

# RECRUITMENT PACK 2020

THEATRE FOR THE NATION



# OUT OF JOINT HEAD WRITER APPLICATION PACK

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## 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.

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## HEAD WRITER

Head Writer is a new senior management role created within the Out of Joint structure to help to run and manage Stockroom. The Head Writer will work with the Artistic Director and Executive Producer to recruit the other creatives for the Stockroom and agree and communicate quarterly targets. The Head Writer will lead on research and create the 'Book' for every project. All Stockroom creatives will be line-managed by the Head Writer. The Head Writer is someone who is creative, artistic, collaborative and managerial and will relish a new challenge in a small team working closely together.

The Head Writer will work in the Out of Joint offices three days a week on average, with the ability to take on freelance work two days a week and possibly for longer periods when needed. The working situation will be as flexible as possible, but it is expected that there will be at least two days a week in Out of Joint's London offices. An office space and a computer will be provided.

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## 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 (typically subsidised venues of between 300 and 900 seats), 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.

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## 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 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.

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## 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.

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## OUR IDEAL CANDIDATE

The Head Writer should have some creative experience and demonstrate that they can follow through with projects from ideas stage to production. You might have been a dramaturg or a literary agent or a director, we're open to applications from anyone who feels they have what it takes to lead a small team and create great work for the mid-scale. Experience of script writing for theatre is desirable and some experience of script writing is essential. 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 inspire and lead people. 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 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.

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 a leader and 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.

While we want this job to be a wonderful creative experience that you can both enjoy and be proud of, we don't expect it to be the full focus of your artistic expression and you will be encouraged to use your remaining time and Out of Joint's resources to continue or develop a freelance writing career. While not a complete solution, we hope that the wage from this role will allow you to spend more time concentrating on your writing and less time worrying about paying the bills.

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## HOW TO APPLY

**Deadline for applications is 10am on Monday 19<sup>th</sup> October 2020** and interviews will take place w/c 26<sup>th</sup> October 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.

To apply, please send a covering letter\* outlining your suitability for this position 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 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 covering letter, you can decide what format you want that to be in. It would be nice to see a bit in writing (it's an important part of the job), but do feel free to also send in 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.*

It's also important that we can experience some of your work, so if you have no writing on your CV that we can easily access, please do send a sample of your writing for us to read. This does not have to be published and can be old or new.

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

Please send your application by email to: [martin@outofjoint.co.uk](mailto:martin@outofjoint.co.uk).

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## DETAILS

<b>Contract</b>	18 month fixed-term contract
<b>Hours</b>	Part-time/flexible working (equivalent to 3 days per week)
<b>Purpose</b>	To support the Executive Producer and Artistic Director of Out of Joint and manage Stockroom.
<b>Responsible to</b>	Executive Team
<b>Responsible for</b>	Stockroom Artists

<b>Salary</b>	Band 2 (Senior Management) Annual pro rata payment of £21,450 ( <i>Equivalent £35,750 full-time wage</i> )
<b>Deadline</b>	Monday 19 <sup>th</sup> October 2020 at 10am

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## DUTIES

### **Stockroom**

- Together with Artistic Director and Executive Producer, recruit a diverse, representative group of writers explicitly to group-write several projects for Out of Joint.
- Lead, inspire, plan and ensure delivery of Stockroom projects.
- Work as a writer on all Stockroom projects.
- Line-manage the Artists in Stockroom.
- Undertake research and lead on the creation of the 'Book' for each Stockroom project.
- Where appropriate, lead presentations or sharing events of Stockroom's work.
- Meet regularly with the Artistic Director and Executive Producer to discuss and develop the work of Stockroom.
- 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
- Lead a team and resolving conflicts

### **Audience Development**

- Support the Executive Producer and Producer to develop and ensure delivery of Out of Joint's audience development, press and marketing strategies.
- Work with Artistic Director and Executive Producer to develop Out of Joint's unique brand identity and ensure all public facing material and activity contributes to this brand.
- 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.

## **Other**

- Undertake any other tasks as reasonably requested by the Executive Producer or Artistic Director.

## **Person Specification**

- A highly organised and driven person
- Knowledge and interest in the theatre industry
- Excellent verbal and written communication skills
- The ability and temperament to work in a small team
- Commitment to staff development and training
- Commitment to equal opportunities and cultural diversity

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