



Director of Technical Theatre Arts

Recruitment pack
March 2023

RADA

Introduction

Founded in 1904, RADA has an unparalleled record of success in training some of the world's most renowned actors and technical specialists. We have an impressive history on which we are building an innovative future. RADA training is not only informed by the industry but also produces graduates who take their place at the vanguard of their profession working at the cutting edge of the dramatic arts. We have an ambitious strategy to encourage students from all circumstances and backgrounds to come to RADA.

We aim to be fair and equitable and enable dialogue in a world of rapidly changing demographics and evolving definitions of identity. Through our approach to teaching, learning and wider social engagement we foreground equitable and sustainable practice in a way that sets high standards and feeds expectations for fair and considerate behaviour both in RADA and beyond. Our access and participation programme aims to remove any barriers that students from underrepresented

groups may encounter so they are able to access and succeed on our courses, and progress into the industry.

This is an exciting time to join us. We are developing a new vision and strategy for RADA, building on its existing successes to redefine training in the dramatic arts for the 21st century, focusing on key themes of training and student experience, growth, industry, and international dialogue and engagement. In addition, we are currently completing a curriculum review for our FdA and BA (Hons) in Technical Theatre and Stage Management and BA (Hons) in Acting.

In addition to our aims for our vocational training, we are working from our foundational strengths to grow our income streams through life-changing work, aligned with our core pedagogy and ethos. We aim to co-create with industry and other stakeholders to build on our reputation as a centre of excellence and innovation in our field.

Costume and Technical Theatre Arts Exhibition



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Our core programmes

RADA offers five accredited courses. RADA's undergraduate provision in technical theatre is in one subject group and focused on two programmes: a Foundation Degree in Technical Theatre and Stage Management (classified and two years), with a 'top-up' third year BA (Hons) Technical Theatre and Stage Management. RADA also offers a PgDip Theatre Costume postgraduate programme. In Acting it offers a BA (Hons) and the postgraduate MA Theatre Lab. All our programmes are validated by King's College London.

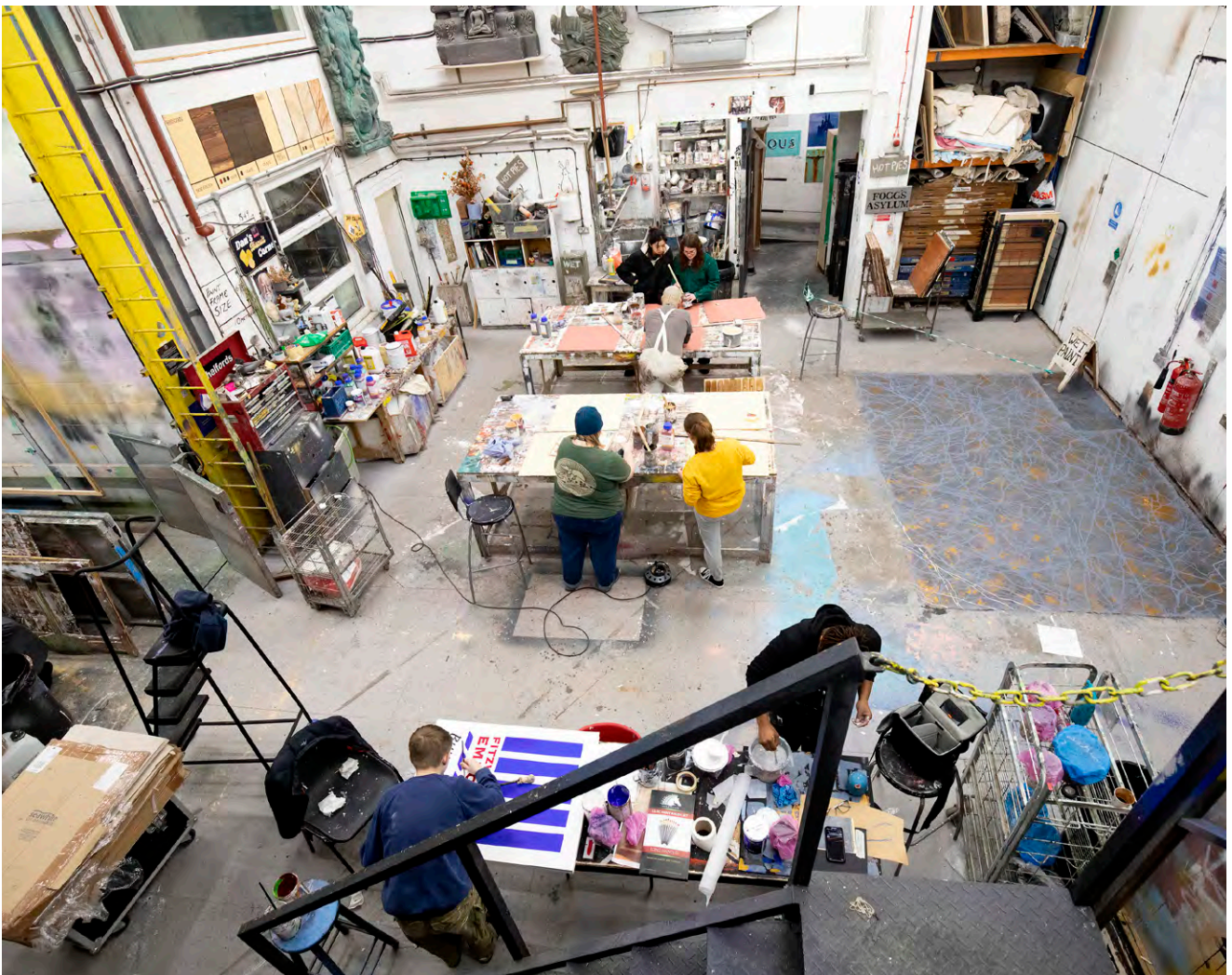
As RADA is both vocational and educational in nature, the teaching and learning environment balances the developmental needs of individual students against the creative, technical and interpretative demands of the industry in the UK, Europe and globally. Training offers the opportunity to foster the artistic, intellectual, and personal growth of its students and to

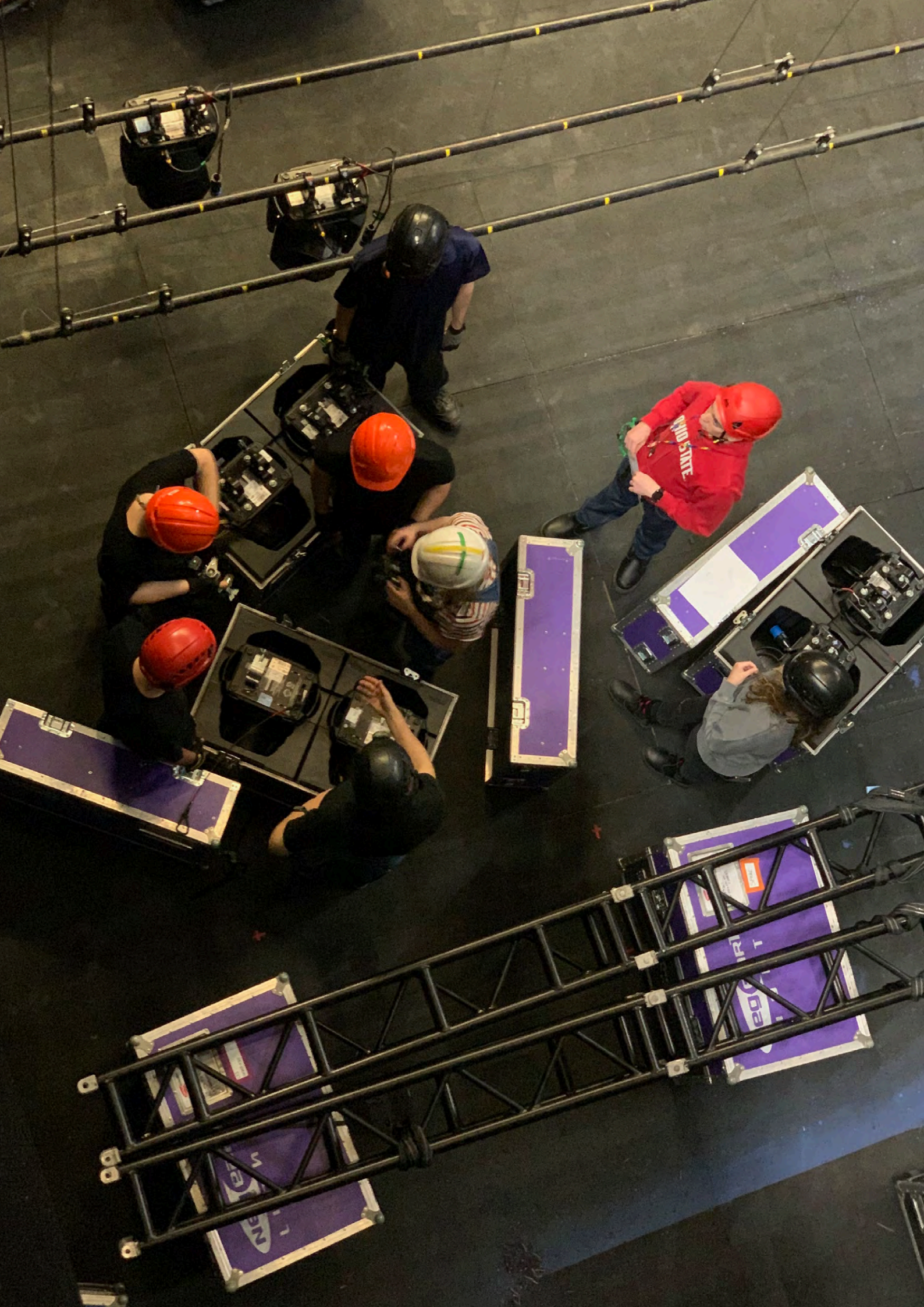
create the environment within which graduates can emerge as leaders in their field, powerful creative artists, highly skilled, culturally aware and positioned to have foremost careers within the profession.

Mental health and wellbeing

We are committed to mental health as an ongoing strategic priority. We recognise the training at RADA is intense and challenging. We aim to build a strategic approach to mental health across the organisation that is empowering, sustainable, human, and inclusive for students and staff. An effective and extensive Student Wellbeing Service is an essential part of the environment that we aim to create at RADA, and our Student Wellbeing Team is composed of trained counsellors who can offer counselling, and includes some specialist services.

Scenic Art studio





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The role

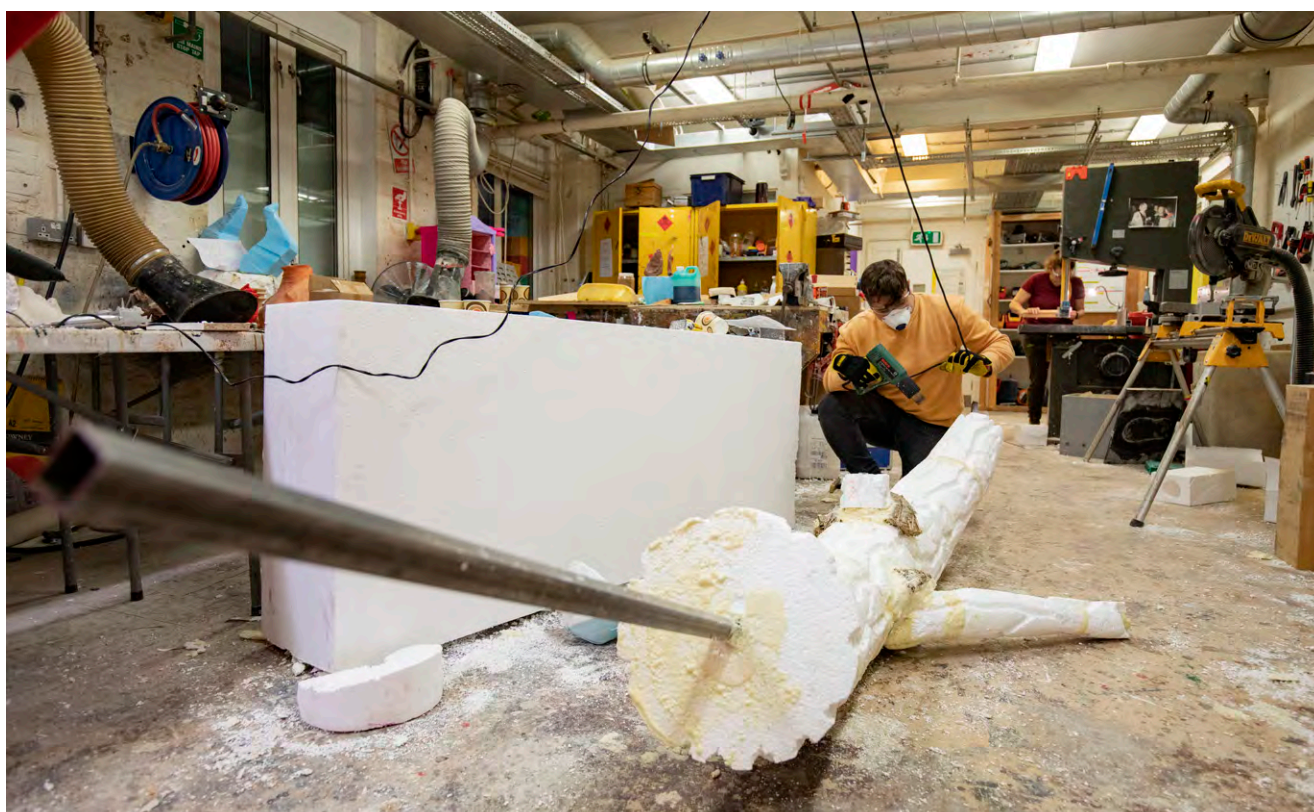
We are seeking to appoint a Director of Technical Theatre Arts who will provide strategic and visible leadership, delivering world-leading and industry relevant training, and ensuring a collaborative environment between staff and students across technical and acting training. The Director of Technical Theatre Arts will be responsible for an inclusive and rigorous training environment and for building a diverse workforce and leading a cohesive and empowered faculty.

The role reports to the Principal, and is responsible for the line managing the four key areas of Production, Craft, Technical, and Stage Management.

Terms

- Contract:** The post is offered as a full time, permanent contract
- Salary:** £65,650 per annum
- Probation:** Six months
- Notice:** One term
- Benefits:** 30 days annual leave plus statutory rising a day a year to 35 days; interest free season ticket loan; defined contribution pension via auto-enrolment with Legal and General; excellent professional development opportunities
- Relocation:** Candidates will be expected to live within commutable distance of RADA because an important aspect of leadership within the Academy is being present to staff and students.

Props studio



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Job description

The Director of Technical Theatre Arts provides strategic leadership of technical theatre arts training at RADA, working closely with the Principal, Director of Actor Training and Director of Equity to ensure an integrated and equitable training experience for all students. The Director of Technical Theatre Arts assumes the role of Course Director for the FdA and BA in Technical Theatre and Stage Management, and leadership responsibility for postgraduate provision in this area.

In addition, the prime functions of the role are:

- Lead and continually aim to improve the student experience in technical theatre arts.
- Build a cohesive and unified faculty through visible and empowering leadership; leading and managing the staff and resources of the technical theatre arts faculty, and ensuring the right structure is in place for effective delivery and communication.
- Oversight of technical theatre arts delivery at RADA working closely with Head of Production.
- Responsible for continuous enhancement of learning, teaching and assessment, and pedagogic practice.
- Lead on curriculum development and development of new programmes, initiatives and partnerships to create enhanced links with and relevance to industry, and opportunities for staff development; and set high standards through accountable assessment processes.
- Contributing to postgraduate and new course development (for example short courses).
- As a member of the Senior Leadership Team, participate in the leadership of the Academy and delivery of the strategic vision.

Velociraptor made by student specialising in props



Accountabilities

Strategic leadership of RADA's technical theatre arts training

- Establish, maintain and review an industry-relevant portfolio of higher education programmes delivering conservatoire-level training in technical theatre arts, stage management and design.
- Work in collaboration with the Director of Actor Training and Director of Equity to ensure an integrated and equitable training experience for all students
- Lead on assessment processes, design and implementation for productions arts.
- Oversight of academic admissions for technical theatre arts, including determining appropriate admissions systems in line with RADA's policies, and working with the Director of Access and Participation and Director of Equity on appropriate processes and evaluation.
- Work with Student and Academic Services to ensure appropriate administrative systems to support the training are in place.
- Work with all members of the faculty to deliver and embed the department's anti-racism and equity action plan, and contribute to wider EDI strategy.
- Working closely with the Director of Access and Participation, support specific initiatives such as Access and Participation programmes and open days.
- Strategic support for revenue fundraising and the Stage Critical campaign including project budgets and events, working with the Director of Development and team.
- Collaborating with the Communications and Marketing team on diversifying the applicant pool.
- Expand industry networks and partnerships.
- Advise on potential short courses and widening participation activity (or delegate

to an appropriate colleague) to secure RADA's strategic objectives in these areas.

- Ensure that the faculty contribute effectively to RADA's academic governance, including acting as joint Vice-Chair of Academic Board, Chairing the Technical Courses Committee

Lead and continually improve the student experience in technical theatre arts at RADA

- Ensure effectiveness of personal tutor system
- Oversight of employability matters and shaping the direction of professional development, delegating responsibility for the delivery of professional development to members of the team or external partners as appropriate.
- Ensure that effective personal advice and learning support is in place, working with Student and Academic Services and referring students for additional support where required.
- Ensure that the faculty members are aware of their responsibilities and are enabled to make reasonable adjustments to training for disabled and neurodiverse students.
- Undertake responsibilities relating to RADA's rules and regulations (for example fielding informal complaints, managing fitness to train processes and chairing misconduct panels).

Oversight of technical theatre arts delivery at RADA

- Work closely with the Head of Production to ensure productions and learning experience are delivered to a high standard, including:
 - Ensure RADA has the appropriate staffing and systems in place to fulfil its teaching commitments and production schedules over the academic year.
 - Ensure processes are in place to ensure staff and students feel supported during productions.
- Oversight of healthy and safe working practices across RADA and ensuring appropriate delegation.

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Lead and manage the staff and resources within technical theatre arts training:

- Budget planning and budgetary control of training and production budgets, allocating resources within total budget to prioritise strategic goals.
- Ensure there are appropriate staffing levels to meet strategic objectives.
- Work with HR and Director of Equity to recruit diverse staff body.
- Line management of Production, Craft, Technical, and Stage Management areas.
- Undertake recruitment, annual or regular appraisals, and performance review of direct reports within the department.
- Monitor resource requirements and contribute to capital spend planning.
- Working with Registrar and HR to ensure that staff are enabled to undertake professional development related to their roles as teachers in higher education and technical specialists; and ensure individual and faculty training meets strategic objectives and teaching standards.

Development of new programmes, initiatives and partnerships

- Lead on curriculum development to take account of sector developments.
- Contribute to the strategic development of postgraduate programmes in technical theatre arts.

Participate in the leadership of the Academy

- As a member of the Senior Leadership Team, contribute to the strategic development of the Academy.
- Lead Academy-wide projects and activities where appropriate, as well as own area as required.
- With colleagues, ensure external liaison and leadership on behalf of the Academy

with relevant sector networks and groups (e.g. OISTAT, PLASA, ABTT, BECTU, ALD, SMA.)

- Contribute to setting and upholding the standard and culture for RADA as an equitable, safe and creative environment.
- Contribute to RADA's academic governance, acting as Chair or Member of relevant boards and committees.

Academic and professional teaching

- Maintain own practice, research or professional competencies in any area of technical theatre arts.
- Develop and support staff research practice and creating a culture of practice research and up-to-date professional practice.
- Contribute to the development of the Academy's pedagogy across disciplines.
- Maintain own network of professional/academic contacts.

General Duties

- Undertake any other related activities that may reasonably arise.
- Promote equality, diversity and inclusion at all times and ensure they are at the forefront of your thinking when undertaking your responsibilities.
- Ensure adherence to RADA's Safeguarding Policy, to undertake training and to ensure the faculty is trained regularly and aware of its safeguarding responsibilities.
- Comply with data protection legislation and GDPR regulations regarding protecting personal data.
- Contribute to the development and culture of RADA, attend RADA training and staff events as and when required.
- Ensure teaching practice remains up to date and in line with industry and RADA expectations through participating in some or all of RADA-based training, CPD, research, ongoing professional practice as appropriate.



Person specification

Qualifications

Essential

- Level 6 qualification (undergraduate degree) and/ or relevant professional experience gained in the arts industry

Desirable

- Teaching qualification or HEA Senior Fellowship (SFHEA)
- Postgraduate qualification
- H&S qualifications – e.g. IOSH / NEBOSH

Knowledge

Essential

- Knowledge of the historic development of production within the UK (and further) and up-to-date knowledge of current practice within the subject area
- Knowledge of current approaches to learning, teaching, assessment and feedback in higher education
- Broad knowledge of technical theatre arts processes
- Knowledge of Higher Education Institution QA processes
- Extensive and current knowledge of health and safety legislation and practice

Skills/Abilities/Competencies

Essential

- Outstanding leadership skills
- Ability to design, plan and deliver a variety of learning and teaching activities
- Excellent scheduling skills
- Excellent negotiation skills
- Excellent written and verbal communication skills
- Ability to manage a heavy workload efficiently and effectively
- Ability to formulate risk assessments and effective risk control measures
- IT literate

Experience

Essential

- Extensive professional experience in a leadership role at a Conservatoire or Higher Education
- Experience of leading learning and teaching in an HE context, with experience of curriculum development
- Experience in staff recruitment, performance management and development
- Experience of being a major budget holder, effective resource management and running a department
- Demonstrable experience of managing and leading change

Desirable

- Extensive experience of the delivery of production or similar tuition both through individual teaching and through leadership and management of other teachers
- Experience working in other academic teaching establishments, preferably as a Head of Department, and as practitioner and/or as a consultant within the theatre (or allied) industries
- Experience of running or devising HE programmes
- A national or international reputation and published works

Personal Attributes

- Strong leadership skills and ability to translate strategic objectives into action
- Collaborative team player
- Enthusiasm, drive and commitment to support a new generation of practitioners
- Outstanding interpersonal and communication skills
- Committed to ongoing professional development



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How to apply

In order to apply, please submit a comprehensive CV along with covering letter which sets out your interest in the role and describes the aspects of your experience relevant to the required criteria. From these we will shortlist for the next stage of the process, which will be a short video submission in response to a question, to be submitted by Tuesday 18 April.

Please apply via the RADA website link rada.ac.uk/about-us/work-us/

Closing date for applications is 12pm on Tuesday 11 April

Interviews will be held during the week 24 April

Equity, diversity and inclusion

We are very interested in hearing from Black, Asian, and Global Majority candidates as well as candidates who identify as D/deaf or disabled, who are under-represented at this level at RADA.

We are taking positive action by guaranteeing progress directly to the second stage of the process, which will be a video submission, to any applicant who self-identifies as being from a Black, Asian or Global Majority background, and/or who self-identifies as D/deaf or disabled, and has professional experience in a leadership role, either at a Conservatoire, in Higher education or in industry.

If you require any support to be able to take part in the interview process, please let us know when you apply, and we will ensure our interview process is accessible for you.

Flat 11B (Escape Room 2022)







RADA



Construction and Scenic Art project

Registered Charity No. 312819
Patron: Her Late Majesty The Queen

Images by Linda Carter and Jack Hennighan

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