



Job Summary

Creators Program Administrator

Responsible to: Associate Artistic Director

Salary: £25,928 per annum

Contract: Permanent

Hours: Full time 35 hours per week. Normal office hours are 10am – 6 pm Monday to Friday. This role may on occasion require some additional early morning, evening, and weekend work. Open to hybrid working, you will be required to work in the office at least 60% of the week.



Benefits include: Contributory Pension Scheme; Season Ticket Loan Scheme; training and development opportunities.

Holiday: 25 days per annum pro rata plus bank holidays, rising by one day per full financial year served to a maximum of 30 days.

Probation Period: Three months

Notice Period: One month during probation, two months thereafter



Key Objectives: To provide efficient administration for the Creators Program department to enable the delivery of all projects and productions, and to provide administrative and diary management to support the Associate Artistic Director.

The Creators Program

The Creators Program Administrator supports the development and delivery of the Young Vic's artist development program. The Young Vic has been providing an extensive program of learning activities, traineeships and opportunities to make work for artists for over 20 years. The Creators Program (that



grew from the Directors Program) is a space for anti-disciplinary artists - artists who cross art forms and have a variety of roles within those forms. They may write, direct, perform, design or compose. Central to the anti-disciplinary vision is our commitment to ensuring that Black and Global Majority, Deaf, disabled and neurodivergent and working, benefit, and criminal class artists are able to make work in an environment that fully realises their ambitions. The Genesis Network is an online community of over 2,000 artists and producers and enables members to meet, form vital creative relationships and collaborations, as well as find job opportunities and events available at the Young Vic and other theatres.



About the Young Vic

Creators Program Administrator

The Young Vic has always been more than a theatre – bigger than a building; it's a set of values that uphold the conviction that theatre is an indispensable part of civic life. Whether on our stages at our home on The Cut, touring to schools and community centres across South London, premiering a play in the West End or on Broadway, streaming our work across the country and around the world – we are actively working to be a theatre for everyone.

Our Anti-Racism Commitment

Our leadership team and staff share a joint commitment to prioritising the wellbeing of Black and Global Majority people at the Young Vic. We are



working together to create a culture of care for all, but especially those with lived experience of racism, and we commit to holding each other accountable for building and maintaining this culture. We believe that making the Young Vic an anti-racist organisation makes the culture better for everyone.

The Language We Use and Why

We believe that language is important and empowering. Where possible we are specific as possible with our language, and avoid defaulting to umbrella terms or making assumptions about people's identity or experience.

When we can't be specific, we say 'Black and Global Majority' instead of phrases like 'Person of Colour' and 'BAME'. This is because the term 'Black and



Global Majority' does not centre whiteness, and is also factually true - over 80% of the world's population make up the Global Majority.

Our Values at the Young Vic

We are committed to creating an inclusive environment where everyone is treated with fairness, dignity, respect and importance, and shows respect for themselves, others and our community regardless of seniority or area of work. Our values are as follows:

We believe theatre is at its best when everyone participates. We begin by asking, who isn't here that should be? Then we make certain they are. At the Young Vic, everyone belongs, everyone is welcome.



We are driven by relentless curiosity and debate.

We believe in the power of stories to help us see the world in new ways. We believe in being a forum for discussion and opposing views, in the possibility of fostering understanding and shifting perspectives.

We believe in pioneering and leading into the

unknown. We innovate in how we make work and how we share it. We push against the status quo to challenge whose voices are celebrated, and whose stories are told.

We are led by the creativity of our people and the limitless possibility of imagination.

We believe in pushing limits and reimagining what's possible. We make space for the unexpected, and we move quickly to make the most of opportunity.



We collaborate: working together to achieve shared goals. We believe our organisation is made stronger by including varied and unique perspectives and talents in every aspect of our work. We are committed to reflecting the great diversity of our city onstage and off.

We prioritise kindness, we lead with heart, with care, and with the wellbeing of our people - our staff, participants, volunteers, theatre makers, civic leaders, advocates, supporters, and audience members.

We are committed to openness rooted in trust. We believe in being held to account - apologising when we've not upheld our values or when we've

caused hurt or confusion, and learning from our mistakes.

Job Description

Creators Program Administrator

The Creators Program Administrator works closely with the Creators Program Producer and the Associate Artistic Director on the four primary strands of:

- Learning – equipping artists for the future through practical skills-based one-off workshops, intensive projects, assistantships, and peer led projects
- Exploring – challenging and / or re-imagining future practice through research and development projects



- Transparency and community – providing industry transparency and insights through debates, discussions, and workshops
- Making – opportunities to create work through the productions associated with the Genesis Future Directors Award and shorter intensive projects like Five Shorts

The role will be working be working across all these Creators Program initiatives.

Responsibilities

Creators Program Departmental Administration

- To act as the main point of contact for all internal and external inquiries relating to the Creators Program.



- To be responsible for all of the department's financial outgoings, including but not limited to:
 - processing petty cash
 - supporting invoicing and payment administration
 - receipts tracking
 - supporting the upkeep of the department budget excel sheet
 - complete all Creators Program monthly credit card reconciliations
- To attend the YV weekly operation meetings and give department updates where appropriate.
- To work to improve and, where required, create systems and administrative processes to enhance the efficiency of the Creators Program



in partnership with the Creators Program
Administrator

- To manage the office including ordering stationery when required.
- To compile evaluation and feedback data
- To be familiar with and where necessary enact Young Vic's Safeguarding policy
- Organise room bookings (internally and externally) refreshments, and equipment for meetings and events
- Working with the Creators Program Producer to draft contracts from templates and keep up to date the contract log
- Minute weekly meetings and distribute appropriate documents



- Collect data for ongoing evaluations and reports for submission to funding bodies, the Board of the Young Vic, and any other appropriate body relating to the Creators Program.

Creators Program Project Based Work

- Administer adverts and recruitment for all projects including the Trainee and Assistant Director Program, Genesis Fellow/Associate Director and the Genesis Future Directors Award.
- Administrate all aspects of the Trainee and Assistant Director Program including induction meeting, scheduling of placement, ticket fund, delivery of workshops and submission of journal

and reports

- Support Reach Out including placements and Snap Shots and, where appropriate, attend workshops outside of London.
- Liaise with other departments in the building to ensure smooth running of projects but in particular with front of house, production and Taking Part.
- Provide administrative support to specific projects such as Five Shorts, Replay and Fresh Direction.
- Manage ticket allocations for members of the Creators Program to see Young Vic shows and press night fillers lists.
- Support the Genesis Fellow/Associate Director where necessary and appropriate.

- Attend Creators Program practical activities undertaken at the theatre or on Zoom where appropriate.
- Communicate with guest workshop leaders.
- Contribute to the provision of access requirements for artists and participants in consultation with the Creators Program Producer.

Information Management

- Maintain all databases including the Tessitura / web-based Genesis Network.
- Post opportunities on the Creators Program website using Wordfly.
- Maintenance and updating of website in consultation with Creators Program Producer.

- Maintaining both paper and computerised filing systems for personal records of members of networks to ensure effective storage and retrieval of documentation in accordance with the UK Data Protection Act (2018) and General Data Protection Regulation (GDPR).
- Liaise with Marketing and Audiences department regarding social media presence for the Creators Program.

Administration for the Associate Artistic Director

- Provide day to day administrative support to the Associate Artistic Director including, diary management, meeting organisation, ticket bookings and travel arrangements as required.

- Where appropriate to understand the reason for meetings and to arrange follow-up meetings and/or papers as requested.
- To support the Associate Artistic Director in planning and scheduling to ensure that schedules are up to date and identifying potential clashes.
- Manage the location logistics, agenda, and minute taking of all meetings involving the Associate Artistic Director.
- To develop a good knowledge and understanding of the Associate Artistic Director's activities and responsibilities.

Additional

- To contribute to the Young Vic's work to become an actively anti-racist organisation, by modelling anti-racist behaviours and encouraging others to develop their practice
- To attend meet and greets, rehearsals, previews, press nights, Taking Part activities, other performances and events, and internal and external meetings as appropriate.
- To communicate clearly and constructively with other departments, including liaising with the Associate Producer to ensure the accuracy of Young Vic's main schedule and to maintain the efficiency of our booking system



- To keep abreast of current thinking and best practices in theatre and the arts as a whole.
- To uphold and embody the Young Vic's company policies, including but not limited to our Equality, Diversity and Inclusion policy, Dignity at Work policy, and Health and Safety policy.
- To be an active and supportive member of the Young Vic staff team.
- To provide the highest level of customer and audience care and service at all times.

Person Specification

Creators Program Administrator

Essential Skills / Experience

- Personable and confident communicator, both written and verbal
- Ability to problem-solve, innovate, anticipate issues, multi-task, and respond quickly to changing priorities
- Demonstrates initiative, extremely organised, proven administrative experience in an office environment, with excellent attention to detail
- Proven experience in a similar supportive role in an arts environment

- The proven ability to communicate clearly and confidently with a diverse range of people internally and externally.
- Strong office and administrative skills, including diary management, project management, filing, etc.
- Strong numeracy skills, with experience in managing office expenditure
- Proficient in Microsoft Office, including Word, PowerPoint, and Excel
- Experience using databases for relationship management and email marketing tools for communication
- Commitment to inclusion and equality of opportunity

- A creative mind who is committed to finding and supporting ways to problem solve.
- Understanding of and interest in art development.
- An enthusiasm for theatre and some knowledge of the sector
- Ability to contribute constructively to creative discussions and decision making
- High degree of confidentiality and discretion
- A passion for providing inclusive spaces for Deaf, disabled and neurodivergent artists and practitioners

Desirable Skills / Experience

- Experience in a PA role.
- Experience in project monitoring, evaluation, and report writing.

- Knowledge of Tessitura databases and Wordfly email marketing (training will be provided)
- First Aid Trained
- Social Media skills
- Experience of working with people who are traditionally underrepresented in theatre

Practical Points

- The program of events, workshops and performances may require commitment beyond normal office hours including evenings and sometimes weekends.

November 2022