

## **ARTISTIC DIRECTOR**

## **Recruitment Information**

**Reporting to:** Board of Directors (Chair)

**Responsible for:** Creative teams and associate artists

Barnstorm Theatre Company is looking for an ambitious, inspirational and visionary **Artistic Director** to be both artistic leader and accountable for the overall success of Barnstorm Theatre Company. Building on the success and growth of 33 years, the new Artistic Director will lead us into the next chapter of the theatre company's history. With the General Manager they form the executive team and report individually and jointly to the Board. The Artistic Director will work in partnership with the General Manager to strategically and operationally lead the organisation.

### **How to Apply**

This document contains the job description and person specification for the position of Artistic Director at Barnstorm Theatre Company.

**To apply for the post please provide a CV and covering letter (no longer than 2 sides of A4). We are not looking for an academic essay; instead we'd like to get to know you. Tell us who you are, what you stand for and a little about your vision for Barnstorm Theatre Company.**

Send these by email to [anja@barnstorm.ie](mailto:anja@barnstorm.ie). Please state 'Artistic Director' in the subject line.

Alternatively, you may post your application to:

Barnstorm Theatre Company, 3 Johns Quay, | Kilkenny R95 T382, Ireland

For an initial, confidential and informal conversation about the role, please contact Philip on 0567751266

- **Deadline** for applications is 3pm on **Friday 6<sup>th</sup> September 2024**
- **Interviews** will take place third week of **September 2024**

Please advise if you have any problems with availability on these dates in your covering letter.

Barnstorm Theatre Company strives to be an Equal Opportunities Employer and to ensure that no person is unfairly discriminated against in its recruitment and selection policies and procedures.

If you need this information in a different format or have any access requirements for interview, please contact us by email on [anja@barnstorm.ie](mailto:anja@barnstorm.ie) or call +353 (0) 567751266.

Your application and any associated personal information will be stored and processed in accordance with our Data Policy and destroyed after 12 months. If you are employed by us, the information you supply will be kept securely and will form part of your employment record.

We look forward to receiving your application and thank you for your interest in Barnstorm Theatre Company.

## **JOB DESCRIPTION**

### **Our mission**

A Theatre for All Audiences

Barnstorm was founded to create theatre that resonated with diverse audiences.

- it produces for children, young people, as well as communities. The company hosts three youth theatre groups, where young members explore and create their own theatrical experiences. Additionally, they offer a similar opportunity to adults through the Adult Theatre Club, which has given rise to the Barn Owl Players in Kilkenny. Barnstorm aims to nurture and develop local creatives.

– Thought-Provoking Productions: Barnstorm’s productions are anything but ordinary. They weave quirky, modern fairy tales that tackle real-life subjects. From dementia in Monday’s Child to growing up different in The Ice Child, and even online addiction in Alice and the Wolf, these daring storylines captivate young audiences. With the power of storytelling—the magic that unfolds when writers, actors, design teams, and production crews come together with a specific audience in mind.

– Behind the Scenes: our productions are always based on the intricate workings of theatre.

Through Barnstorm, there is a space where theatre transcends age, connects communities, and sparks conversations. Committed to inclusive and impactful theatre experiences and most of all the craft of theatre making.

### **Governance, Staffing and Finances**

Barnstorm Theatre Company is a registered charity and a company limited by guarantee. We are overseen by a non-executive Board of Directors, chaired by Seamus Greene. The Board delegate day-to-day management of the theatre to its Executive Team comprised of the Artistic Director and the General Manager.

We have a talented and dedicated team of 4 staff, and employ many freelance artists and practitioners to deliver our artistic productions/projects. Our annual turnover is approximately 200-300k and our work is funded through grant income mainly from the Arts Council of Ireland; box office income, project funding and small donations.

## **PURPOSE OF THE ROLE**

- Set the artistic vision for the organisation and provide artistic leadership.
- Strategically lead the organisation and ensure Barnstorm Theatre Company enjoys a continued position as a producer of Theatre for Young Audiences both nationally and internationally.
- Ensure Barnstorm Theatre Company balances a sustainable model with a healthy appetite for risk
- Oversee all aspects of the artistic programme of Barnstorm Theatre Company.
- Work with the General Manager to promote and maintain an organisational culture which values the highest standards - both in executing the artistic vision and in management practice - drawing the very best from our team. Ensure the culture is inclusive, collaborative, safe and supportive; as well as artistically bold and ambitious.

## **RESPONSIBILITIES**

### **Artistic Programming & Production**

- To formulate, develop, implement and articulate Barnstorm Theatre Company's artistic policy reflective of Ireland today and in the context of our 33-year commitment to making theatre for young audiences.
- To present an innovative theatre programme of the highest quality that speaks to and reflects contemporary society in all its diversity.
- To create a programme that provides a wide range of entry points for audiences, both local audiences and those further afield.
- To develop policies that maintain and grow the company's reputation for commissioning/producing quality Theatre for the widest range of backgrounds; for discovering, nurturing and developing the next generation of creative talents; for leading an innovative Community Engagement programme (*shared*)
- To actively engage in the Company's artistic output, directing plays when appropriate, and to develop and progress as an artist through the period of tenure.
- To cultivate and attract both established and emerging practitioners.
- To identify Barnstorm Theatre Company's own productions/co-productions and, to act as creative producer as appropriate for these including engaging cast and creative teams with regard to profile, audience development, diversity and access aims.
- Oversee the production of all work, providing appropriate advice and support to creatives so they can maximise their creative potential whilst working at Barnstorm Theatre Company. (*shared*)
- Where appropriate, to seek collaborative partnerships with other theatre, arts or creative organisations with whom Barnstorm Theatre Company might expand its artistic ambitions and share its resources both nationally and internationally (including touring initiatives). (*shared*)
- To report to the Board on all artistic matters defining and monitoring the artistic objectives of the company.

### **Strategic**

- To iterate and implement a strategic plan that will take the Company forward over the next five years, fulfilling the artistic and social ambitions and expectations of the organisation. This strategy will include a dynamic artistic policy and programme as described above, development of new audiences, financial and environmental sustainability, and the Diversity Action Plan. *(shared)*
- To oversee all internal and external public relations and to be a focus for the articulation of Barnstorm Theatre Company's future vision and ambition in the context of a changing landscape. *(shared)*

### **Communications and income generation**

- To work in tandem with the General Manager to oversee marketing and communications, brand and audience development. *(shared)*
- play an active role in meeting key stakeholders and speaking at events, inspiring them with your artistic vision and plans.
- To represent Barnstorm Theatre Company at public functions, conferences, delegations and in interviews with the media.
- To represent the Company to stakeholders and funding bodies and, in particular, to uphold and develop the relationship with the Arts Council. *(shared)*

### **Leadership**

- To create an energised environment to realise the very best from all staff, with a focus on professional development. *(shared)*
- To ensure all staff and creatives reflect the organisation's ethos. *(shared)*
- To attend Barnstorm events as required. *(shared)*

### **Finance**

- To ensure the efficient, effective, solvent and sustainable financial management of the Company and to identify appropriate opportunities for income generation. *(shared)*

### **Management**

- To adhere to, and actively implement Barnstorm Theatre Company's policies, including equalities (diversity, access and equal opportunities), fundraising compliance, data protection, environmental and health and safety. *(shared)*

### **General**

- To undertake line management responsibilities as appropriate.
- To lead regular Company meetings and participate in programming meetings. *(shared)*
- To act always in the best interest of Barnstorm Theatre Company.

**This list of responsibilities is not exhaustive and the Artistic Director may be required to perform duties outside of this as operationally required and at the discretion of the Board.**

**After 12 months in the role the Artistic Director will have successfully:**

- Executive produced the programme of work during that period and announced the 2026 programme.
- Ensured that the talent development, new writing and community engagement programmes continue to grow and serve the core objectives of producing new plays.

- Been identified internally and externally as the new Artistic Director, having formed a strong partnership with the Board and General Manager as well as built and enhanced relationships with key stakeholders.
- Played an active role in raising the profile of Barnstorm externally.

## **PERSON SPECIFICATION**

### **Essential**

- The fresh vision, imagination, ambition and passion to lead the Company into its next phase.
- The ability and passion to develop and promote Barnstorm Theatre Company's central role in producing theatre that speaks to and reflects contemporary society in all its diversity.
- Proven experience of and commitment to developing new work.
- Experience of working with creatives to develop their craft.
- A reputation for excellent and innovative work.
- A confident risk-taker with entrepreneurial flair.
- The ability to inspire and motivate stakeholders, staff and creative personnel.
- Willingness to contribute to the development of all Barnstorm Theatre Company's activities: programming, productions, community and commissioning programmes.
- The ability to provide artistic leadership.
- The ability to work collaboratively and form effective partnerships internally and externally.
- A genuine and demonstrable commitment to maintaining the broadening of cultural diversity and access across all areas of Barnstorm Theatre Company.
- An interest in the social, cultural and financial context within which Barnstorm Theatre Company operates.
- A positive attitude with a high level of self-motivation and ability to work on your initiative.
- Persuasive communication skills.
- Experience and skill in theatre-making at the highest level

### **Desirable (but not essential) qualities, skills and experience:**

- Knowledge/experience of national/ international touring.
- Productive and wide-ranging contacts in the theatre sector.
- Knowledge of arts funding and experience of fundraising.
- Senior experience gained within a producing theatre company or venue.

### **TERMS & CONDITIONS**

**Hours:** 35 Hours per week across at least five days, these may include evenings and weekends.  
It is essential that the Artistic Director has a regular presence within the premises.

**Salary:** Circa. €42k per annum  
**Holidays:** 20 days per annum plus Bank Holidays  
**Probation:** Six months  
**Contract type:** Permanent