



CAST

DIRECTOR RECRUITMENT PACK

CASTINDONCASTER.COM
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CAST, WATERDALE,
DONCASTER DN1 3BU

WELCOME



Thank you for your interest in working with Cast. We are proud to be the theatre for the people of Doncaster and beyond – a place where creativity meets community. We believe in the creative potential of every individual and the transformative power of the arts to enrich lives.

As Director of Cast you will have the opportunity to lead a team of passionate, creative and deeply committed people who are driven to make great things happen. Cast has enjoyed a rich array of creative partnerships since opening, including substantial partnerships with both the National Theatre and The Royal Opera House. These collaborations alongside our diverse programme of visiting work and produced Christmas shows, have provided a rich offering for the people of Doncaster and beyond.

Cast was opened in 2013, was led by Kully Thiarai for 3 years until the arrival of Deborah Rees, the current Director, who has led Cast for the last 9 years. Deborah's successor will have the opportunity to shape the future of this vibrant organisation, forging new and long-lasting links with audiences, artists, creative partners and businesses alike.

The **Director** is supported by an experienced senior team, comprised of a Deputy Director, Head of Participation, Head of Marketing and Development, Technical Director, and Head of Creative Programme.

This is a rare opportunity for a visionary leader to take on one of South Yorkshire's premier cultural institutions.

We look forward to hearing from you.



ABOUT THE ROLE

Post Title: Director, Cast

Responsible to: Chair of the Board (Doncaster Performance Venue Ltd)

Responsible for: Deputy Director, Technical Director, Head of Marketing and Development, Head of Participation, Head of Creative Programme

Contract Type: Permanent

Holidays: 20 days/ year plus Bank Holidays

Notice Period: 6 months

Salary: £62k - £65.5k

Place of Work: Cast

Application Deadline: Monday 01 December, 9am

Round One Interview: Friday 12 December (in-person)

Round Two Interview: Friday 19 December (in-person)

We envisage a two-stage interview process, which we will confirm with candidates following shortlisting.



ABOUT US

Cast opened its doors in 2013 as the anchor of Doncaster's Cultural and Civic Quarter. Each year, over 100,000 people experience bold, imaginative work in our spaces – from plays, dance, music, and comedy to youth theatre, artist development and community projects. We are a National Portfolio Organisation funded by Arts Council England and proudly supported by City of Doncaster Council. Cast is a Theatre of Sanctuary, an open and inclusive space for artists and audiences alike. With a 620-seat main house, 200-seat studio, drama and dance spaces, and 11 youth theatres, we are a creative hub where artists and audiences of all ages and backgrounds can thrive.

OUR VISION

We believe in the creative potential of every individual and the transformative power of engagement with the arts. Our work enriches lives and inspires the people of Doncaster and the wider region, contributing to vibrant and creative communities.

OUR MISSION

To enrich the creative and cultural lives of our communities through high-quality and engaging artistic experiences.



OUR VALUES

Our organisational values have been established through facilitated consultation sessions with all staff. They are seen as a shared and understood code by which we operate and the way in which we want to influence the world. Our values underpin our activities and act as a guide for decision making.

- Welcoming Everybody
 - Creating Culture Together
 - Making a Difference
 - Doing the Right Thing
-

"Cast has achieved so much in its first 10 years, and I am proud to have watched it grow. The team have created so many opportunities for the people of Doncaster to experience brilliant performances on stage, including great drama from local writers, such as Richard Cameron's Glee Club, to national partnerships with organisations including The Royal Ballet and the National Theatre. These relationships can create life-changing experiences for participants, and through local partnerships with schools and colleges, Cast also creates so many opportunities for children and young people to engage with arts and culture in their city. I cannot wait to see how the next ten years unfolds for this vital theatre within our city."

Ed Miliband, MP Doncaster North

"I didn't think I could do it. I had no confidence in myself at all. I've spent a lifetime feeling unworthy you have changed all that so from the bottom of my heart... Thank you everyone."

Public Acts Participant

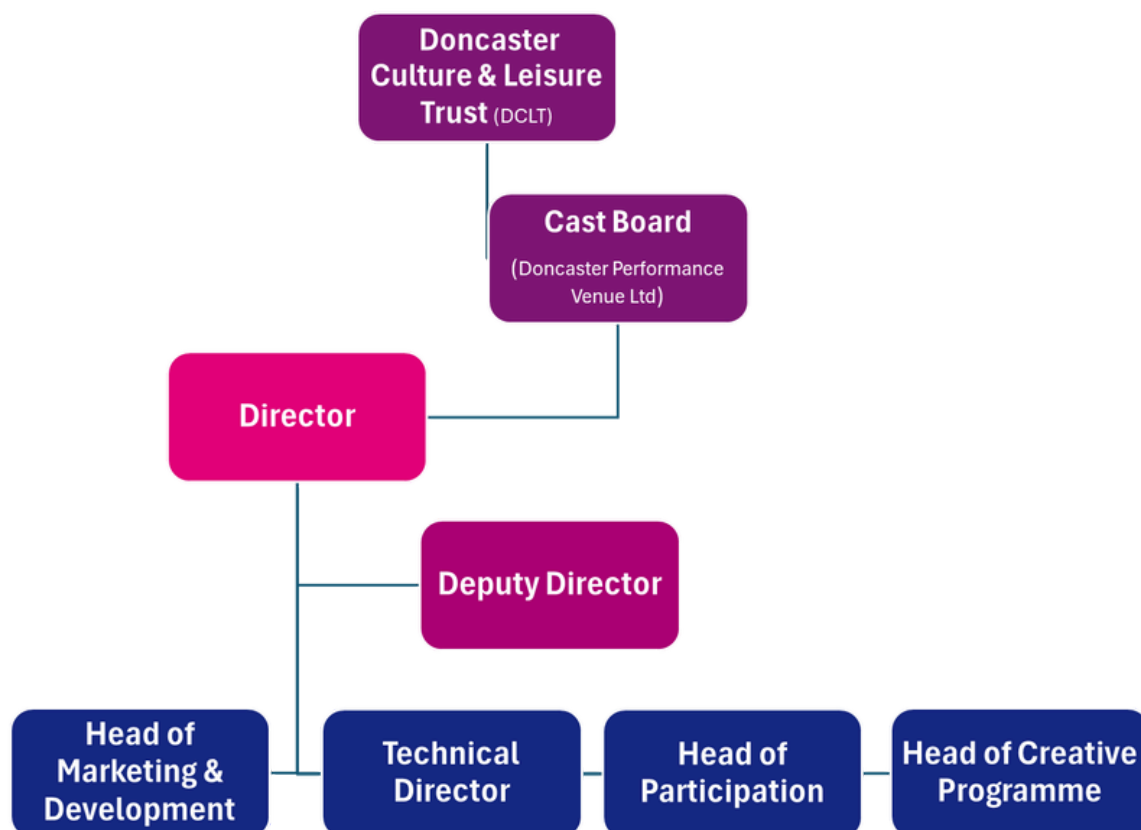
OUR IMPACT

- Over 105,000 visitors annually
- 75% of our audience is within a 30-minute radius
- 164 Youth Theatre members (25% on subsidised places)
- Community productions with 100+ local participants
- 28,000+ email subscribers
- 25,000+ social media followers



"Cast has given me a new outlook on my life"
Doncaster People's Theatre member

GOVERNANCE & LEADERSHIP STRUCTURE



Doncaster Performance Venue Ltd is a wholly owned subsidiary of Doncaster Culture & Leisure Trust Ltd.

Doncaster Performance Venue Ltd (trading as Cast) is a registered charity 1148432 and company limited by guarantee 07980160



DIRECTOR

Main Purpose of the Role:

We are seeking an experienced and inspirational leader to take Cast into its next era by providing strategic, artistic, organisational and financial leadership. Working closely with the board of directors, you will advocate for and represent Cast locally, regionally and nationally, building partnerships and relationships for this flagship organisation.

Key Responsibilities:

Organisational Leadership and Strategy Development

- Take overall Chief Executive responsibility for the efficient and effective strategic, operational and financial leadership of DPV Ltd.
- Lead, manage, and delegate to the Senior Management Team (SMT), fostering a collaborative and creative leadership culture.
- Foster a value-led organisational culture ensuring strong communication, motivation, and creativity across the organisation, including regular all-staff and cross-departmental meetings.
- Lead on strategic planning, reviewing and researching new opportunities, and overseeing business planning in collaboration with the SMT and Deputy Director.
- Develop and lead Cast's financial strategy in partnership with the Deputy Director, ensuring financial sustainability and growth through effective budgeting, monitoring and income generation including box office revenue, hires, bars and commercial partnerships.

DIRECTOR

Artistic, Participation and Talent Development

- Take overall responsibility for Cast's artistic programme, including programmed, produced, participatory and artist development work to ensure a diverse, high-quality offer that reflects audience development priorities and serves the needs of Doncaster communities.
- Support the Head of Creative Programme in curating the presenting and produced programme. Together develop and nurture artistic partnerships at local, regional, national, and international levels to benefit artists, audiences, and communities. Set the strategic framework for Cast's artist development programme ensuring the programme includes and supports artists from a diverse range of backgrounds and career stages.
- Support the Head of Participation in delivering Cast's Participation Strategy, ensuring the department is well resourced and equipped, and championing Cast's unique relationships with community partners.
- Support the Head of Marketing and Development to implement our audience development strategies, connecting these with programming and artistic strategies.

External Partnerships, Fundraising and Advocacy

- Represent Cast in key strategic partnerships, delegating as appropriate.
- Lead fundraising strategy for all strands including trusts and foundations, corporate partnerships and individual giving through donor cultivation, negotiation, stewardship, and Board Fundraising.
- Take a proactive role in shaping the relationship with public sector funders including Arts Council England and City of Doncaster Council, with reporting managed by the Deputy Director, ensuring alignment with funding priorities and strategic objectives.
- Act as Cast's advocate and spokesperson at local, national, and international levels, raising the organisation's profile.

DIRECTOR

Governance and Compliance

- Support the Chair of DPV Ltd in maintaining an engaged, diverse and high-functioning Board of Management, and attending all Board meetings and ensuring the organisation meets all governance requirements.
- Ensure compliance with legal, financial, health and safety and charitable obligations, delivering best practice charity governance.
- Champion equity, diversity and inclusion in all aspects of Cast's work – from programming and audience engagement to recruitment and leadership.

General Duties

- Maintain a positive and collaborative working relationship with DCLT as parent body, ensuring compliance with group-wide policies, frameworks and reporting obligations.
- Carry out other responsibilities reasonably aligned with the nature and scope of the role, as agreed with the Chair of DPV Ltd.
- Work within a performance management framework.

DIRECTOR

Person Specification - Skills, Knowledge & Experience

Experience

- Proven leadership experience at senior level in an arts organisation.
- Proven ability to create and communicate organisational vision and strategy.
- Strong financial acumen and experience managing budgets and audits.
- Strong track record in artistic curation and understanding of artistic processes.
- Experience of developing and nurturing artistic talent.
- Experience of donor cultivation and stewardship.
- Strong track record for stakeholder management.
- Proven ability to lead, motivate and manage teams.
- Experience of maximising and developing commercial revenue.
- Track record of building strategic partnerships and leveraging them for organisational value.

Knowledge and skills

- Understanding of the UK theatre funding landscape.
- Demonstrate commitment to equity, diversity and inclusion, with an understanding of how this intersects with leadership, programming and workforce development.
- Strong commitment to participatory arts and community engagement.
- Commercially driven decision making.
- Open and inclusive management style.
- Solid understanding of fundraising and donor stewardship with a track record in raising funds.
- Sound judgement in complex situations.
- Excellent written and verbal communication skills.
- Strong networking and influencing skills.
- Collaborative, creative, and imaginative approach.
- Effective and swift decision maker.

ACCESS AND INCLUSION

We believe everyone has the right to enjoy and participate in the arts. We are committed to inclusive casting and recruitment. We particularly welcome applications from underrepresented groups including, but not limited to, d/Deaf and disabled people, Global Majority communities, LGBTQIA+ individuals and those from lower socio-economic backgrounds.

If you have any access needs during the application process or in fulfilling this role, we are happy to support you. Please let us know how we can help.



"The member of staff in the sensory room made sure to include all children and I genuinely couldn't recommend this service anymore. The experience has been great from start to finish and I am very grateful for this."

Parent of young person

WORKING AT CAST

- Friendly and supportive working culture.
- Opportunities for professional development.
- Collaborative environment focused on learning and growth.
- Access to rehearsal and studio spaces.
- Part of a larger cultural organisation Doncaster Culture & Leisure Trust (DCLT) with community and health at its core.

Company Benefits

- Health cash plan.
- Free use of DCLT gym and swim facilities.
- Friends and Family membership and swimming lessons.
- Cycle to work scheme.
- 28 days holiday.
- Pension scheme with employee and employer contribution.

How to Apply

- [Click here](#) to visit the DCLT jobs page.

Deadline for Applications: Monday 01 December, 9am

Round One Interview: Friday 12 December

Round Two Interview: Friday 19 December

Want to Know More?

For an informal chat about the role or to ask questions before applying, contact stephen@castindoncaster.com

