



Introduction to the Stephen Joseph Theatre

The Stephen Joseph Theatre (SJT) is a producing theatre based in Scarborough; it has a national and international reputation, and offers a year-round programme of high-quality theatre and film. SJT also provides a wide-range of participatory activity, through which we work across the borough and with all ages and communities.

Each year we produce seven shows, of which at least two are brand new. This year's programme includes the Broadway award-winning **Murder for Two**; a co-production of **Calendar Girls – The Musical** with Theatre by the Lake Keswick, Bolton Octagon and New Wolsey Ipswich (our big show for the summer); Olivier award-winning comedy **Handbagged**; a world-premiere of Alan Ayckbourn's 92nd new play **The Trial of Romeo Oscar, All At Sea**, a piece of new writing in collaboration with Live Theatre in Newcastle; and our Christmas shows: **Puss in Boots**.

Our Creative Engagement team delivers a broad programme of activity, connecting people of all ages with theatre. We work across schools, youth theatres, community settings and targeted intervention programmes, supporting creativity, confidence and skills development. We also deliver adult masterclasses and artist development opportunities, as well as a growing programme of dementia-friendly activity, including creative sessions and social spaces designed to support wellbeing and connection. We have a dedicated community café space called the Meeting Point, which is used by a variety of youth, community and creative groups year-round and over the year we work to be responsive and to deliver tangible impact for participants and the wider community.

Our theatre benefits from its proximity to the beautiful North Yorkshire coastline as well as the North York Moors and the Yorkshire Wolds. Scarborough was the first British seaside resort to be established in England and remains one of the UK's most visited destinations. SJT is at the heart of the cultural regeneration plans for the town including Scarborough Fair - a year-round cultural programme of five high-quality, distinctive festivals – and a bid for the first ever Town of Culture.

For locals, and for the thousands who visit this beautiful part of the world every year, SJT provides year-round entertainment: diverse, funny, surprising, visually daring and packing a big emotional punch.



Welcome from the Head of Creative Engagement, Rob Salmon

Thank you for your interest in the role of Creative Engagement Practitioner here at the SJT.

These past three years have been a period of development for the Creative Engagement department and a real focus on creating meaningful, sustained engagement that supports skills development, confidence and local voice. We now provide over 26,500 opportunities to take part every year through a programme of work with children and young people in and out of school, a broad range of activities with adults in the community, and a growing profile of workshops and events for artists and creatives. This all sits alongside the work of a busy producing theatre - a programme that spans in-house productions, co-productions, visiting work and a range of productions made with and by young theatre makers – and our breadth of activity creates a strong context for participation, learning and co-creation.

Our regular activity includes: Drama Club for primary school age pupils that meets on a Saturday morning; Youth Theatre for secondary and sixth form age students that meets over two evenings in the week; FUSE our inclusive youth theatre for young people with additional needs; and Young Company (led by the Head of Creative Engagement) that produces a mix of extant and original work annually. There's a wide range of promoted and responsive work in primary settings including a series of STEAM workshops that focus on an interdisciplinary set of skills combining Science, Technology, Engineering, Arts, and Maths to foster critical thinking, creativity, and complex problem-solving. In secondary and above we deliver a range of skills and masterclasses including Special Effects Make Up and Stage Combat. We are developing a growing profile of co-created work such as the award-winning *Feral*, telling stories about the lived experience of young people in and around Scarborough. Our programme of Adult masterclasses includes sessions exploring Dance and Playwriting, and we have a year-round strand of dementia-friendly workshops and events.

As you can see, it's a busy department with a lot going on, so we're looking for a capable, confident and adaptable practitioner ready to hit the ground running. You will value working collaboratively and taking a hands-on approach and you will bring both creativity and rigour to your practice. The role is primarily focused on delivery but as a key member of a small and supportive team you will have plenty of opportunity to shape and contribute to the work.

If this feels like the perfect opportunity for you, do get in touch. And if an informal chat would help you decide, please drop me an email via rob.salmon@sjt.uk.com and we'll find a time.

I look forward to hearing from you.

Best wishes

Rob

Our Theatre

Vision

We at the SJT believe that culture provokes interest and fires our imaginations; that sharing our experiences and our stories helps build communities and that collaboration builds a compassionate and engaged society.

Our role is to give everyone the opportunity to discover and celebrate their creativity.

In short, we believe that this is yours.

Building

Our theatre is housed in a converted 1936 Odeon cinema building, opposite Scarborough railway station and comprises:

- The Round, a 400-seat theatre space in the round.
- The McCarthy Theatre (The Mac), a 165-seat proscenium arch theatre.
- Rehearsal room, scenic workshop, wardrobe and store.
- Creative Engagement rooms, including dedicated studio space and classrooms.
- The Meeting Point, a free-to-use community space.
- The Ramsay Reading Room.
- The Boden Room, a flexible function room.
- Bar and lounge, providing a flexible space for use by audiences and for events and the home of Eat Me Café.



The Round



The McCarthy



The Meeting Point

Creative Engagement Practitioner Job Description

Job Title: Creative Engagement Practitioner
Line managed by: Head of Creative Engagement
Line manages: Youth Theatre Assistants & Volunteers

Job Purpose:

The Creative Engagement Practitioner is responsible for the delivery of a number of key strands of the SJT's Creative Engagement programme, with a primary focus on workshops and projects in schools, Youth Theatre, and Early Years activity. The role will plan and lead regular workshops designed to develop confidence, creativity and skills through theatre practice with a wide range of children and young people. Working closely with the Head of Creative Engagement and the wider team, the post holder will also mentor Youth Theatre Assistants and Creative Engagement Volunteers, and ensure that projects are effectively documented for monitoring, evaluation and reporting.

Key Duties and Responsibilities:

Youth Theatre & Schools

- To lead on the planning and delivery of the SJT Youth Theatre programme, creating an engaging and supportive environment for participants to learn and thrive;
- To support and/or deliver the annual Youth Theatre production;
- To deliver weekly sessions for the FUSE integrated youth theatre, supporting disabled and non-disabled young people to work creatively together;
- To plan and deliver creative workshops and projects in schools, responding to the needs of students and staff, through extra and co-curriculum activity;
- To develop workshop activity that introduces children and young people to theatre-making, storytelling, and performance;
- To build positive working relationships with teachers, schools and partner organisations.

Children, Families & Early Years

- To manage and deliver parts of the Children and Families programme, and any other workshops and participatory events;
- To support the delivery of Early Years creative activity where appropriate.

Mentoring & Support

- To mentor Youth Theatre Assistants/volunteers, supporting their development as facilitators;
- To provide guidance and practical support to assistants/volunteers during workshops.

Collaboration & Team Working

- To work closely with colleagues across departments to plan and deliver the SJT's Engagement offer;
- To collaborate with colleagues in Artistic, Production, Marketing and Front of House teams to support the smooth delivery and integration of engagement projects and productions.

Monitoring, Evaluation & Administration

- To maintain accurate monitoring and evaluation records, including attendance and participant or purchaser feedback;
- To provide documentation required for internal evaluation and external reporting;
- To support the effective planning and administration of activity.

Professional Practice & Safeguarding

- To ensure all activity follows SJT safeguarding policies and procedures;
- To maintain safe, inclusive and supportive environments for participants.

Company Responsibilities

- To become familiar with the company's Staff Handbook and to work in accordance with its policies and approaches and with other key organisational strategies as may be required;
- To attend organisational meetings/rehearsals, as required;
- To undertake other tasks and duties as may reasonably be requested.

This role is subject to an Enhanced DBS check.

About role statements

As SJT evolves to meet the changing needs of a producing company the roles required of all staff will evolve. As such, staff should note that this document is not intended to represent the role that the incumbent will perform in perpetuity. This role statement is intended to provide an overall view of the role as at the date of this statement.

PERSON SPECIFICATION

Essential

- Experience delivering creative workshops/participatory activity with children/young people
- Experience working in youth theatre, schools, or other education or community settings
- Experience planning and delivering structured workshop programmes or projects
- Experience working with groups of varying ages, abilities and confidence levels.
- Experience supporting or guiding assistants, volunteers or emerging practitioners within a workshop or project setting
- Strong facilitation and communication skills, with the ability to engage and motivate children and young people
- Ability to create inclusive and accessible creative environments for participants
- Ability to plan, structure and deliver creative sessions independently
- Knowledge of theatre-making processes, performance practice or creative storytelling
- Ability to build positive working relationships with schools, participants and partners
- Strong organisation and time management skills, with the ability to effectively manage multiple strands of activity
- Ability to maintain clear and accessible administrative records and contribute to monitoring and evaluation processes
- Flexible and adaptable when working across different settings including theatres, schools and community venues.
- Commitment to safeguarding, equality, diversity and inclusive practice
- Enthusiastic about the role of the arts in the development of children and young people.
- Collaborative and supportive team member

Desirable

- Experience delivering inclusive or integrated youth theatre work.
- Experience working with disabled young people or groups with additional needs.
- Experience delivering creative work in schools linked to curriculum or enrichment activity.
- Experience delivering early years creative activity.
- Experience supporting youth-led creative projects or performance outcomes.
- Experience contributing to monitoring, evaluation or reporting for funded projects
- Full UK Driving Licence with access to own car (preferable)

TERMS AND CONDITIONS

Salary:	£26,000 - £28,000 pa dependent on experience
Contract:	Full time, permanent
Probationary period:	Six months
Notice period:	Two months
Hours:	37.5 per week with some regular evening and occasional weekend work during term time.
Pension:	The company operates an auto-enrolment pension scheme in line with current government legislation
Holiday Entitlement:	25 days per annum. We require leave to be taken outside of term time delivery.
Place of work:	Stephen Joseph Theatre, with regular delivery in schools and some community settings in and around Scarborough Borough



Application Process

Thank you for your interest in the role of Creative Engagement Practitioner here at the SJT.

If you would like to apply, please send a copy of your up-to-date CV together with a letter explaining what attracts you to this position, to what extent you meet the essential or desirable criteria, and why you think you would be good at it. We'd particularly like to hear from you about any specific examples of past experience that tie directly into the person specification.

As part of your application, please also include the names and contact details of two referees. We won't ask anyone for a reference before interviews and then only after checking with you first that you are happy for us to speak to them.

There will be two rounds. The first will be an interview with the Head of Creative Engagement online. The interview will be held on Tuesday 9 June and questions will be sent out in advance. The second interview will take place at the theatre on Wednesday 17 June and any candidates invited back will be given a brief to deliver a short practical workshop with a number of our regular participants. Their feedback will form an essential part in our decision-making process.

It's not part of your application, but it would really help us to monitor our equal opportunities plan if you could complete an Equal Opportunities Form, which can be found on the vacancies page on our website. This form will only be used for monitoring purposes; it will be removed when your application is received and kept separately so that it doesn't form any part of the shortlisting process.

Access provision and additional support/resources: We want this role to be an opportunity for the widest possible group of people who fit its criteria. We are committed to providing support with access requirements and are open to a conversation with any applicant about how they may be supported to fulfil the role. Please let us know of any access needs you may have at any point in the recruitment process and we will work with you to ensure those are met. We will also ensure that access requirements are not a factor in our decision-making process.

There's a wealth of useful info on communicating your specific needs here:

www.accessdocsforartists.com and alexandrinahemsley.com/resources/access-rider-open-template/

If you would like to discuss the role in advance email our Head of Creative Engagement, Rob Salmon, on rob.salmon@sjt.uk.com to arrange a conversation.

All applications must be sent via email to Millie Deighton on millie.deighton@sjt.uk.com with "Creative Engagement Practitioner" in the subject line by 6pm on **Friday 29 May 2026**.

