

The Royal
Lyceum
Edinburgh

Trainee Artistic Director

Fixed- Term 2 years

Salary: £33,000

Hours: 35 hours

Annual leave: 25 days plus up to 10 bank holidays

Employer pension contribution: 4%

Closing Date: Monday 29th June 2026 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.





The Girls of Slender Means. Photo © Mihaela Bodlovic.

The Trainee Role

The Royal Lyceum Theatre Edinburgh is seeking to appoint a trainee artistic director on a two-year fixed term contract. This is a unique and valuable opportunity to develop your skills as a theatre director, working across a range of productions at one of the UK's most important producing theatres.

The successful candidate will act as associate director across a variety of projects – working closely with each show's director to help realise the production and also to maintain the show during the run and/or on tour. They will also be a central part of the Lyceum's artistic team and reporting directly to the Artistic Director/CEO– attending programming meetings, working on the development of new projects, reading scripts, working with the creative learning team and gaining experience of how a producing theatre operates. They will play a key role in the design and roll-out of the Lyceum's Artist Development programmes whilst also liaising closely with the producing department to understand more about the business of making theatre within the context of a subsidised producing theatre.

To ensure the successful candidate works on a wide variety of genres of work, and depending on the candidate's artistic interests, they may be seconded to other Scottish theatre venues to work on specific projects during the contract. The two-year post will culminate in the post holder directing a main stage show at the Lyceum.

The successful candidate will work with the Artistic Director and Director of Producing to generate ideas for a production which they will direct – this may fall within the two-year post or afterwards depending on programming cycles.

As part of our commitment to developing the Scottish theatre sector, we particularly welcome applications from artists with a demonstrable connection to Scotland. This may include (but is not limited to):

- Those who currently reside in Scotland
- Those who have lived in Scotland for a significant period (5 years+)
- Those who trained or studied in Scotland

Key Responsibilities

Directing

- Acting as associate director across a range of Lyceum productions and co-productions
- Depending on the post holder's interests, potentially working as associate director on productions by other Scottish theatre companies
- Directing or assisting on development workshops for new projects
- Directing projects within the creative learning department, with our youth theatre or 60+ classes, or as part of our Summer on Stage programme
- Developing and directing a main stage production at the Lyceum at the culmination of the engagement.

Artistic Team

- Developing and implementing the Lyceum's artistic development activity plans for the benefit of the broader theatre sector and freelance artists.
- Attending programming meetings to support the planning and development of our annual artistic programme.
- Reading scripts as required and writing reports on these scripts
- Working closely with the Producing department to understand the economics of producing theatre within a subsidised context.

Wider Organisation

- Involvement in and observation of the workings of the Executive team at the Lyceum as well as the tasks and duties of Artistic Director
- Contributing to a positive, creative working environment
- Taking an interest in and learning from the work of the wider organisation by attending various departmental and planning meetings
- Supporting fundraising events including attendance at patrons' nights

Professional Development

- Taking a proactive approach to identifying opportunities to learn and develop skills throughout the post.
- Identifying external opportunities such as masterclasses and workshops
- Learning about more than just directing – by taking an active interest in other departments and learning how a producing theatre operates.

And other duties as may be deemed necessary by the post holder, the Artistic Director or the Director of Producing to fulfil the post effectively and maximise the opportunity it presents for professional development.

Person Specification

Essential Experience

- At least 5 professional directing credits at any scale as director, associate or assistant director
- Experience of noting and maintaining a production during a run or tour.
- A self-motivated, proactive approach to learning and professional development
- Flexibility and willingness to contribute across different areas of a busy producing theatre
- A passion for theatre-making and a desire to develop a long-term directing career

Desirable Experience

- Experience of working at mid-scale
- Experience of working as an associate or resident director – maintaining productions during longer runs or on tour.

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
- "Go and see" fund for theatre and industry events

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 CV along with written responses to the mandatory application questions, outlining your experience, motivation for the role, and relevant professional background. Word limits apply to each question.

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

Closing date: Monday 29th June 2026 11:30pm

1st stage In person Interview date: Wednesday 8th July 2026