

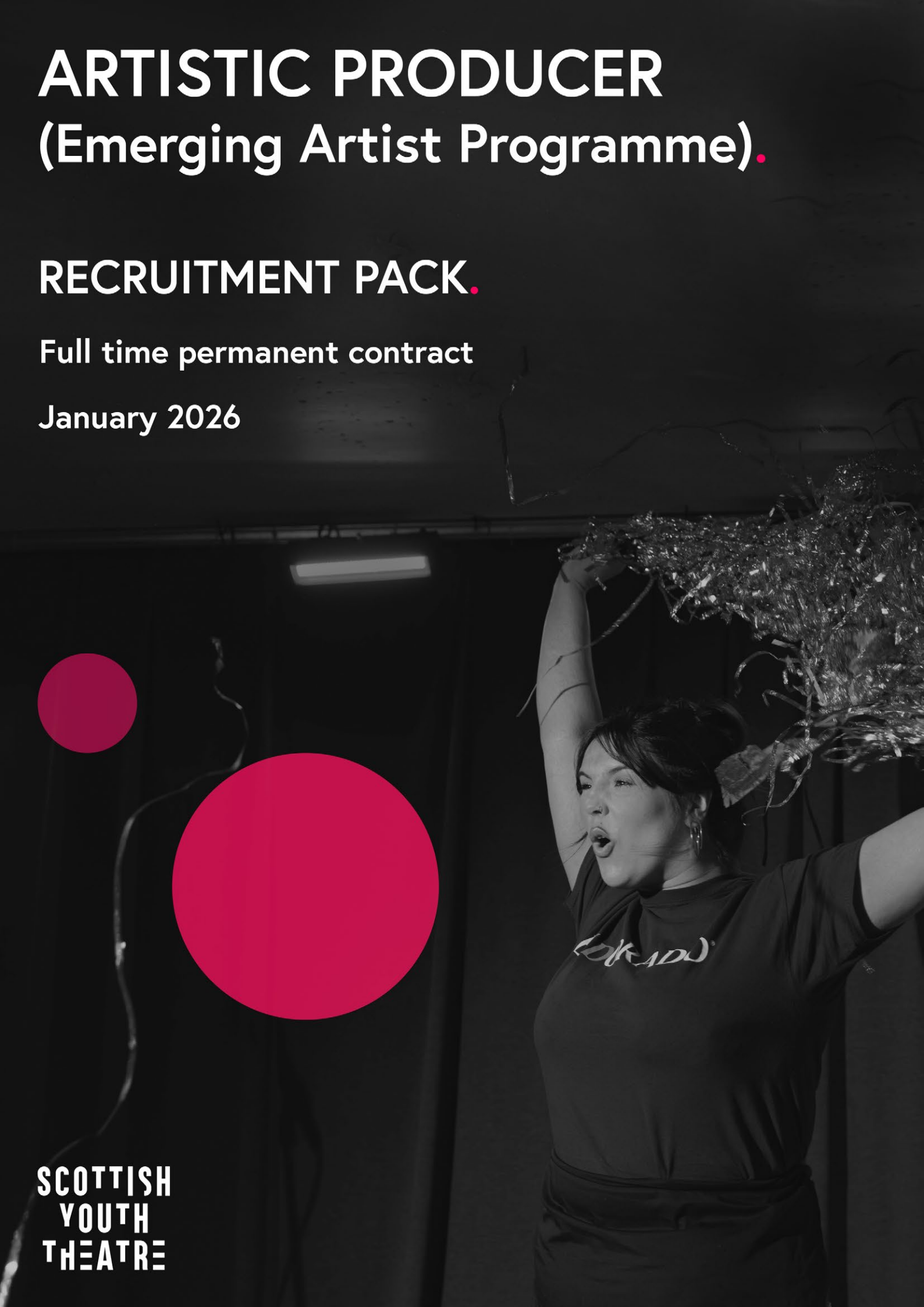
ARTISTIC PRODUCER (Emerging Artist Programme).

RECRUITMENT PACK.

Full time permanent contract

January 2026

SCOTTISH
YOUTH
THEATRE



A NOTE FROM JACKY HARDACRE, OUR CHIEF EXECUTIVE

Thank you for your interest in working with Scottish Youth Theatre. This is an additional role in the core staff team as we look to grow our artistic delivery in different parts of Scotland.

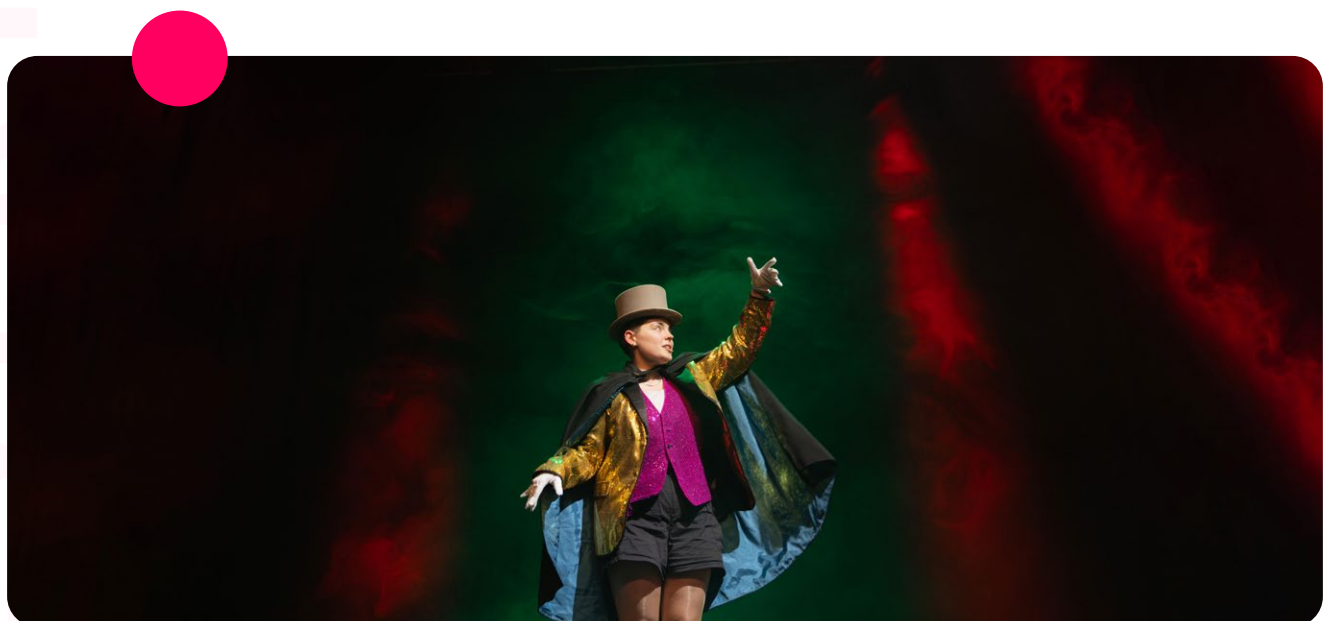
The past five years have seen the realisation of a new way of working for the company. Emerging from the pandemic, we moved to a distributed working model without a venue or physical office base, allowing us to be more agile in delivering work across Scotland and connecting with like-minded organisations as partners and hosts of our work. I am exceedingly proud of the achievements of a small team through some very testing times for our industry and I am always in awe of the confidence and creativity of the young artists who engage in our programmes and the inspiration and dedication of the freelancers who work with us. As a Multi-Year Funded Organisation with Creative Scotland, we have secured a stable foundation to support our longer-term ambitions.

This Artistic Producer role is essential to the growth of our programme that explicitly bridges the gap between education/youth theatre and the professional industry. You will be joining a small nimble team of creative thinkers, artists and producers, embedded in the artistic development process from inception to delivery. You will work directly with young artists and creative professionals across the theatre spectrum, committed to 'making it happen' for young theatre-makers in Scotland.

We define emerging young artists as those committed to a creative career, likely to be pursuing training and/or activities within the arts (not necessarily formal education) and looking to further develop their skills, creative confidence and knowledge of the sector. As Artistic Producer, you will be responsible for producing activities that offer new opportunities and artistic stretch to emerging young artists. While we have some strong engagement models for you to deploy, there is also scope to bring your creativity to programme design in response to young artists' needs and aspirations.

Collaboration, mutual support and a listening ear are key to how we work. Finding the right co-conspirator to join our well-balanced team is an important milestone for our ongoing company development. I hope you feel inspired by our work and our approach to put yourself forward for the role. I am happy to answer questions if there's anything you're unsure about before applying.

2027 marks Scottish Youth Theatre's 50th Anniversary; a moment to reflect on the company's contribution to Scotland's cultural sector – past, present and future. There is much to celebrate and so much more to do!



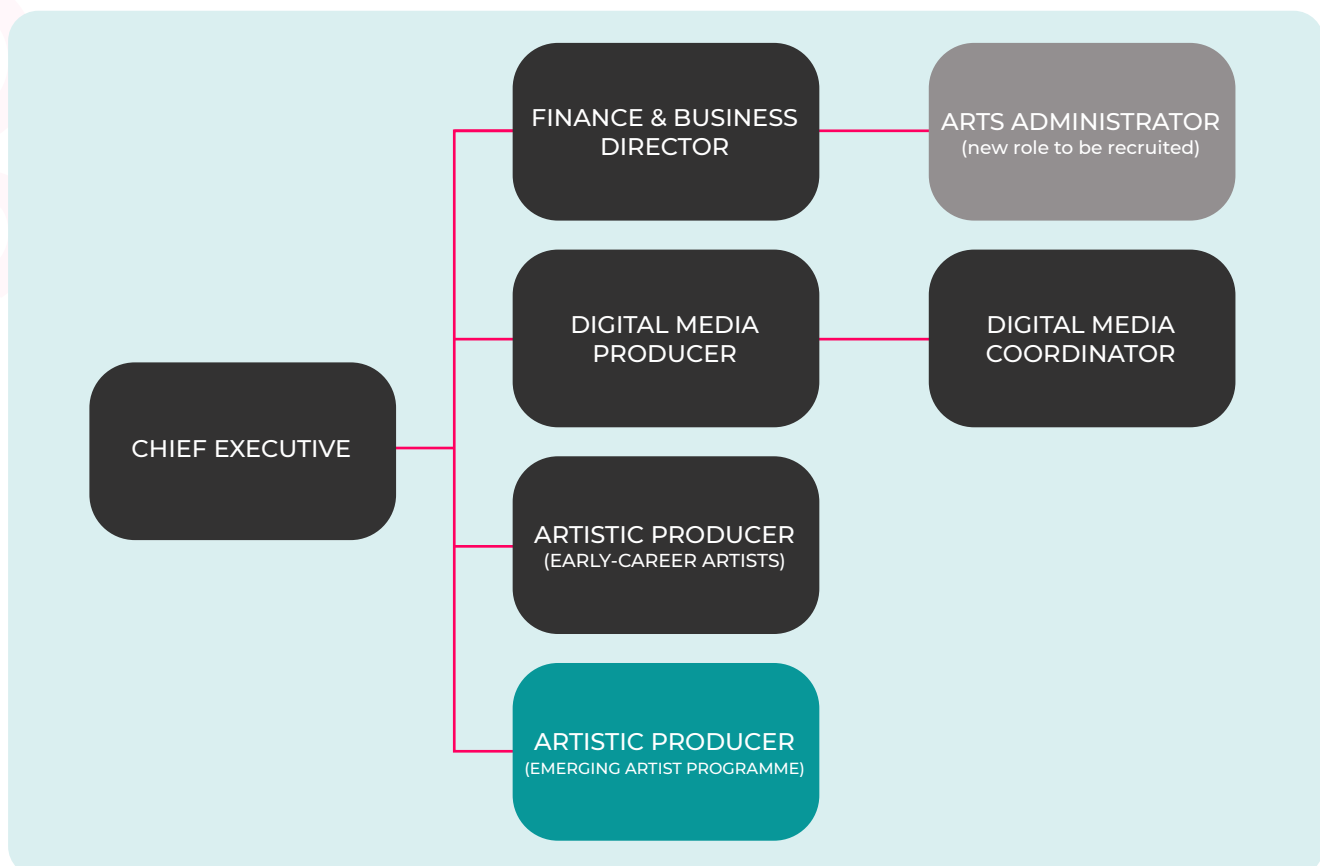
JOB SUMMARY

Job Title	Artistic Producer (Emerging Artist Programme)
Contract	Full time permanent contract
Salary	£32,000 per annum
Hours of work	37.5 per week
Annual leave entitlement	29 days per year inclusive of public holidays
Responsible to	Chief Executive
Responsible for	Project specific freelance practitioners
Location	Scotland based, working from home and delivering in-person activity in different parts of Scotland

The core remit of this role is producing projects and training programmes that respond to the needs and aspirations of young people in Scotland intent on a career in the professional industry. You'll need to be well practised in the breadth of tasks associated with producing work of this nature including programme design, raising funds, recruitment, managing resources, ongoing evaluation and delivering end events.

This is very much a producing role that sits alongside our other Artistic Producer who leads on early-career work and our Digital Media Producer who manages the digitally-based elements of our programme (see team structure below). Our model is to employ skilled freelance practitioners to deliver the work, matched to the ambitions of each activity, although experience of facilitation in a theatre context will be important in this role to support young artists in their ongoing development.

TEAM STRUCTURE



(For full details of the role, see the Job Profile on page 5)

Ideal Qualities

You will be passionate about inspiring young theatre-makers and supporting their learning and knowledge of the professional industry. You will be wholly committed and proactive in ensuring young people residing in different parts of Scotland and with different lived experiences know about and are able to access our programmes. You will know how to establish positive working environments for all, able to stretch young artists whilst maintaining a keen eye on their wellbeing. You will understand the joy, the value and the challenges of working in partnership with other organisations and you will know how to get the best out of these relationships.

You will be able to articulate the work in a way that is compelling to diverse audiences. That might be to promote the opportunities to young people, to enthuse our partners and supporters or make a strong case in a funding application.

Useful to know

The successful candidate must be based in Scotland, comfortable working from home and able to travel for the development and delivery of the programme or to meet regularly in-person with the staff team, in different locations around the country. The role will require periods of time working away from home.

The company offers a flexi-time arrangement to look after staff wellbeing and allow for down time after heavy periods of delivery. Our annual leave scheme includes an additional day's holiday for each full year of service up to a maximum of 5 additional days. We operate a workplace pension scheme with NEST, with the company contribution currently at 3%.



ABOUT SCOTTISH YOUTH THEATRE

VISION

Diverse, bold young artists shaping theatre across Scotland.

PURPOSE

To collaborate with young theatre artists to create experiences and events that reverberate in their lives, their communities and their country.

VALUES

- Cultivating creative possibility
- Weaving collaboration and connection
- Embedding wellbeing and care
- Grounding integrity in all things

Scottish Youth Theatre (SYT) is a national young artists' development organisation. Scotland is our venue and we seek inspiration in its extraordinary and diverse young people, their untold stories, their aspirations and their creative leadership. No one needs permission to make theatre; SYT seeks to create the conditions and inspire the passion and commitment for young people to tell the stories they want to tell, at the helm of the creative process.

SYT exists to support the theatre that can be made now; contemporary, urgent work from the young creative minds of Scotland's diverse communities and intersections of lived experiences. We are ambitious for the young artists and their work, providing the right frameworks and inspiration to take their artistic aspirations to greater heights, celebrating their achievements, amplifying their voices and staging their performances on professional platforms. We aim to be the springboard that projects young artists to new heights and the safety net that gives scope for experimentation and risk as they explore their artistry and practice. We dive into that practice, helping them to reflect on their discoveries and give airtime to the passions, interests and challenges for young theatre-makers in Scotland today.

With no physical base, we build our community through our digital output and by maintaining supportive relationships with young artists beyond their participation in our programmes. Layering young people's role into the organisation is an evolving process that includes representation on the Board, co-design of our programmes, comprehensive evaluation systems and surveys that capture the broader needs of young artists in Scotland.

Occupying the space between youth theatre / formal education and the theatre industry we aim to:

- equip young people with the skills, knowledge, experience and drive to successfully pursue a career in the arts
- celebrate and platform their diverse voices, growing audiences for Scotland's young theatre-makers and Scottish Youth Theatre
- reach young theatre artists where they live in Scotland and offer new opportunities in theatre-based work
- grow our connections and relationships with young artists, freelancers and the sector to evolve our community without ties to a physical building
- enrich Scotland's theatre ecology by developing a pipeline of diverse, bold young artists

For further information on Scottish Youth Theatre, please use the following links.

Our website: <https://scottishyouththeatre.org/>

'Foot in the Door' – our 2024 Survey Report: <https://scottishyouththeatre.org/young-artist-survey/>

And our YouTube channel for examples of our work: <https://www.youtube.com/@ScottishYouthTheatre>

SCOTTISH YOUTH THEATRE

CONTRACT

Full time permanent contract

SALARY

£32,000

HOURS OF WORK

37.5 hours per week
1 FTE

ANNUAL LEAVE ENTITLEMENT

29 days per annum inclusive of public holidays plus 1 additional day per full year of continuous employment to a maximum of 5 additional days

RESPONSIBLE TO

Chief Executive

RESPONSIBLE FOR

Project specific freelance practitioners

VERSION DATE

November 2025

ARTISTIC PRODUCER (EMERGING ARTIST PROGRAMME) JOB PROFILE

JOB PURPOSE

Develop priorities and strategic relationships to curate and implement an ambitious, relevant and high-quality Emerging Artist Programme for young theatre-makers in Scotland.

OBJECTIVES

Operations

- Produce a high-quality Emerging Artist Programme from inception to end delivery
- Bring experience of facilitation in a theatre context to support young artists in growing their skills, building their creative confidence and improving their knowledge of the sector
- Embed the company approach to monitoring and evaluation in the design, management and delivery of the artistic programme
- Manage staff engaged in programme delivery including freelance artists, production teams and support roles

Engagement

- Effectively engage with emerging young theatre artists, partner organisations and sector professionals to best understand gaps in progression routes and respond with relevant activity and programmes
- Improve the reach of the Emerging Artist Programme to young artists currently under represented in our sector
- Extend the geographical presence of the Emerging Artist Programme
- Cultivate and maintain key relationships with sector professionals and partner organisations to ensure the Emerging Artist Programme complements and dovetails with existing provision in a given area
- Attend performances and events to support young theatre-makers in Scotland and maintain knowledge and awareness of evolving practice in the sector
- Represent the organisation at identified meetings and events

Strategy & Policy

- Cultivate the artistic integrity of the company through careful curation of the Emerging Artist Programme, responding to the needs and aspirations of young creatives in the changing context of theatre in Scotland
- Collaborate with colleagues on the strategic development and long-term planning of the artistic programme
- Contribute to the development and cyclical review of company policies and procedures
- Collaborate with colleagues on fundraising for the artistic programme

Governance & Compliance

- Collaborate with colleagues to make quarterly reports to the Board on the artistic activity of the company
- Ensure programme delivery is compliant with Scottish Youth Theatre's policies and protocols, safeguarding, health and safety and other legal requirements
- Fulfil the role of Designated Safeguarding Officer for the company

Company Values

- Champion company values through all aspects of the work

PERSON SPECIFICATION

KNOWLEDGE & EXPERIENCE

- Significant experience of producing theatre-based projects within a youth theatre or education context
- Ability to translate identified needs of young artists into relevant, engaging and inspiring programmes of activity
- Up to date knowledge of equalities, diversity and inclusion, safeguarding, wellbeing, health and safety and data protection in a theatre and/or youth arts context
- Sound understanding of the barriers to young people's participation in the arts
- Demonstrable experience of effective budget management and financial monitoring
- Experience of managing unexpected challenges, collaborating with colleagues to resolve issues at an early stage
- Significant theatre experience with knowledge of contemporary practice and broad connections with the professional industry and/or relevant learning environments
- Experience of securing and managing grants for artistic projects

SKILLS & QUALITIES

- A creative thinker who can bring different perspectives to collaborative planning and project design
- Passionate about the place of theatre in society and supporting young artists to progress into the professional industry
- Wide-ranging skills and experience in theatre-based facilitation
- Able to build effective working relationships with a wide range of people including young artists, key stakeholders and professional practitioners
- Able to demonstrate skills in documenting and evaluating arts programmes in a theatre or youth arts context to build evidence, demonstrate impact and inform planning
- Committed to delivering work in safe, supportive and inspiring environments
- Able to prioritise tasks and manage own workload
- Skilled in administration tasks, with strong attention to detail whilst maintaining an eye on the bigger picture
- Able to act with appropriate levels of discretion and confidentiality in handling sensitive data and information

REQUIREMENTS OF THE ROLE

- A degree in a relevant subject or progression in a paid role to an equivalent level
- Ability to work from different locations and represent the organisation when required
- Ability to work flexibly and undertake some evening and weekend work

This role involves regulated work with children and as such, the successful applicant will be required to register with the Protection of Vulnerable Groups (PVG) scheme (this will be administered by SYT before a firm offer of employment is made).

CORE COMPETENCIES

All employees are expected to display the following behaviours in line with company values:

Cultivating creative possibility

- Meaningfully contributes to a positive, safe and supportive working environment for all
- Open to different ideas and approaches, whilst having a positive perspective on change
- Seeks opportunities for improvement, focusing on solutions and anticipating potential challenges

Weaving collaboration and connection

- A natural collaborator, able to contribute to effective team dynamics in a range of contexts
- Communicates effectively with all stakeholders
- A curious mindset, keen to learn and extend own thinking and practice

Embedding a culture of wellbeing and care

- Respects different lived experiences, values and viewpoints
- Gives consideration to personal wellbeing and respects the wellbeing needs of others
- Asks for help when under pressure and helps others when they are under pressure themselves

Grounding integrity in all things

- Is reliable, honest and transparent in performing the tasks of the job
- Makes sound, timely and appropriate decisions
- Acts responsibly with organisational resources and is actively committed to pro-environmental behaviours



HOW TO APPLY

The application process is in two stages, a written application (or equivalent) and an in-person interview for shortlisted candidates.

Please include the following as part of your application:

- a cover letter (maximum 1,500 words) demonstrating how you meet the experience, skills and qualities required for the role as listed in the person specification on page 6
- a CV (no more than 3 x A4 pages)
- provide the name and email address of 2 referees who have recent experience of your work (referees will not be contacted prior to interview nor without your prior knowledge)

Please save and attach your cover letter and CV as a **single PDF document**, ensuring you include your name in the file name. The file size should not exceed 10MB.

Please send your application to recruitment@scottishyouththeatre.org, titling your email 'Artistic Producer Application'.

If you would prefer to apply in an alternative format, discuss access requirements or have questions regarding the application, please get in contact directly with Jacky Hardacre, Chief Executive on jacky@scottishyouththeatre.org.

On submission of your application, you will receive an automatic reply confirming receipt. This will include a link to an anonymous Equalities Monitoring form. This is optional but we encourage all applicants to complete it to help us monitor the diversity of applicants who are applying for opportunities with Scottish Youth Theatre.

DEADLINE AND TIMELINE

Deadline for applications	23:59 on Wednesday 11 February 2026
Interviews	Wednesday 4 March 2026
Location of interview	Stirling
All applicants will be contacted no later than 18:00 on Friday 20 February to inform them if they have been successful in securing an interview. Please check your junk folder if you have not heard from us and get in touch if there is no correspondence from Scottish Youth Theatre.	

In recognition that recruitment can be used as a tool of inclusion and exclusion, we reserve the right to use recruitment to address under-representation through targeted recruitment and/or positive action.

To comply with legislation, the successful candidate will be asked to prove their right to live and work in the UK before a contract of employment can be issued.



EVERYONE
STARTS
SOMEWHERE



SCOTTISH
YOUTH
THEATRE

Scottish Youth Theatre
www.scottishyouththeatre.org

Scottish Youth Theatre Ltd is a company limited by guarantee SC064430 and a registered charity SC014283