

## **Bush Young Company (18 - 25) Freelance Director Job Pack**

The Bush Theatre is offering a talented, dedicated Participatory Arts Director the opportunity to join our Community team as the Bush Young Company Director (18 - 25). The Director will lead the weekly sessions, devise an original production in collaboration with the cohort, recruit a creative team and direct the summer production.

**Please note that this position requires working on site.**

### **How to Apply**

We want you to have the opportunity to really tell us about yourself and explain why this position is right for you in whatever way feels most appropriate for you. Please send one of the following, alongside a basic written CV:

- A personal statement (500 words max)
- Presentation - Keynote or PowerPoint
- Short video or sound file (5 minutes max)

All applications will be judged on content not on format. We have suggested some options above, but if you would like to suggest an alternative for you to use just let us know.

All applications should address the following questions:

- Why working with the Bush Young Company interests you
- What experience you have had that means you meet the 'Ideal Candidate' person specification outlined below - include practical examples
- How you approach the devising process with Young People
- How is your practice creatively inclusive and supportive of difference including diversity of needs, goals and abilities.

1. Read the Job Description and Person Specification.

2. Apply through our recruitment portal [Breathe HR](#).

You can upload video or sound files using the We Transfer service <https://wetransfer.com/>. When using this service, please include the We Transfer link in your Breathe HR attachments by including the link in your CV or submitting it on a separate document. Please don't forget to include your CV.

3. Complete our [Equal Opportunities Monitoring form](#). This helps us to better understand if our recruitment practices are accessible and equitable to all.

If you have any need for this information in a different format please contact our People and Culture Administrator by emailing [jobs@bushtheatre.co.uk](mailto:jobs@bushtheatre.co.uk) or phone 020 8743 3584.

**Deadline for applications:** 10:00am, Monday 15 December 2025

**First round Interview dates:** Friday 9 & Monday 12 January 2026

**Second round practical delivery date:** Thursday 22 January 2026 (evening)

First round Interviews will take place in person at the Bush Theatre, 7 Uxbridge Road, London, W12 8LJ **or** online. The nearest tube stations are Shepherd's Bush Market on the Hammersmith and City Line and Shepherd's Bush on the Central Line.

Second round practical delivery will take place in person at the Bush Theatre.

We produce new plays and develop artists who see the world from a different vantage point and who write stories for the many communities in contemporary London. Our diverse team and their range of experiences are vital to the Bush's success, but we have ongoing work to do to make sure the team always fully represents the communities we work and engage with.

If you are excited about this role and the work we do we want to hear from you even if you don't meet every criteria of the job specification. We are particularly keen to receive applications from underrepresented and marginalised groups such as people of North African, Sub-Saharan African, West Asian, East Asian, Southeast Asian, South Asian, Pacific Islander and Indigenous backgrounds, Migrants, LGBTQIA+ people and those who are disabled or neurodiverse.

## **Minimum Criteria Guaranteed Interview Scheme**

As part of our Minimum Criteria Guaranteed Interview scheme, we will offer an interview to disabled candidates who meet the essential criteria for the role. If you consider yourself to have a disability or long-term condition and would like to apply through this interview scheme, please let us know by stating '**I would like to apply through the Minimum Criteria Guaranteed Interview scheme**' anywhere in your application.

## **Offer condition**

All offers will be subject to a minimum of two satisfactory references, proof of identity and right to work in the UK.

## **Data Policy**

Your application and any associated personal information will be stored and processed in accordance with our Data Policy and destroyed after six months. We will keep your equal opportunities form for a period of up to 6 months, after which the data will be anonymised

and aggregated for monitoring purposes. If you are engaged by us, the information you supply will be kept securely and form part of your record with us.

## **Background**

Opened in 1972, the Bush Theatre is internationally renowned as 'the place to go for ground-breaking work as diverse as its audiences' (Evening Standard).

A champion of playwrights and operating in one of the most culturally diverse areas of London, the Bush Theatre is committed to its local community and the wider artistic community. Braiding these two strands of work together, the Bush produces an engaging and challenging programme that reflects the world we live in.

Recent successes include multi-award-winning productions Red Pitch by Tyrell Williams and Shifters by Benedict Lombe which both transferred to the West End and Invisible by Nikhil Parmar which transferred to Off-Broadway. Richard Gadd's Baby Reindeer, Igor Memic's Old Bridge, Waleed Akhtar's The P Word, and Sleepova by Matilda Feyişayọ Ibini won the Olivier Award for 'Outstanding Achievement in an Affiliate Theatre' in 2021, 2022, 2023 and 2024 respectively.

The Bush Theatre's talent development programmes discover and develop the very best of the UK's leading artists. The Bush team believes the theatre has a responsibility to programme and generate opportunities for new and established makers and, with long-term residencies, add to the sustainability of their careers.

The Bush continues to create a space where all communities can be part of its future and call the theatre home.

[Meet the Bush team](#)

## **Bush Young Company Freelance Director (18 - 25) Job Description**

**Responsible to:** Head of Community,  
**Working closely with:** Community Assistant Producer

### **Purpose of the role**

The Director will plan and facilitate weekly sessions from January 2026 with a view to devise an original production in collaboration with the company. The Director will recruit and lead a creative team and direct the devised production across rehearsals, technical rehearsals and performances in August 2026.

### **About the Bush Young Company (18 - 25)**

Bush Young Company (18 - 25) is a two-year engagement with Young Artists between the ages of 18 - 25.

Founded during the disruption of the pandemic, our Young Companies have become central to everything we do, reflecting our commitment to local life and developing the next generation of artists. The Young Company is free for young people.

The groups are for storytellers, particularly for people who might not know they are one yet. Workshops take place weekly at the Bush and provide opportunities to develop skills with the Bush team, build creative networks and work alongside experienced artists to make work for our stage.

Every summer the Bush Young Company (18 - 25) takes over the Holloway Theatre to perform a brand new production, created with and for them.

The current cohort began their engagement in October 2025 and is our third generation cohort. There are currently 19 members and the cohort spans multiple disciplines and creative interests, but all have a performance practice.

### **Aims and Objectives**

- Increased theatre-making opportunities for Young Artists by providing professional level sessions on a weekly basis;
- Braid the artistic programme with our work in the community by producing high quality creative outputs;
- Braid the wider work of the Bush with our young company by providing opportunities for Young Artists to work with members of the Bush team and network;
- Young Artists develop artistic skills in theatre-making through high quality sessions led in-house and with guest artists;

- Build the next generation of artists by providing informative and aspirational opportunities for Young Artists at the Bush.

## **Bush Young Company Values**

Our approach to our Young Companies is:

- Participant-centred
- Co-creative
- In-depth
- Diverse and representative
- Trauma-informed
- Process-led
- Creatively ambitious
- Artistically inclusive
- Accessible
- Care-focused

## **Project Dates**

Weekly sessions on Thursdays 6.30 - 9pm.

### **Term dates:**

- January 8 - Feb 12 2026
- February 26 2026 - March 26 2026
- April 23 2026 - May 21 2026
- June 4 2026 - July 16 2026

### **Summer intensive dates:**

- 8 rehearsal sessions across w/c 20 July, 27 July, 3 August
- Full-time across w/c 10 August and 17 August

## **Main Duties & Responsibilities**

### **Facilitation**

- Plan and lead weekly workshops exploring creative skills, ensemble building and devising.
- Co-create an original devised production of approximately 90 minutes, offering ideas and artistic guidance, but always being led by the group's interests and abilities.
- Provide a fun, inclusive and accessible environment for all members of the Company.

## Directing

- Recruit, with support from the Community department, a team of creatives to deliver the summer production.
- Collaborate, with support, with the Bush's Marketing Team on the marketing campaign plan for the production including the key messages, and artistically support the creation of campaign assets including the artwork.
- Artistically lead a team of creatives in pre-production planning and during technical rehearsals.
- Direct the play during the production and performance intensive period.

## General

- Keep up to date with developments in the Participatory Arts field.
- Work in support of the artistic policy of the Bush Theatre.
- Actively implement Bush Green Policy and uphold Basic Green Book standards
- Adhere to, and actively contribute to, Bush Theatre policies, including Equalities (including diversity, access, equal opportunities); Safeguarding and Child Protection, Environmental and Health & Safety.
- Carry out any other duties as may be required by the theatre.
- To always act in the best interest of the Bush Theatre.

## Ideal Candidates will have:

- Substantial professional experience in Participatory Arts projects
- Experience of directing at least one theatre production - ideally within a Participatory Arts context
- Strong demonstrable devising practice
- Experience of leading participatory projects specifically with Young People
- Experience of recruiting and artistically collaborating with a creative team
- Effectively lead a room with the ability to communicate supportively and sensitively.
- Demonstrable commitment to creating an inclusive and welcoming work environment.
- Understanding of and commitment to equal opportunities and diversity within theatre.
- A desire to learn and develop as a Director.
- Interest or experience in new writing, either as a reader, director, dramaturg or producer.
- Level 2 (or higher) Safeguarding Trained
- Enhanced DBS Certificate holder

## **TERMS & CONDITIONS**

**Hours:** 3 hours per week during term time, with some ad-hoc hours for prospective creative team meetings. 8 sessions during intensive rehearsal period, and full time over two weeks during the technical rehearsal and production period.

**Fee:** £6,650 paid in 3 equal installments. Inclusive of all expenses.

**Ideal start date:** Thursday 5 February 2026