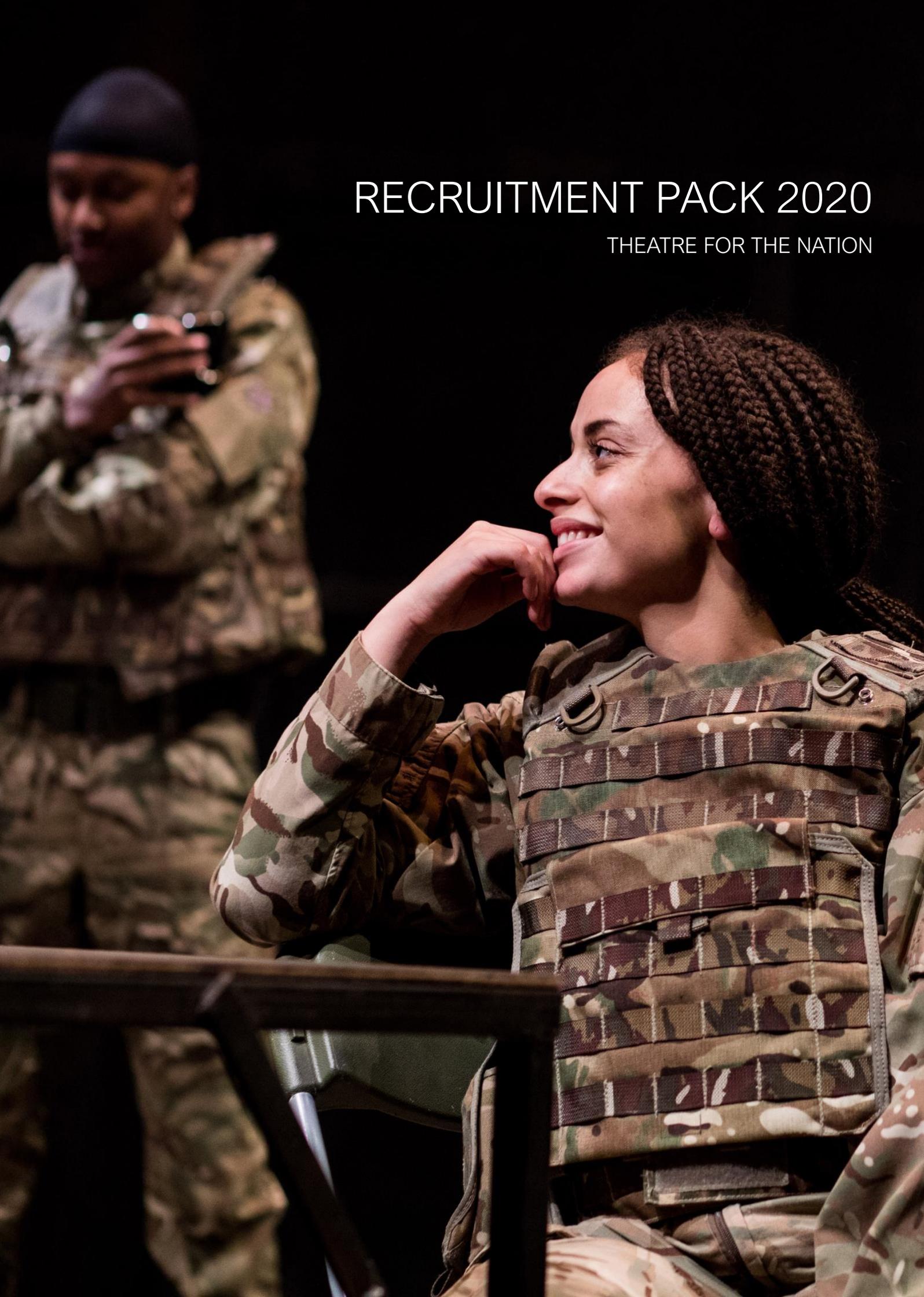


RECRUITMENT PACK 2020

THEATRE FOR THE NATION



OUT OF JOINT – STOCKROOM ARTIST APPLICATION PACK

STOCKROOM

Stockroom is at the heart of the new Out of Joint business plan. Stockroom will be a diverse collection of artists and creatives from various disciplines who will work together in a writers room setting with a clear and exact brief to group-create shows for the midscale, in partnership with stakeholders and audience focus groups. The aim over the next three years is not only to create unique Out of Joint commissions but to be a resource to be commissioned by, or work to a brief set by, our partner theatres.

The creatives in Stockroom will all be on the Out of Joint payroll, with a focus on the company creating work and with decreased spending on productions and overheads. The long-term goal is to see a steady increase in the amount of Out of Joint work on stage in regional theatres with the number of regional weeks returning to the current all-time high within the next five years, and an increase of co-productions and co-producer contributions before the end of 2023. This timeline incorporates delays due to the effects of COVID-19 but could be further affected as the year progresses.

STOCKROOM ARTIST

We are looking for FOUR artists to join our Head Writer, Artistic Director and Executive Producer to form Stockroom. A dedicated writers room to create the best new work for midscale theatre around the country.

The Stockroom artists can be from any background and discipline but must have an interest in writing and be willing to work as a group to create new work. The Stockroom Artists will work in the Out of Joint's London offices two days a week on average, with the ability to take on freelance work three days a week and possibly for longer periods when needed. The working situation will be as flexible as possible. An office space and a computer will be provided and will also be available for freelance work.

MISSION

Story and liveness are the heart of what we do. We make theatre that cannot live anywhere except for the stage and are committed to the meaningful, communal experience. The stories we create with artists and communities express how we feel about the world. We want these stories to connect people and through radical programming and a new way of creating shows, look to actively break down barriers to participation in and enjoyment of our work.

We believe in the power of a communal space in which to tell these stories. We believe that a live experience holds us powerfully in the here and now. You can't pause or rewind or take a break. There is power, joy and fulfilment in a shared focus, fulfilling a deep need in human society.

It is Out of Joint's mission to create the best new work for the mid-scale, working with diverse artists to develop and workshop new projects, investing time and expertise to create exciting, high-quality projects that are valued by our partners and over which audiences feel ownership and pride.

ARTISTIC VISION

Out of Joint creates work that will be shown in theatres around the country, bringing communities together with stories that unite us. We work with artists from all backgrounds to bring the best work to the most people, sharing quality theatre productions around the country and the world.

Out of Joint has always created some of the best new work in the country and has an excellent legacy, dating back to work with Joint Stock and the Royal Court. We want to carry on this tradition by helping to create the next generation of theatre makers and produce the best work of a new era of writing. Stockroom is the machine with which we create this work. Stockroom will be a collective of multi-disciplinary artists with an interest/connection/desire to theatre-make OR geared towards theatre making, working with Out of Joint staff, focussed on making mid-scale work (generally subsidised venues of between 300 – 900 seats) for audiences across the country. We will put the audience (new and old) first in every piece we create while remaining true to our traditions of high quality and politically motivated theatre.

While the content of our work might not always be immediately political, the process behind it will be. We will create a diverse and open creative space, working with creatives from all backgrounds but focusing on those who have socio-economic barriers that make it hard for them to work as an artist in this industry.

POLITICAL

Over the last few years, we have continued to commission and develop political shows, but they have failed to make it to the stage. Programming culture has changed, with many theatres financially exposed and facing falling audiences. Gatekeepers perceive political work as high risk, and theatres do not want to offend neither their audience or stakeholders. This risk-averse programming does not mean there is not an appetite for directly political theatre, but in the current socio-political and funding climate, it is perhaps not an ideal product for the midscale. While this might seem like a contradiction for a company trying to bring together a group of people to make political theatre, we believe that we can be political in how we create work and that the work can be what is considered 'main stream', thereby using the Trojan horse approach to getting across our messages to a wider audience.

Injustice and inequality will always motivate our work, but we are now focussing on bringing the political and radical into our process rather than just the shows. We will not necessarily brand our work as political, but instead, start with the people to whom we give a platform, and the access communities have to the process of making theatre.

In an industry that often works in a vacuum and is drowning in a sea of upper-class mediocracy, we will work with people from underrepresented backgrounds. Representation doesn't mean we will recruit the most diverse candidates from Oxbridge, but we will work with people with first-hand experience of the oppressive class system and will bring that understanding and empathy to our work. We will make space for people from all backgrounds and place their voices at the heart of our work. We are still learning, and we will make mistakes, but every decision we make and every piece of theatre we create will be political and radically open, regardless of topic.

OUR IDEAL CANDIDATE

The Stockroom Artists should have some creative experience in a visual or musical medium and a love for creating work for audiences. We do not require a college or university education and while this background can be beneficial, we are interested to hear from those who have unconventional approaches to story and/or who have unconventional approaches to script structure. We don't care if structure is dismantled, as long as the story is good and the audience are entertained.

You will be creative and driven. You will be passionate about changing the world and the ability of a story to reach an audience, even if just one person, and make a difference to their life. You will work with the rest of the Out of Joint team with passion and energy to represent the company and our work to the outside world.

You could have any level of experience, from less than one year to fifty years. You might have a degree or you might have experience from working with your friends on projects together. Either way, you just want to work hard and help us create work for the midscale audience, both old and new.

Training will be given, both from within the company and externally, and you will be encouraged to attend industry events to represent the company when possible. You will be an ambassador of the company.

You will be committed to diversity and equality in the arts and the power the arts has to bring people together. You will be an excellent communicator with an ability to manage multiple priorities with a flexible and imaginative approach to problem solving.

HOW TO APPLY

Deadline for applications is 10am on Monday 16th November 2020 and the interviews will take place w/c 23rd November 2020. We will try to accommodate shortlisted candidates who have a problem attending an interview (or virtual interview) on these dates, please do let us know when you submit your application if this is the case.

We anticipate a high volume of applications and we want a fair and open process. What we ask for, in the first instance, is a piece of writing* that is no longer than 5 pages of A4 and is based on the theme 'My Interview with Out of Joint'. Our first round of longlisted applications will be based solely on this writing before moving onto CV considerations and an interview process.

To apply, please send your writing* along with a CV and the names, with telephone numbers, of two referees. Ideally you will have worked with one of the referees, but if not then just include two people who will be as objective as possible. We'd also love to see some more of your work, so please do include any writing/videos/sound recordings/reviews, etc. that you think will give us a flavour of who you are as an artist.

**When we say writing, you can decide what format you want that to be in. It would be nice to see it in writing (it's an important part of the job), but do feel free to also send it as an audio or video file, or any other format that you think will help to show us who you are and why you should work with us. While we encourage you to be as creative as you like, we will be marking this part of the process on the writing only.*

It would also be really helpful if you could return this [equal opportunities monitoring form](#) when you apply, although this will not form part of your application.

Please send your application by email to: martin@outofjoint.co.uk.

DETAILS

| | |
|------------------------|--|
| Contract | 18 months fixed term contract |
| Hours | Part-time/Flexible working (equivalent to 2 days per week) |
| Purpose | To support the Head Writer of Stockroom. |
| Responsible to | Head Writer |
| Responsible for | NA |
| Salary | Band 3 (Artist & Administration) Annual pro rata payment of £12,000 (Equivalent £30,000 full-time wage) |
| Deadline | Monday 16 th November 2020 at 10am |

DUTIES

Stockroom

- Work as a writer on all Stockroom projects
- Undertake research for each Stockroom project
- Where appropriate, lead presentations or sharing events of Stockroom's work
- Meet regularly with the Head Writer to discuss progress and projects
- Stay abreast of artistic developments and best practice in British and world theatre and ensure they remain central to Out of Joint's work
- Work with all staff, volunteers and artists to enable productive collaboration, team building, high levels of performance and individual development, maintaining excellent team morale.
- Deliver to deadlines

Audience Development

- Develop new ideas and activity to draw new audiences from a range of economic, ethnic and artistic backgrounds whilst maintaining a strong sense of our target audience
- Contribute to social media output on behalf of Stockroom

Other

- Undertake any other tasks as reasonably requested by the Head Writer

Person Specification

- An exciting artistic voice who wants to work in a team to create content with a specific audience focus

Cover Photo: Adiza Shardow and Bradley Banton in Close Quarters by Kate Bowen, Sheffield Theatres. Photo credit: Mark Douet