

Head of Auditions & Courses February 2026



Reporting to:

Associate Director and the Executive Team

Responsible For:

**Auditions and Courses staff team, including two Assistant Producers and a Coordinator
Freelance contractors and creatives**

Working alongside:

NYT's Senior Management Team

Working hours:

40 hours per week

Salary:

£50,000–£55,000 per annum

Contract:

Permanent, full time – please note that this role requires a full commitment over the summer and school holiday periods in line with peak delivery of the NYT courses programmes.

Location:

**National Youth Theatre
443–445 Holloway Road
N7 6LW, London**

About the National Youth Theatre

The National Youth Theatre of Great Britain is an ambitious and vibrant youth arts charity that nurtures creative expression, personal wellbeing and skills development, engaging thousands of young people aged 11-30 locally, pan-London and around the UK every year. Established in 1956 as the world's first youth theatre, we have nurtured the talent of hundreds of thousands of young people for 70 years.

We enable, support and showcase exceptional performers, creatives and backstage talent from Great Britain and Northern Ireland, commissioning brave and relevant new writing and reinterpreting classic stories for our time. A host of leading writers received one of their early commissions from NYT, including James Graham, whose first professional commission was *Tory Boyz*, which premiered at Soho Theatre in 2008. Other writers who received an early commission from NYT include Zawe Ashton, Miriam Batty, Sarah Solemani and Jack Thorne.

Every year we reach out across the country to engage thousands of young people and deliver skills-based courses for members and non-members. We produce ambitious theatrical productions in leading theatres across the UK and around the world.

Our rich and ever-growing production archive demonstrates the vital role that NYT plays in the ecology of UK theatre. From epic outdoor production *Nest*, performed on a nature reserve as part of Leeds Year of Culture 2023, to West End NYT REP Company residencies and our new writing festival *StoryFest*, commissioning and platforming 10 new plays yearly in our Workshop Theatre on Holloway Road.



Culture at National Youth Theatre

At the National Youth Theatre, we work towards a culture that is inclusive, creative and collaborative. We celebrate all the ways we are different and aim to create an environment where everyone can thrive and do their best work. We want our culture to create spaces where young people from around the UK can be together, be brave and create bold work.

We ask everyone involved in making each project to approach it with generosity, curiosity, kindness and respect. We believe that we do better work together than we would apart and that our work is richer and stronger thanks to the different backgrounds and experiences that everyone in our company brings. Through our work we want to be connected and responsive to each other, our communities, our industry and the wider world.

We are an equal opportunities and disability confident employer and actively encourage disabled people and people from backgrounds currently underrepresented in our team and the arts workforce to apply.



Key Aims of the Role

This is a role within the Senior Management Team at NYT, a small and committed team with a variety of backgrounds and specialisms.

The Head of Auditions & Courses leads the strategic development and delivery of:

- **NYT's National auditions and widening participation agenda working with schools, community partners and directly with young people**
- **NYT Membership Intake Courses (Junior, Senior, Backstage and Epic as applicable)**
- **Masterclasses and short course programmes and additional membership courses**
- **Income-generating training offers**
- **Management of our fee waiver and bursary application processes that currently enable approximately 40% of all applicants to receive financial support.**
- **The postholder acts as joint Safeguarding and Equality lead with Anna Niland, Associate Director of NYT.**

NYT's charitable role has for decades centred on our Membership. Young people can become members of NYT through a variety of routes from: access, participation and outreach; free open auditions; schools auditions; interviews for backstage and digital routes. The programme foregrounds access and equity and aims to be national in reach. Once invited to become a member, young people then join an Intake Programme which have diversified in recent years from Juniors (14-18), Senior (18-21) Epic (22-25) and Backstage (16+). Participation in our intake programmes and NYT activity once membership is achieved, can be supported by bursaries and fee waivers. As a charity, less than 10% of our income is generated from public subsidy and therefore, we continually fundraise to grow our programmes (recently adding the National Assemblé to our Portfolio) and ensure we are training young people and creatives to meet their needs and the needs of the industry. Recently we extended our membership eligibility to include those up to 30 who have previously encountered barriers to creative progression. Every programme focuses on participant wellbeing, the highest creative standards of our Associates and teams, supports progression for Members to meet their ambitions and enables young people to be part of a national community united by creativity.

The role centres on the quality of the experience for all our Members and future potential members and on defining the continued relevance, ambition and clarity of our offer through partnerships, growth and opportunities. This is a highly strategic role requiring depth of creative leadership and portfolio management skills. The work is rooted in our inclusion, access, equity and equality work across NYT in our training of future generations for the sector onstage, offstage and backstage, as writers, facilitators, storytellers, actors and cultural leaders.

A central ambition for this role is to support the industry relevance, access, growth and commercial sustainability of NYT's auditions and courses portfolio, delivered nationally and in partnership with key stakeholders building on decades of success and a strong industry reputation. We ask all potentially interested candidates to note that this work is centred on some school holidays as these are the peak delivery times for NYT participants.

The role works closely alongside the Associate Director, Anna Niland; Artistic Director, CEO Paul Roseby; Executive Director and COO, Karen Turner in defining and realising the future and continuing potential for NYT as a national charitable organisation.

Key Tasks and Responsibilities

National Auditions and NYT Membership Intake Courses

- Lead the delivery and strategy for our national programme for intake auditions, including targeted partnerships and recruitment of young people for Acting and Backstage Intake Courses
- Ensure that barriers for participation are removed and that young people from all backgrounds can participate across all programmes
- Lead the delivery and management of the intake courses programme for Junior, Senior and Epic courses, including online and part-time provision including the recruitment, training and management of a large pool of freelance NYT Creative Associates
- Build and develop NYT's external profile and community partnerships to ensure a breadth of potential participants are aware of NYT, our programmes and opportunities and how young people can participate
- Oversee participant experience across auditions and courses, ensuring creative ambition, accessibility, consistency and accountability
- Lead bursary management for all courses and auditions, ensuring fair and equitable distribution of available bursary funding and providing appropriate reporting to funders

Partnerships, Growth and Development

- Position NYT as a dynamic, relevant, inclusive and ambitious national training partner
- Lead NYT's commercial and income-led training and opportunities, driving strategy for growth and development
- Develop new models of income generation across Drama Club, Masterclass programmes, Intensive Skills Workshops and emerging offers
- Explore the potential for new national and international opportunities, including brand association, shared delivery and partnerships
- Share responsibility for backstage and technical training growth, development and delivery partnerships alongside the Associate Director and Senior Producer (Production)
- Build on existing partnerships to grow early career opportunities and a diverse pipeline of creative talent including progression for our membership

Additional Opportunities and Strategic Responsibilities

- Support the growth and continuing professional development of NYT's highly valued diverse Associate Creative Talent Pool across all areas of practice
- Support programming alongside the Head of Communications and Digital for online content (NYT's HUB platform), ensuring programming meets target user needs
- Support fundraising requirements to ensure the development of new programmes and secure funding partnerships, working closely with the Executive Director and Development Team on bids and reporting
- Take joint leadership (with the Associate Director) across all NYT programmes for Safeguarding, Equality, Diversity and Inclusion
- Propose and facilitate opportunities for programming within NYT's venue, including the Workshop Theatre
- Champion pastoral care, wellbeing, inclusion and trauma-informed practice across all programmes
- Contribute to the development and delivery of NYT's Business Plan and Arts Council NPO commitments in line with our policy and practice frameworks

Key Tasks and Responsibilities

General Responsibilities

- Advocate for participants and the transformative potential of youth theatre for those who envision a creative future in theatre and for those who don't
- Directly support the efficient management of NYT and its inclusive culture
- Lead and develop the Auditions & Courses team to maximise participation and excellence
- Manage multiple income and expenditure budgets effectively
- Ensure high standards of evaluation, impact assessment and stakeholder reporting
- Represent NYT effectively to funders, partners and stakeholders at all levels
- Support the achievement of business plan objectives and income generation targets

Training

The Head of Auditions & Courses will participate in CPD and peer review opportunities offered by NYT, alongside mandatory training in safeguarding, equality, inclusion and intersectionality.

They will also undertake Disability Awareness and Inclusive Practice training and other professional development relevant to the safe and effective delivery of this role within NYT's culture and values.

Volunteering

NYT offers all permanent staff four voluntary days per year (additional to Annual Leave) to support engagement with equity, equality, inclusion and diversity practice as volunteers within other organisations or charities.

DBS

Employment with the National Youth Theatre is contingent upon receipt of a valid Enhanced DBS Certificate, which NYT can facilitate.

Staff Support

All NYT staff have access to a confidential staff support and counselling service.

Person Specification

Essential

- A senior leader with a breadth of experience and profile within the creative or cultural sector
- At least five years' senior management experience in a creative leadership role
- Significant experience leading auditions, training programmes or large-scale participant recruitment processes
- Proven experience managing complex budgets and reporting to multiple stakeholders
- Strong project management/producing skills, scoping and contract negotiation experience
- Direct leadership experience working creatively with young people
- Deep understanding of inclusive youth arts practice and equitable leadership
- Line management experience across multi-role teams and freelance creatives
- Strong partnership development and external-facing leadership capability
- High level organisational, communication and presentation skills
- Ability to manage multiple collaborators and priorities under pressure
- Strategic thinking combined with commercial awareness and a growth mindset

Desirable

- Experience in a senior management role within a publicly funded arts organisation
- Experience developing and scaling innovative training programmes
- Safeguarding leadership experience
- Experience mentoring and progressing young creative talent
- Experience working within a producing or venue-based environment



