

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

The Royal  
**Lyceum**  
Edinburgh

# Director of Participation and Engagement

**Salary:** Circa £50,000 per annum

**Hours:** 35 hours

**Annual leave:** 25 days plus up to 10 bank holidays

**Employer pension contribution:** 4%

**Closing Date:** Sunday 2<sup>nd</sup> August 2026 at 11.30pm

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# About The Lyceum

The Royal Lyceum Theatre Edinburgh is a leading producing theatre and one of the United Kingdom's most prolific theatre companies - producing and co-producing high quality work to share with Edinburgh, Scotland, the UK, and the world.

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 the people of Edinburgh.

Each year we produce and present a programme of work that embodies the values of the company; work of the highest quality, created with talented artists and prestigious partners. A welcoming and collaborative environment for audiences and artists, with something for everyone.

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.

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 and the Lyceum also has a growing Artist Development programme which aims to nurture and support the Scottish theatre ecology.



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.



# About you

The Director of Participation and Engagement will lead the team to re-align the aims of the department, working closely with Artistic Director, James Brining. You will be excited by implementing meaningful change and delivering long-term impacts and driven by building meaningful creative engagement across a range of creative practises. You will know and understand that engagement and participation can change lives and be an enthusiastic ambassador for theatre across a wide range of audiences.

We are seeking an ambitious and visionary individual with significant experience of applied theatre practice, able to operate comfortably across the strategic, creative and managerial spheres of the role. You will build on the reputation for high quality, participation activities which have been part of the Lyceum's mission for the last 25 years, whilst bringing new initiatives and ways of working to the evolving future of the theatre.

You will work with the Artistic and Executive Director to conduct a review of the existing Creative Learning programme, considering artistic ambition alongside practical aspects, such as human and financial resources, existing provision across Edinburgh, strategic priorities of partners including City of Edinburgh Council, and the funding and investment required to develop and drive this work long-term.

You will lead the team in the delivery of a revitalised approach, alongside being a key member of the Senior Management Team. You will be effective in building and maintaining excellent relations across a range of public and third sector organisations in Edinburgh and you will be able to effectively communicate the aims of the organisation to a variety of stakeholders, formally and informally. You will work closely with the Artistic Director to develop programmes of work that support the engagement, learning and participation aims of the charity, relating these activities to the theatre programme where appropriate. You will work closely with your Senior Management team colleagues, to help build audiences, engagement, donors, funders and sponsor opportunities.

You will be a creative and dynamic individual with significant practical and theoretical knowledge of the value of arts in education, community arts and skills and training. You will be able to work strategically as well as practically, responding creatively to funding opportunities and have experience of complex partnership projects with a diverse range of stakeholders.

This is a crucial appointment for the Lyceum, which is in the early stages of scoping a major capital redevelopment, aiming to open the Lyceum building for wider use by a range of communities from across the city. You will make a key contribution to the Lyceum's continued development as one of the most innovative and exciting producing theatres in the UK.





*The Girls of Slender Means. Photo © Mihaela Bodlovic.*

## Director of Participation and Engagement

The Director of Participation and Engagement will take responsibility for the development and delivery of meaningful and embedded programmes of participation, learning and engagement, broadening access to the theatre and developing and managing strategies in line with the vision and aims of the organisation. The Director of Participation and Engagement will also contribute to the overall strategic development of the theatre as a member of the Senior Management Team.

The strategic aims of this post are:

1. Inspire creativity through participation and learning by delivering a variety of programmes and projects for people of a range of ages and levels of experience.
2. Build partnerships with communities, arts, education, public and other organisations locally and nationally, to ensure a programme of work that is resonant, impactful and financially sustainable long-term.
3. Ensure that the Lyceum's participation and learning programmes and strategic objectives align with both the vision and values of the charity and the needs and ambitions of the communities we serve.

A key early part of this role will be the co-design the development and implementation of the emerging strategy for learning and skills development throughout the theatre and beyond. This review is ongoing and there is an opportunity for you to help shape the long-term future of the connections between the theatre and citizens of Edinburgh for a collective, common purpose.

# Key Responsibilities

## Strategic Leadership and Vision

- Lead the strategic review of the current Creative Learning delivery strengths, weaknesses, opportunities and threats, in the context of financial and strategic position of the Lyceum and the provision and need across the City of Edinburgh – to define the barriers to participation to ensure equity of access in all we do.
- Develop and lead a clear, strategic, long-term vision and implementation plan for this work, in collaboration with the Artistic Director, Executive Director and the team, fully aligned to the vision, mission and values of the Lyceum.
- Hold responsibility for the design and delivery of a sustained, strategic and high-quality programme which is vivid, coherent and pioneering at both local and national levels.
- Nurture an integrated relationship between the Participation and Engagement team and the wider Lyceum core and freelance teams, enabling an open dialogue between the civic and artistic function of the charity.
- Work with the Executive team to influence and drive the access, inclusion and equity priorities of the Lyceum, supporting focussed and sustainable initiatives to grow engagement, build new audiences, develop career pathways and break down barriers to access across the board.
- Work with the Artistic Director and Trainee Artistic Director to build new pathways for artist development that are aligned to the Lyceum's artistic vision and priorities, as well as rooted in the needs and challenges in our sector.
- Foster and maintain key external civic and community relationships and represent the Lyceum at events and within key networks, locally and nationally.
- Ensure all engagement work is artistically ambitious, ethically sound, and participant centred.

## Project Delivery and Facilitation

- Work with the team and the wider organisation to design and implement a range of relevant and dynamic learning, participation and community engagement opportunities for children, young people, and adults across all strands of the programme.
- Maintain a hands-on creative practice, through creating, leading or delivering participatory work, including productions/projects on stage, activities in both formal and informal educational settings, and communities.
- Work with the Marketing team to create compelling and up-to-date content for relevant marketing materials, supporting audience development and participation, and maintaining the Lyceum's brand values in all Participation and Engagement communications.

## Team Management and Administration

- Lead, line manage and develop the team, establishing and maintaining systems and procedures that ensure consistently high standards of delivery, including ensuring outputs are monitored and evaluated effectively in line with the strategic plan and funder requirements.
- Plan the ongoing staffing needs of the department, recruiting, selecting and appraising relevant core, freelance and contract staff within company guidelines and policies. Provide advice, support, guidance, and training to help ensure staff maximise their potential.
- Ensure the quality of delivery across the whole programme, observing freelance and staff sessions, offering feedback, mentoring/coaching, or training, and ensuring the highest standards of practice are maintained.
- Working with the Executive Director and Finance Manager to set the annual department expenditure budgets and income targets and ensuring effective budget management and control in line with wider company financial policies and procedures.
- Prepare, submit and present reports on the Participation and Engagement programme. Monitor, evaluate and report on the success of activity in relation to targets and outcomes and take action where appropriate.
- Lead on the Lyceum's Safeguarding Policies and act as Designated Safeguarding Lead, supporting the Safeguarding Officers within the team to ensure safety of all participants across all programmes and mainstage productions where appropriate.

# Key Responsibilities

## Partnerships and Funding

- Seek and develop opportunities to work in creative partnership with other arts, educational and community institutions locally, nationally and internationally.
- Proactively champion the Participation and Engagement programme with key partner agencies, networks, and external stakeholders as well as internally with colleagues.
- Working closely with the Executive Director and development team to build compelling and sustainable evidence-based fundraising and support packages – developing clear and well evidenced case for support documents to realise long term strategic aims and deliver transformational impact through the work.

## General Responsibilities

- Contribute to the development of the Lyceum's programme more generally, looking at the work we make and present through the lens of the groups represented in the work of the Participation and Engagement team.
- Be a key member of the SMT, contributing to strategic vision and liaising with other members of the senior management team to ensure the smooth running of the Lyceum and maximising it's potential. This includes attending meetings and acting as a pathway for information flow through the organisation.
- Play a role in the life of the company and work across departments to develop a positive and engaged organisational culture.
- Undertake any other such relevant duties as may be required.

## Key Relationships

### Internal

- Artistic Director
- Executive Director
- Senior management team
- Producing and Production departments
- Audiences team
- Fundraising and Development Team
- Finance Team

### External

- Member of key networks and committees:
- FST Creative Learning Director equivalents
- Heads of Creative Learning Network Edinburgh
- Teachers and those in learning and skills sector
- Community groups and forums

# Person Specification

## Essential Experience

- Demonstrable practical experience as a participative creative practitioner; eg. director, deviser, facilitator or education practitioner.
- Innovative and strategic thinker with demonstrable leadership skills
- Proven planning and organisational skills with a good track record in managing multiple tasks, working to deadlines and responding well to competing demands
- Excellent communication and interpersonal skills with the ability to deal with a wide range of people at all levels
- Understanding of effective relationship and stakeholder management
- Enhanced DBS Criminal Records screening is essential for this post
- Self-motivated and pro-active approach
- Strong team player and the ability to motivate a team
- Experience of setting and monitoring budgets
- Ability and willingness to work flexible hours

## Desirable Experience

- A keen interest in learning new skills and furthering knowledge concerning learning through theatre
- A passionate interest in contemporary culture, particularly theatre
- Proven fundraising and/or partnership income experience
- Experience of partnership working of national projects that work across borders and knowledge of international projects and relations
- Knowledge of the Scottish education system
- Proven diplomacy, negotiation and coaching skills
- Proven ability to communicate effectively with people of all abilities and backgrounds
- An understanding of/commitment to access and inclusion policy and interventions

## Culture & 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.





## What We Offer

- 25 days' annual leave (plus up to 10 bank holidays)
- 4% matched pension
- Free tickets for shows at the Lyceum and discounted tickets for friends and family
- Cycle to Work and Tech schemes
- Staff discounts and quarterly social events
- Flexible working

## How to Apply

We welcome applications in alternative formats including video or audio for access reasons, we are happy to discuss adjustments at any stage of the recruitment process. The Royal Lyceum Theatre Edinburgh is committed to equality, diversity and inclusion and welcomes applications from those underrepresented in the theatre sector.

Visit [lyceum.org.uk/jobs](https://lyceum.org.uk/jobs) to apply.

To apply, please submit a CV and a letter of application outlining your relevant experience, your motivation for applying, and examples from your professional practice that demonstrate your suitability for the role.

To discuss the role and interview process further, please contact us at [jobs@lyceum.org.uk](mailto:jobs@lyceum.org.uk)

Closing date: **Sunday 2<sup>nd</sup> August 2026 11:30pm**

1st stage In person Interview date: **Thursday 13th August 2026**