



**Stage Directors UK** is inviting proposals for new leadership to work alongside Thomas Hescott to create a new transformative vision for the future of SDUK and for theatre and opera directors in the UK.

**Who we are:**

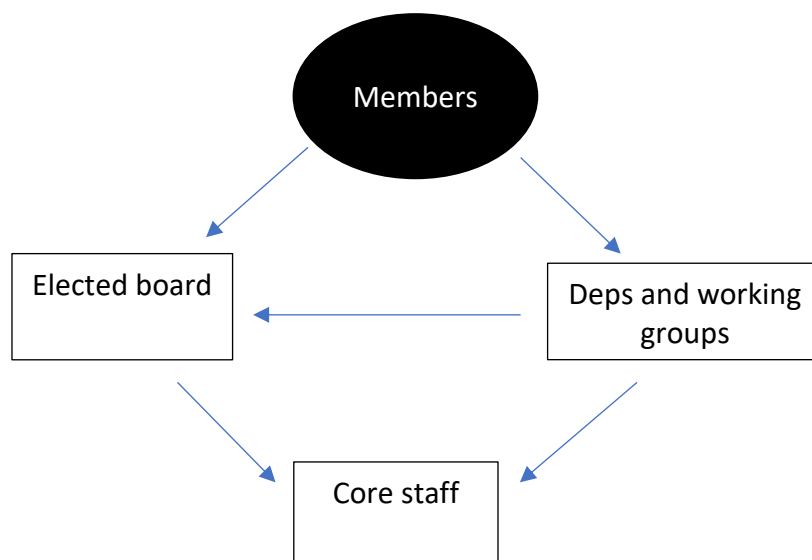
SDUK was formed in 2014 by a group of theatre directors who wanted to take responsibility for their own contracts, rights and to unite theatre directors in collective action. SDUK was formed to create a fairer, more diverse environment for theatre directors.

**SDUK is focused on the contracts and rights of theatre directors. At the core of our work is a desire to not simply represent the current workforce but to help shape the workforce of the future.**

**How we do this:**

Through our ongoing relationships with unions and other professional associations we play a role in the collective negotiation of directors' contracts. Alongside sector support organisations we campaign for best practice within the workplace, and with a thriving and engaged membership we offer training and career development schemes as well as events and social opportunities.

**Our Structure:**



We are a democratic membership organisation. At the heart of every decision we make is our membership. Our membership elects our board, and can take on SDUK Dep roles, using working groups to investigate key areas of concern and agitate for change.



Our core staff work with the board and our membership to implement change, to create a vision for SDUK and structures that allow us to play an active role in transforming the workplace for directors.

### **Who you are:**

You might be an arts administrator or a producer. You could be a stage manager or production manager looking for a change of focus. You may well have been engaged with grassroots activism over the recent past through one of the numerous groups that formed during the pandemic. You may already work for a membership organisation in another sector of the creative industries, or of course you may be a theatre director who is engaged in the need for change within our sector.

You are likely to either already be engaged in part time work elsewhere, or to have built a freelance portfolio career.

### **The new role:**

Over the past year SDUK has seen its membership continue to grow. The crisis of the pandemic has amplified SDUK's work and intensified the need for the strong collective voice we provide.

SDUK is a young enough organisation that we are still able to adapt and transform our structures to better respond as the world changes. As the world has changed beyond recognition in the past 12 months we are engaged in a period of transition, exploring ways in which SDUK can build on its past successes and strengthen our organisation to be able to better represent theatre and opera directors.

We are looking for someone who will work alongside our current staff – Thomas Hescott and Liz Holmes, as well as working with our board and our members to help us transform and strengthen SDUK as we come through Covid 19. We are looking for someone who will bring fresh ideas and a new perspective to SDUK, who will want to build on what has come before, but is open to finding new ways of achieving our long-held aims.

The job will be a mixture of strategic planning alongside the current team, regular conversation with members (we get daily enquiries and requests for help from members over contracts, and working relationships), event planning, and regular attendance at events and conferences representing SDUK and our members.

Exactly what this role looks like will depend very much on who you are. If you have a background in the creative sectors and want to play a part in creating a fairer more inclusive and diverse industry, then we would encourage you to contact us for an informal initial chat.



## Job Description

The role will be tailored to fit the person we hire – this list gives a sense of the scope of the role. You might not have experience in every aspect of the job, which is ok as long as you have interest in every aspect.

<b>Lobbying, Campaigning &amp; Representation</b>
Being a spokesperson for SDUK and directors at events, and in writing. Brokering new relationships with partners and partner organisations.
Exploring new funding streams, overseeing funding applications and managing project funding grants.
Collation and presentation of statistical data to membership, stakeholders and funders
Maintaining and strengthening SDUK’s relationship with unions, associations and sector support organisations.

<b>Member Services</b>
Planning and managing initiatives such as mentoring and workshops/masterclasses
Responding to queries from members about contracts, payments, poor practice etc.
Ensuring that all facets of membership are catered for from student/emerging level to well-established and high profile directors
Developing SDUK’s reach and offer outside London, in liaison with the Board

<b>Legal, business and accounting</b>
Working with current team to develop our flexible and evolving Business Plan and mission for SDUK.
Taking responsibility alongside the current team for ensuring statutory filing and returns are appropriate and timely.
Alongside the current team overseeing and monitoring the Annual Budget and overseeing bookkeeping by external providers.
Liaising with legal advisors (where necessary) on Members’ queries and concerns.
Management of company infrastructure including IT, cloud accounts, social media, telecommunications, Data Protection etc

## Pay, benefits and terms of employment

**Fee:** £40,000 PA pro rata

Initially 2 days per week, with the possibility to increase the hours after the first six months.

We are based at Somerset House in London, however our members, board and staff are based across the UK. Even before Covid we believed in flexible working. Whilst there will be a requirement to come into London on occasion, we do not expect you to have to be London based (neither Tom nor Liz are).

We really encourage people with a portfolio of organisations they already engage with to apply. We know first-hand that freelance and part time workers have the ability to exchange



ideas between different organisations and share ideas. We know that flexible working and a freelance workforce create innovative ways of working and we embrace this.

Whether this role is a salaried role or freelance will depend on you, your current working set up and the relationship you want to build with us. Pensions and holiday allocation will reflect this relationship.

### **How to apply**

You are welcome to have an informal discussion with Thomas Hescott prior to applying – please email [thomas@stagedirectorsuk.com](mailto:thomas@stagedirectorsuk.com)

Please send a CV, details of two referees, and a covering letter that includes answers to these two questions:

- 1 – What is your vision for the next 5 years of SDUK, where should our priorities be, and how can we develop on the foundations we've already laid?
- 2 – Diversity in the arts has been highlighted as a priority for funders and organisations alike. What can SDUK do to move from talk to action on this issue?

Please send written applications to [info@stagedirectorsuk.com](mailto:info@stagedirectorsuk.com)

If you would prefer to send a video application, please upload it to a video hosting platform such as YouTube or vimeo and send us the link along with any passwords required and your CV.

**Deadline for applications: Friday 28<sup>th</sup> May 12 noon**  
**All applicants will be informed by Wednesday 2<sup>nd</sup> June**  
**Interviews W/C 7<sup>th</sup> June**