to be.

The city is home to Ireland's only completely walled city, which is one of the finest examples of walled cities in Europe today, and are the backdrop to a unique history of the wider story of the city. Wander through the bustling streets and listen to the echoes of over 1450 years of history. Stroll along its 17th Century walls - which in 2019 celebrated their 400th anniversary - and marvel at the ever-changing skyline of a city which is constant only in the warmth of its welcome. Here you can expect many a smile of greeting from people who are noted worldwide for their friendly hospitality.

Vibrant and cosmopolitan, Derry/ Londonderry is known for its delicious foodie offerings, all year round calendar of festivals and excellent value for money. We enjoy welcoming thousands of international visitors to the city every year and the people of Derry/ Londonderry are some of the friendliest in Europe.

As the gateway to Ireland's northwest, our city is pulsing with life, resonant with centuries of heritage and passion, yet fresh as an Atlantic breeze. 'The Walled City' is where the Wild Atlantic Way meets the Causeway Coastal Route. This is a joyful central location filled with celebration and inspiration, as manifested in the number and quality of our festivals and special events throughout the year. Energetic, outward looking and high-spirited, this is truly a city for all seasons.



The Playhouse

Derry / Londonderry

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www.derryplayhouse.co.uk

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