

Citizens Theatre

Citizens Theatre Young Co. Director: Role overview and job description

This document provides background information about our Young Company and a detailed overview of the **Young Co. Director** role, including project schedule, key responsibilities and person specification. You'll also find details on how to apply, and key deadlines at the end of the document.

Key information

Timeframe: November 2026 - June 2027

Time Commitment: 25 weekly half day Young Co. sessions and rehearsals (Wednesday evenings from January). 10 additional days worked flexibly November -June to contribute to wider Young Co. programme, undertake required meetings and admin, and undertake preparatory directorial work for a show under 70 mins.

Contract Type: Fixed Term, Freelance Role

Reporting To: Participate Director and Participate Programme Manager

Fee: £5,400

Location: Citizens Theatre

Young Company Overview

The Citizens Young Company (Young Co.) is a unique year-round project for young adults aged 18-23, who have a thirst for being part of the cultural sector professionally, and/or who are seeking to benefit from the social and wellbeing impacts of being part of a creative collective. There are 20 spaces annually, with new members joining between August and October each year.

We have worked in-depth with nearly 400 young people from across the city of Glasgow and beyond, supporting them to develop their skills in theatre and performance, building their confidence in themselves and their talents. We offer young people a space to explore who they are, the stories they want to tell and supporting them to play their part in shaping the world they live in, whether that is in the theatre world or flourishing in others.

The Young Co., although performance based has many elements to it, some that are very visible and others that are quieter but of equal value. The annual programme is made of up **Regular Weekly Activity** (including weekly creative sessions, member-led skill exchange, attending shows including Press Nights together and a summer school week); **Mentoring and Support** (including guidance on things including developing CVs, supporting members as they audition/apply for onward opportunities, support with individual projects outside of Young Co, signposting to opportunities); **Creating and Presenting Performances** (ranging from informal and small-scale activities to Studio Theatre productions); and **Professional Development Opportunities** that expand out beyond Young Co and allow members to explore the wider organisation and the world of making theatre.

Examples of this include:

- Young Co have built a strong link with our Marketing team and together we've developed 'Content Creator' roles within Young Co, where a small team produce social media take-overs to cover their own work but also the main-stage work, with guidance from Marketing.
- A recent Young Co member joined to take photographs of work happening. Whilst at first focusing on Young Co, we found a way for this person on to go on to shadow professional production photographer.

These are just a couple of examples, but they demonstrate the way that we prioritise Young Co being a nurturing environment. We build ensembles but value the individuals within, drawing on their strengths. People come to Young Co for a variety of reasons, many to improve their performance skills but many to improve their confidence, to build a social network, learn new skills and understand what other possibilities the world of theatre holds. The Young Co. has never been a 'theatre school'; participants are not judged by an audition process. Equality and diversity in all its forms are at its heart and we believe contribute to its strength and longevity.

Since its inception in 2005 (that's right it's 21 years old!) the ethos and artistic ambitions of the project have been shaped by the creative leadership of the Citizens Theatre's Community Theatre Director Neil Packham. As Neil steps into retirement, this is a moment for us to hold on to the integrity of what has been crafted and lean into the new opportunities that a change like this offers future Young Co members.

Young Co. Director Role

Overview

We are seeking a dynamic, inspiring **Young Co. Director**, with an expertise and demonstrable commitment to working with young adults, to nourish and support the development of Young Co. members during the next year of their project, and as we undertake this transition.

A key focus for this Young Co. Director role will be conceiving of, developing (in collaboration with Young Co. members) and directing the project's next production. This will be presented in the Studio Theatre as part of Participate's annual Assemble Festival in June 2027 – dates tbc. This includes facilitating well planned and inventive weekly **Wednesday evening sessions from January-June 2027** and moving the group from development into rehearsals to being performance ready.

In addition, the Young Co Director role across this fixed-term period will include leading on and contributing to the wider parts of the Young Co programme, for example seeing theatre work together, offering guidance and mentorship to members, and supporting the professional development aspects of the project by working with Participate colleagues to identify and seek out opportunities across the organisation for Young Co involvement.

We are looking for someone who has the creativity and ability to direct a piece of performance, that is of high quality and fosters the talents of the members to the highest potential. In addition we are looking for someone who is passionate collaborating with and platforming young theatre makers, expanding their skills-sets and building their ideas, interests and concerns into the creative process, as well as looking for ways it can influence the broader organisation.

This is a hands-on role where week-to-week the Young Co Director needs to hold a person-centred space that is focused on both creative development and responding to the strengths of each individual in the room, whether that be as a performer or their other creative interests.

It is vital to the ethos of Young Co that its Director understands that they are playing a role in supporting young adults as they navigate their way through important transitional points in their lives and that this shows up in how the dynamic of the group is managed.

As an additional guide for those seeking to apply, the Young Co Director must be able to present an idea that works within the following key parameters:

- The number of members performing usually sits at approximately 16 (but this ebbs and flows each year). For this reason, the show must be an ensemble piece that can be told by the full company. It cannot have 3 or 4 key parts and a chorus. This is not in the spirit of Young Co.
- The show should be a mature piece of theatre, something that speaks to the age group performing and their peers and can be appreciated by an adult audience.
- The piece could be a scripted pre-existing play, or an adaptation of other fictional material; it could be a devised piece with a well-defined provocation, or a response to an established works. The important thing is that it feels to be an exciting story for the group to tell (and that the rights would be possible to confirm), and that most importantly, you have the professional experience to deliver on this type of theatre-making
- You will be working with a small production budget and the show will be presented in a festival atmosphere which includes limited tech/production time, and so, while we encourage you to aim high, you will need to work within this context. The production team at the Citz will be supportive within a limited time.
- Depending upon funding outcomes this may also include collaborating with other professional creatives to bring the work to life.

Project Schedule

The role is expected to start with preparatory work and a number of getting to know you sessions in Nov-Dec (with some flexibility). From January the Young Co Director will take on leading the Young Co delivery programme, preparing and leading all weekly Wednesday evening sessions (6-9pm) and culminating in a public performance in the Studio Theatre in June 2027 (dates tbc and budget is funding dependent).

A reasonable number of extra rehearsal sessions are anticipated as part of the creative process in Spring, including one or two weekend dates to allow for longer rehearsal sessions. These will be done in consultation with the producer, the lead artist and the Young Co members who all study, work and/or having caring responsibilities.

There is a level of flexibility in the schedule (in that we are conscious people will be balancing multiple freelance roles), however, the role is a weekly in-contact role.

Key Responsibilities

Creative Leadership & Artistic Delivery

- Provide creative leadership, delivering dynamic and inclusive sessional activity week to week, informed by creative planning with the Participate team
- Facilitate a positive, supportive and artistically curious environment
- Direct a high-quality end of project production that fulfils the creative parameters
- Contribute to wider Young Co personal and professional development programme

Safeguarding & Duty of Care

- Model best practice approaches to running person-centred creative spaces where boundaries are clear and people are listened
- Uphold all safeguarding policies and act as the safeguarding lead in-space whilst activity is happening (with support)
- Report safeguarding or wellbeing concerns following organisational procedures

Administration, Monitoring & Evaluation

- Complete attendance records and relevant project admin each session
- Report issues and updates weekly to the Participate Programme Manager
- Support evaluation and reflection sessions with Young Co participants

Collaboration & Planning

- Participate in monthly planning/operational check-ins
- Work collaboratively with the Participate team and Creative Support staff

Person Specification

Essential

- Based in Glasgow with a strong working knowledge of the youth and professional theatre sector
- Considerable experience leading and directing production outcomes (examples can include range of scales and forms including scripted-shows, performative sharings, devised pieces, collaborative events)
- Demonstrable experience of working creatively with young adults within the last 3 years
- Strong group facilitation and leadership skills both with cast/group members, and colleagues working across the project
- Ability to build positive relationships with young adults and their wider networks
- Collaborative, flexible and reflective practice
- Commitment to safeguarding and inclusive practice, with up to date PVG membership (or ability to be registered on PVG – this is a requirement of the role)
- Experience of leading evaluation and reflective processes
- Experience mentoring or supporting emerging practitioners

Recruitment Process / How to Apply

To apply for the role of Young Co Director we are asking for applicants to submit:

1. **CV / Webpage Portfolio:** Your CV needs to demonstrate your range of relevant experience to this role, and be clear about the responsibilities you were accountable for delivering on.
2. **Cover Letter (max 2 pages):** This needs to clearly outline why you have the experience to deliver this role as outlined in the Role Brief; it needs to describe the show you would like to make with the Young Co in June 2027, bearing in mind the parameters outlined in the Role Brief; and importantly it needs to give a flavour of approach you'd take to making it bearing in mind the values and ethos of Young Co.

The deadline for the initial recruitment phase is 13 August at 4pm. *(We are aware its Fringe time, but this is to ensure Young Co members can be involved in shortlisting during their Summer Residency week).*

The next stage of the process is for the Participate team to work with Young Co (w/c 17 August) to shortlist candidates. **In September those short-listed will then be invited to interview and be paid to deliver a workshop with Young Co** so they can further expand their show pitch idea and demonstrate their working practices in the room. These interviews & workshops will be **scheduled for Wednesdays across September: 09, 16, 23 and 30.**

We anticipate **an offer being made by the end of September.**

Please submit your application to recruitment@citiz.co.uk. Please state in the submission if there are Wednesday evening dates during September that you know you are not available for.

If you are interested in an informal conversation about the role prior to application, or have any questions, please contact recruitment@citiz.co.uk and your query will be directed to the appropriate person.