

The background of the entire page is a photograph of the Royal Lyceum Theatre in Edinburgh at dusk. The building is a grand, classical-style structure with a prominent portico supported by several tall, fluted columns. The sky is a deep, dark blue, and the building's windows are illuminated from within, casting a warm glow. The text is overlaid on the upper left portion of the image.

The Royal
Lyceum
Edinburgh

Creative Learning Officer (Adult Programme / Community)

Full time (35hrs per week, including some evening and weekend work)

Annual leave: 25 days plus bank holidays
Employer pension contribution: 4%

Salary: £25,000 - £26,000

Closing Date: Wed 13th May 2026 11:30pm

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One Day: The Musical. Photo © Mihaela Bodlovic.

About The Lyceum

The Royal Lyceum Theatre Edinburgh is the leading producing theatre in Scotland and one of the United Kingdom's most prolific theatre companies.

The Lyceum is a crucial part of the cultural life of Edinburgh and Scotland, with a reputation for producing innovative, artistically exciting, high-quality theatre. Developing award-winning work with national and international partners, The Lyceum's co-productions and collaborations represent a key strand of the company's strategy to extend the future life of productions and to present the company's work across the UK and abroad.

The Lyceum is committed to being a truly civic theatre rooted in Scotland's capital city - entertaining, challenging, and inspiring all the people of Edinburgh. We continue to be the

most active producing theatre in Scotland - producing and co-producing high quality work to share with Edinburgh, Scotland, the UK, and the world.

Each year we present a programme of work that embodies the values of the company. Work of the highest quality, created with talented artists and prestigious partners. Programming and producing with courage to ensure there is room for new voices and diverse stories. A welcoming and collaborative environment for audiences and artists, with something for everyone, driven by a passionate group of people who celebrate all that is great about live theatre.

We have ambitious plans to expand the breadth and depth of our programme - using theatre to explore pressing issues of the day,

shining new light on classic texts and stories, introducing children and young people to the magic of theatre and growing our audiences in Edinburgh as well as across Scotland, the UK, and internationally.

The theatre is a magnificent example of late Victorian theatre architecture. Our offices and rehearsal space are directly across the road, and our scenic workshop and wardrobe-making departments are situated at Roseburn, which is a little over a mile away.

The Lyceum's beautiful, intimate Victorian theatre has played a significant role in the

cultural and creative life of the city and surrounding area for over 130 years. Nominated in The Stage Awards 2020 for Regional Theatre of the Year, The Lyceum has developed a reputation for innovative, high-quality theatre, drawing upon the considerable talent in Scotland as well as developing award-winning work with national and international partners to make theatre in Edinburgh that can speak to the world.

A very important part of The Lyceum's offering is a well-attended and varied programme of engagement, outreach, youth theatre, and schools' projects delivered by our Creative Learning team.

The Mountaintop. Photo © Mihaela Bodlovic.





Sunset Song. Photo © Mihaela Bodlovic.

Our Mission

We create, produce and share outstanding theatre for Edinburgh and the world; theatre that entertains, connects, and inspires – working creatively with our communities, growing our audiences, and celebrating the shared power of live storytelling.

Our Vision

An internationally-renowned historic producing theatre at the heart of Scotland's cultural life – open to all, creating work by exceptional artists, enriching lives and reshaping how we understand ourselves and each other.

Our Values

Our strategy is underpinned by our values. These values represent who we are, and they inform all that we do:

Excellence – we strive for excellence in all that we do

Relevance – our work reflects the lives, experiences and concerns of contemporary artists and audiences

Openness – we welcome everyone, irrespective of background

Passion – we care deeply about what we do and how we do it

Courage – we're driven by courage, energy and determination

Care – we believe that everyone should be treated with respect and met with fairness

Our Strategic Aims

To be Scotland's major producing theatre company with an international reputation.

To attract a wider and more diverse range of people from across Edinburgh and the surrounding areas to engage with our activity as audiences and participants.

To invest in and protect our theatre and supporting buildings to be fit for purpose, creating a cultural hub for the community.

To be in control of our own destiny; achieving financial sustainability through a mixed model of funding, donations, and commercial income.

To be a rewarding and supportive place to work, helping to develop the next generation of theatre makers whilst enabling sustainable careers for more established artists and theatre workers.

To meet our responsibilities to the environment and climate emergency.



The Creative Learning Department

The Royal Lyceum Theatre has a proud and longstanding commitment to engaging with people from communities across Edinburgh through creative drama practice. This includes:

- Lyceum Youth Theatre has been running for over 25 years and continues to be a hugely popular part of the Lyceum's wider programme of creative learning and young artist development
- Working with young people of all ages in both educational and social settings
- Programmes of work for people over 60 which provide invaluable opportunities for older people to engage creatively with the life of the theatre in an enjoyable and supportive environment
- A range of one-off projects, involvement in shows and residencies in social and educational settings across Edinburgh, including Summer on Stage, NT Connections and more
- School performances of key titles in the season, with supporting educational resources and teaching packs.

Cinderella: A Fairytale. Photo © Mihaela Bodlovic.





The Girls of Slender Means. Photo © Mihaela Bodlovic.

Main Purpose

- To develop and deliver the Adult/60+ Programme
- To support the development and delivery of a community engagement programme
- To support the delivery of wider Creative Learning Activity including Lyceum Youth Theatre Weekly Sessions, Holiday Programmes and engagement activity related to mainstage productions.
- Contribute positively to the development of an engaging and inspiring Creative Learning Programme and the creative life of the Lyceum more widely.

Key Responsibilities

This list of responsibilities is not exhaustive and may change as the strategic vision for the department and organisation evolves. Therefore, the post holder may be required to perform duties outside of this as operationally required, but within the reasonable scope of this role, at the request of the Director of Creative Learning.

- To lead on the development of a programme of work with and for the 60+ groups, leading on the delivery of an engaging series of workshops which may include acting and performance, playwriting and other areas of drama and performance.
- Support the development of a programme of community-based activities aiming to foster creativity, collaboration and wellbeing in areas of the city currently underserved by the Lyceum. This may include, talks, workshops and events taking place both in internal and external settings.
- Work with the wider Creative Learning Team in the delivering and developing (as required) activities across the Creative Learning programme including working with Lyceum Youth Theatre.
- Deliver backstage tours as required, liaising with the relevant internal staff.
- To work in collaboration with the rest of the Creative Learning team to ensure the effective administration and delivery of all programmes, including communications with group members / parents, maintaining accurate data records, compliance etc.
- Conducting evaluation and feedback, to develop the work and programmes to support the needs of targeted demographics, and writing or contributing to reports as required.
- To recruit, contract and manage any freelance staff to support aspects of the Creative Learning Programme as required. For example, specialist workshops in areas of delivery in both internal and external settings.
- Act as one of the Child Protection Officers for the organisation, alongside the wider Creative Learning team and the Executive Director.
- Undertake relevant safeguarding training and adhere to the organisation's safeguarding policies and procedures, advocating best practices across the organisation.
- To act as a trained first aider and undertake training as required.
- Adhering to the organisation's health and safety policies and procedures, completing risk assessments and advocating best practices across the organisation.
- In collaboration with the Creative Learning Director and Creative Learning Producer manage project budgets and expenditure on relevant projects.
- Work with the Communications department to ensure relevant information is provided about the work of the department to support the promotion of Creative Learning events and raise the profile of projects to drive participation and engagement.
- Work with the Fundraising and Development department to support their applications for external funding for Creative Learning Projects.
- Along with the rest of the Creative Learning department, take responsibility for ensuring that all activities within the scope of the department are delivered safely and in accordance with relevant Lyceum Theatre Company policies, including a responsibility to keep yourself informed of developments and best practice in child protection within the wider industry.
- Contribute to an integrated relationship between the Creative Learning department and the rest of the Company enabling the whole theatre to understand the purpose of the Creative Learning programme and to engage with projects.

Person Specification

Essential Experience

- 3–5 years' experience in community and/or educational drama practice.
- Demonstratable experience facilitating creative activity in a range of community and theatre settings, across a range of groups.
- A creative, flexible thinker with strong organisational skills
- A clear, confident communicator with a collaborative approach
- A positive team player who contributes to the development of the department
- A strong interest in, and enthusiasm for, live theatre
- Commitment to enabling and supporting individuals to realise their creative potential
- Interest in the wider life of a busy producing theatre.
- Willingness to develop key skills in safeguarding, first aid and other areas of compliance and risk management.

Desirable Experience

- Experience supporting and managing freelance practitioners or interns
- Experience contributing to budgets.
- Knowledge of safeguarding practices.
- Experience of evaluating activity to contributing to funding activity.
- First Aid training
- Driving Licence
- Relevant Qualification in Drama/Theatre Practices, Education, Community/Engagement, Participatory Practices – or similar.

Other Requirements

- Flexibility to work evenings and weekends as required by the programme
- Eligibility and willingness to complete PVG / safeguarding checks as required



Culture and Values

We expect all colleagues to contribute to a positive and inclusive working culture by living The Royal Lyceum Theatre Company's values of Excellence, Relevance, Openness, Passion, Courage and Care, and by role modelling these values in interactions with colleagues, artists, participants and audiences.

We are committed to Equality, Diversity and Inclusion and actively encourage applications from people under represented in the arts. We welcome applicants with non-traditional career paths and are happy to discuss flexible working and access requirements.

How to Apply

Visit lyceum.org.uk/jobs to apply.

When submitting your application please send us an updated CV as well as a covering letter setting out how your skills and experience meet the person specification.

Please note that if you don't feel you fit the essential criteria of the role but would still like to apply, we encourage you to do so with further information about why you're a great fit. If you would like to apply through an alternative means, such as video or audio file, you're welcome to do so.

To discuss the role and interview process further, please contact us at jobs@lyceum.org.uk

Closing date: Wednesday 13th May 2026 11:30pm

Interview dates: On or WC Monday 25th May