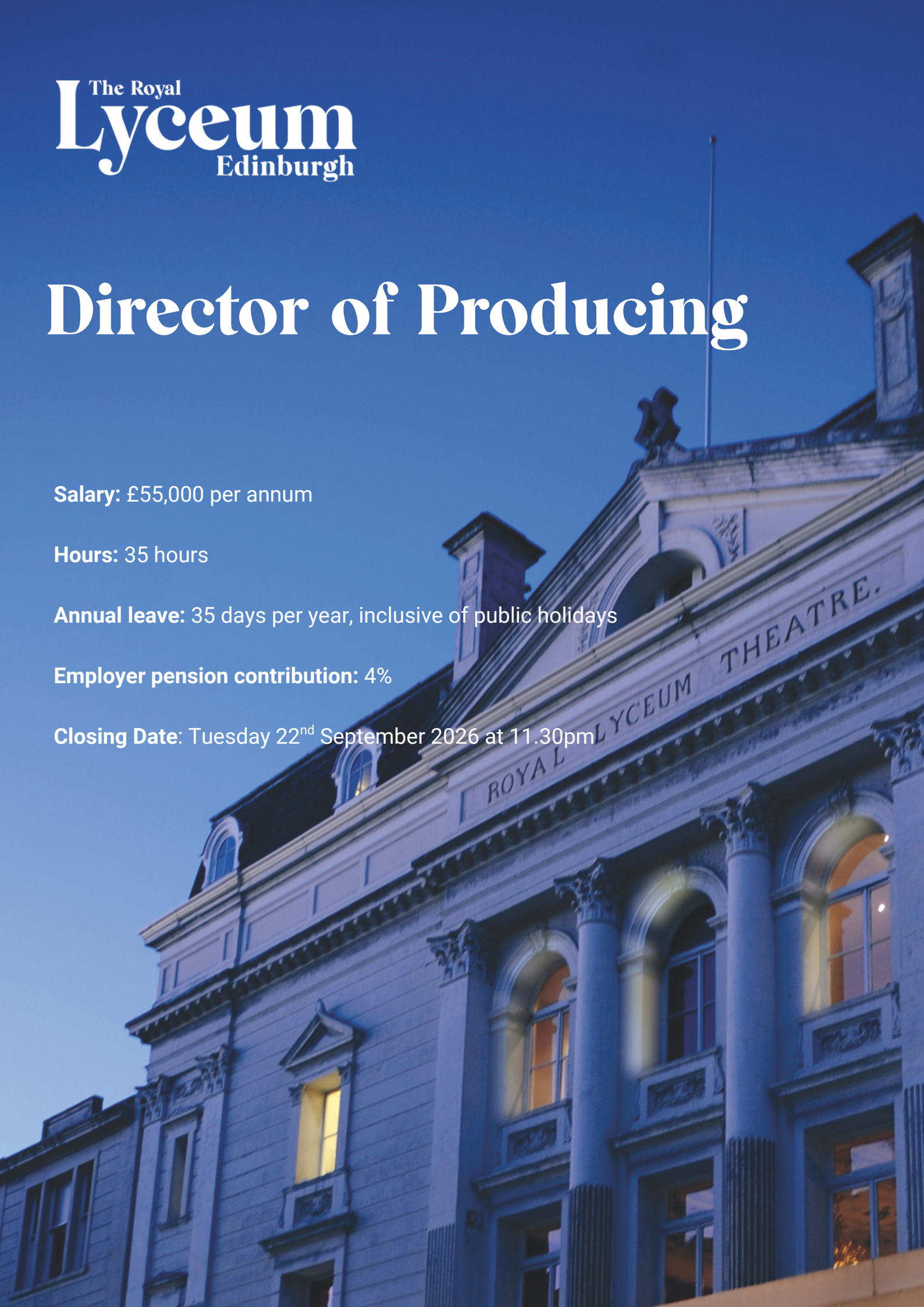


The background of the entire page is a photograph of the Royal Lyceum Theatre in Edinburgh at dusk. The building is a grand, classical-style structure with a prominent portico supported by tall columns. The pediment above the columns is inscribed with "ROYAL LYCEUM THEATRE." in capital letters. Several windows are illuminated from within, casting a warm glow against the deep blue twilight sky. A tall flagpole stands on the roofline to the right.

The Royal
Lyceum
Edinburgh

Director of Producing

Salary: £55,000 per annum

Hours: 35 hours

Annual leave: 35 days per year, inclusive of public holidays

Employer pension contribution: 4%

Closing Date: Tuesday 22nd September 2026 at 11.30pm

Contents

- 2 About The Lyceum
- 3 Our Mission, Vision and Values
- 4 Our Strategic Aims
- 5 About you
- 6 Director of Producing
- 7 Key Responsibilities
- 9 Person Specification
- 10 What we offer/
How to Apply





About The Lyceum

The Royal Lyceum Theatre sits at the heart of Edinburgh, and is the premiere producing theatre of Scotland's capital city, recently celebrating 60 years of high-quality work on our stage. At the core of the artistic programme is our producing team, led by the Director of Producing, responsible for the strategic planning and operational delivery of the artistic programme, supporting the Artistic Director in the realisation of the theatre's artistic vision.

On our stage you'll find an expansive programme packed with epic stories of love, courage, loss, joy, power and redemption. The Lyceum is a showcase for Scottish talent and creativity and is a welcoming stage for audiences and artists from across the world. Since 2024 our programming strategy has evolved, presenting visiting works alongside the produced and co-produced programme of work to build a more sustainable future. Beyond the stage, The Lyceum is engaged in a change programme to modernise the organisation, improving collaboration and building a shared culture of excellence across our work.

The quality of the work we produce at The Lyceum is supported by our production workshop at Roseburn. This resource enables us to stretch our ambition and support the highest quality design realisation, as well as provide services to co-production partners and other creative organisations across Scotland. This sits alongside a vast and rich costume and props store and our own rehearsal space opposite the theatre.

We are seeking an ambitious, established and highly creative Director of Producing to ensure the work on our stage continues to be exciting, relevant, high quality, and timeless. This is a pivotal time for The Lyceum, under the new artistic leadership of James Brining, and this role offers an opportunity to be part of the strategic leadership team of this remarkable theatre



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

Working in close partnership with the Executive Team, you will ensure that artistic ambitions are realised in ways that are operationally robust, financially sustainable, and delivered to the highest possible standard. You will lead the artistic planning of the organisation and oversee production delivery, supporting and empowering your team to ensure that conditions are in place for artists and creatives to do their best work. Working directly with the Senior Producer and Production Manager, alongside a wide range of freelance creatives, you will ensure the long-term success of The Lyceum's artistic programme, from commissioning, to production, to touring.

You will lead the development of the programme of work with a keen eye to both artistic and commercial priorities, ensuring each season of work reflect the breadth of storytelling The Lyceum is renowned for. You will actively build relationships and engage with new and established theatre makers to ensure the stage of The Lyceum reflects the Scottish and UK cultural sector's ideas and creativity. You will have a keen sense of audience development and work closely with the Director of Audiences and Commercial throughout the year.

You will contribute to the overall strategic leadership of the organisation, providing insight and reporting on programme, partnerships and delivery, and supporting improved insight and analysis of how we work. As part of ongoing organisational cultural transformation, you will be a key advocate for change, iterative learning and collaboration, as The Lyceum evolves into a modern and future proof organisation.

You will play a pivotal role in ensuring excellent communications between creative teams, internal departments and external partners, deputising for the Artistic Director as required. You will need excellent judgement, critical thinking skills and a range of communication styles and tactics to ensure we get the most out of our people. The role plays a key part in delivering the theatre's artistic ambitions, building partnerships and ensuring the long-term sustainability and reach of The Lyceum's work locally, nationally and internationally.

You will be a creative and dynamic individual with significant practical and theoretical knowledge of the ins and outs of producing work, co-production, and touring deals. You will have a keen understanding of the complexities of financing work, including co-productions, Theatre Tax Relief, box office revenue and investment, and a confident financial communicator.

You will be an adept negotiator and an ardent supporter of the value of creativity and artistic expression. You will be able to work strategically as well as practically, responding creatively to funding and development opportunities and have experience of complex partnership projects with a diverse range of stakeholders. 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 Producing

The strategic aims of this post are:

- With the Artistic Director, plan and produce an annual season of work that aligns to our Artistic Vision and speaks to a range of audiences.
- To ensure The Lyceum's core producing and production realisation processes are exemplary, developing the theatre's established role as a producing theatre, to ensure how we make theatre is fit for the future and that The Lyceum is regarded as a centre of excellence for theatre makers and a destination of choice for visiting companies.
- With the Executive Director and Senior Leadership Team, drive the development and implementation of strategic planning and reflective learning to ensure excellence.
- To contribute towards The Lyceum being an excellent place to work; ensuring we recruit, develop and retain the most talented producing and production team alongside a freelance pool of exceptional talent and skill.
- To seek and develop investors, co-producers and other new partners for our Productions, both local and international, seeking to optimise potential future life of productions through co-productions, tours and transfers.
- To work alongside the wider Senior Leadership Team to realise opportunities, make space for creative potential and respond to emerging opportunities and ideas with clear judgement and a keen understanding of what success looks like.

Key Responsibilities

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Producing and Planning

- Work in partnership with the Artistic Director to plan and deliver the artistic programme (productions, co-productions and received work) ensuring that creative ambitions are achievable within organisational resources and wider strategic framework.
- Lead on planning, development, negotiation and management of Lyceum led productions, tours and transfers, including budgets, negotiating, contracting and managing creative teams, working through in-house and freelance producers to ensure all productions are delivered to the highest standards, on schedule and within agreed budgets.
- Lead the planning, scheduling and realisation of all co-produced and visiting work, working with the wider Senior Leadership Team to maximise use of the stage and joined up delivery.
- Develop and maintain strong relationships with artists, agents, producers and partner organisations to identify and secure co-producing, touring and commercial partnerships to support the future life and exploitation of productions, including touring, transfers and digital opportunities to maximise the reach and life of Lyceum productions.
- Lead on rights acquisition, commissioning processes and contractual negotiations for productions and co-productions.
- Oversee the appointment of creative teams, casting processes and freelance staff, ensuring best practice and duty of care.

Production Oversight

- Provide senior oversight of production delivery through Production Manager, ensuring alignment with the artistic vision set by the Artistic Director.
- In conjunction with the Production Manager, manage the Workshop Manager, Stage Management and Wardrobe teams.
- Ensure production planning, technical delivery and resourcing effectively support the needs of each production.
- Promote best practice across production, technical and backstage operations, ensuring safe, sustainable and efficient working.
- Ensure appropriate infrastructure, staffing and systems are in place to realise the programme successfully

Key Responsibilities

Finance Management

- In consultation with Executive Director and Finance Manager to set and manage production budgets (per show and across the season) to ensure the effective management of the charity's resources, that projects are financially viable, and risks are understood and managed from development through to delivery..
- To work with the Executive team and Director of Audience and Commercial to set income targets from the programme of work.
- To work closely with the Production Manager and wider production team throughout the planning, budgeting and delivery stage of productions to ensure effective planning, high-quality delivery and effective use of resources.
- Collaborate with fundraising colleagues to support funding applications, partnerships and sponsorship opportunities.

Artistic Development

- To manage members of the Producing team working on the Artist Development Programme, contributing to and supporting the programme including producer support and in-kind contributions calculations.
- To support the Trainee Artistic Director to develop and grow the artist development work of The Lyceum, drawing from both artistic and participation work to support clear pathways to the sector in response to the evidenced needs of the sector and a future workforce.



Person Specification

Essential Experience

- Proven track record of producing and delivering productions of scale from conception through to delivery, ideally within a producing-led organisation or venue.
- Demonstrable experience of strategic planning within an organisation, aligning artistic ambition with organisation/project capacity and resource.
- Experience of, and passion for, working directly with creative teams and facilitating artistic processes, including developing new work and supporting artists.
- Strong financial and commercial acumen, including negotiation, budget setting and ongoing management.
- Excellent communication, negotiation and relationship-building skills.
- Experience of negotiating contracts, rights and co-production agreements.
- Excellent knowledge of production processes and active collaboration with technical and production teams.
- Knowledge of relevant union agreements (e.g. Equity, UK Theatre, Bectu).
- Strong industry networks and understanding of the Scottish, UK and international theatre landscape.
- Ability to manage complex workloads and prioritise effectively in a live performance environment.
- Experience of leading and managing teams, with the ability to inspire, support and develop staff.
- Commitment to equity, diversity, inclusion and access in all aspects of work.
- Excellent administration and budget management skills.
- Ability to identify and develop mutually beneficial partnership agreements.

Desirable Experience

- Experience working within a senior leadership or executive team.
- Experience of planning and managing touring work at a national level.
- Experience of touring, transfers and commercial exploitation of productions.
- Experience of capital projects or major organisational change.
- An existing network of relationships with a number of major UK theatres, industry bodies and arts funders.
- Knowledge and experience of Theatre Tax Relief.
- Experience of managing Production and Stage Management Teams
- Knowledge of and experience of working with a range of creatives and actors in the theatre sector in Scotland

Hours

Your normal hours of work will be 35 hours per week, Monday to Friday, and such additional hours as are necessary for the proper performance of your duties. You are expected to offer reasonable flexibility in your working arrangements where it is considered necessary to undertake your duties and in the interests of the theatre, which may include evenings and weekends.

Overtime: No overtime payments are available.

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

- 35 days per year, inclusive of public holidays
- 4% matched pension
- Complimentary or discounted tickets to selected shows (non-transferable and subject to availability)
- 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 to apply.

To apply: Please submit a relevant CV and covering letter, outlining the skills and experience you will bring to the role in line with the job description. We would also welcome reflections on your motivations for applying; why this role for you at this point in time? What would you bring to this critical senior leadership post at The Lyceum? Why is the Lyceum a theatre you're particularly excited to join? Your cover letter should be no more than 3 pages.

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

Closing date: **Tuesday 22nd September 2026 11:30pm**

1st stage In person Interview date: Thursday 1st October 2026