



KIT Theatre Trainee Director Callout

Following on from our successful performer/facilitator programme in 2018-2023, KIT Theatre is expanding its trainee scheme to include a trainee director. The trainee will receive training in directing immersive theatre for young people; progressing to lead on projects and become one of our regular directing partners.

The role will be part-time with an element of flexibility to allow artists to take on other work whilst training with us.

Fee of £6440 minimum for at least 56 days of work at £115 per day.

Freelance contract with benefits.

Roughly 2 days p/w across 8 months but with flexibility & breaks in Christmas and Easter School Holidays

Starting October 2024 - June/July 2025.

About KIT:

KIT Theatre (www.KITtheatre.org) brings award-winning immersive theatre into schools, museums & libraries. We seek to improve pupils' engagement with learning and develop their creativity, resilience and critical thinking. KIT was founded in 2015 as a not-for-profit Community Interest Company. At the heart of our practice are Adventures in Learning (AiL), interactive stories which erupt unexpectedly and combine immersive theatre and game mechanics to make an impact on young people. Since 2015 KIT has delivered AiL to more than 16,000 young people and collaborated with over 300 teachers across 50 schools in London, Manchester, Birmingham, Essex and Scarborough.

KIT is committed to delivering work to young people in the UK where need is greatest. We know that for many young people, school represents their best opportunity for creative and cultural experiences, and so we focus our recruitment on state schools with a high proportion of disadvantaged pupils. This short film about Wardrobes gives a taste of KIT's Adventures in Learning:

<https://www.youtube.com/watch?v=xm1oROvhdH8&feature=youtu.be>

Vision

KIT's vision is to use Adventures in Learning to support the emergence of a generation of resilient, questioning young people; inspired to learn through adventure.

Mission

Our mission is to make playful, immersive theatre for (and with) young people which improves their relationship to learning, triggers creative (r)evolution in their schools and develops their empathy, resilience and critical thinking.

Destination



KIT Theatre will apply to join Arts Council England's National Portfolio in Spring 2026, with the Schools Programme Producer playing an important part in ensuring we are in the best possible place to be successful.

About the role

As part of KIT's new strategy, we are expanding our Trainee Programme to include writers and directors, ensuring that by 2027 there is diverse creative leadership of KIT's work, and a more representative pool of artists leading projects across the immersive theatre for young people sector. We are keen to work with artists from underrepresented groups and with connections to the areas that we work in, ensuring that our lead artists better reflect the communities we serve.

The director trainee role will work closely with core KIT staff, assisting Artistic Director Tom Bowtell and our regular freelance directors. They will work on projects throughout the year learning KIT's signature style of performance/ facilitation and getting to grips with the core mechanics of our Adventures In Learning model. The trainee will follow projects from start to finish and once they feel confident, will be given opportunities to lead and direct projects themselves.

While a majority of the trainee's time will be spent assisting and directing on projects, they will also be invited to support certain elements of core company activity, such as budgeting and production. This will allow them to get a sense of the daily running of a not-for-profit organisation and experience of producing work.

Person specification

We are looking for early career/emerging directors for this position. This may be someone with experience of directing small scale/fringe work or assistant roles, but it could also be a performer or facilitator looking to transition or upskill. We recognise that experience may differ person to person, but ideally we are looking for a candidate with a demonstrable passion for directing. Due to the nature of our work, preference will be given to candidates with a particular interest in immersive theatre, education and creating work for young people.

KIT Theatre is committed to ensuring that the creative leadership of our work is representative of the communities we serve. With this in mind we are keen to hear from applicants who are underrepresented in the arts and particularly those from the global majority.

ESSENTIAL

- Some demonstrable experience of professional theatrical environments
- Experience of being an Assistant Director or Director (This does not have to be a paid role, it could be in Fringe theatre or an educational environment for example).
- Strong team player



- Strong communication skills
- Flexibility and willingness to adapt to situations and use initiative
- Leadership and management skills
- Some demonstrable experience of working with young people
- Passionate about creating work for young people and using theatre as an educational tool

DESIRABLE

- Some administrative experience
- Passionate about immersive theatre
- Living within a commutable distance to London
- Facilitation experience
- Experience of working in educational settings such as work in a school

Time commitment

Much of our work centres around school timetables, so we often have busier “hotspots” in term time and quieter times during school holidays. With this in mind, we are offering an element of flexibility to this role which will allow the successful candidate to build a schedule with us across the 8 months. There will likely be busier periods where one could be working for KIT up to 4 days a week, but then there could be several weeks off, allowing the trainee to commit to other projects. We recognise that creatives often balance multiple commitments and where possible, we would like to facilitate and support this for our trainees.

Generally, our Adventures in Learning have 0.5-2 days of rehearsal and then 1-3 days of delivery. We would be looking for our trainee to take part in several projects across the employment period, initially as an assistant, and then once they were comfortable, as lead director. Below are some periods of the year where we are particularly busy and would be looking for good availability:

Late Oct to Mid/late Nov

Mid Jan- Mid March

May/Jun

Pay

£115 per day for at least 56 days of work spread across 8 months. This will amount to £6440 minimum.

Whilst this is a freelance contract, we will offer benefits including statutory holiday pay, sick leave and pension contributions.

Where the trainee takes on additional responsibilities such as fully leading projects as a director, they will be paid higher fees in line with KIT’s standard day rates for such roles.



Application

To apply, please submit a CV and covering letter (no more than 1 side of A4) detailing your interest in the role and why you meet the criteria to KITtheatrerecruitment@gmail.com by **Monday 21st of October 2024**. If you are interested in applying, but worry you don't meet one area of the criteria, we encourage you to apply!

If you would prefer to send a CV and short video (under 5 mins) this would be welcomed. Please submit videos via sites like vimeo or youtube rather than as a link that needs to be downloaded. Please contact us if you require this information in a different format.

After the closing date we will create a shortlist and invite selected candidates for interviews. We will aim to respond to all applications by Friday 1st of November. If you are invited for an interview, this will take place between Monday 28th of October and Friday 1st of November.

If you have any questions, please email eleanor@kittheatre.org