

**MARLOWE  
THEATRE**



**RECRUITMENT PACK**

**DIRECTOR OF LEARNING & PARTICIPATION (INTERIM)**

# THE MARLOWE THEATRE

## ABOUT US

**The Marlowe Theatre, Canterbury is one of the UK's most successful large-scale regional theatres (UK Theatre of the Year in the Stage Awards 2022). Our mission is to be the engine house for the performing arts in Kent, shaping the spirit of our region.**

We bring West End musicals, national companies, a symphony orchestra season and high-profile tours to Kent audiences, in a year-round programme of theatre, dance, opera, music and comedy in our 1,200-seat Main House.

Last year we launched Marlowe Theatre Productions and began producing large-scale plays, made in Kent before touring nationally. Our 150-seat Studio is dedicated to the development of new ideas, with a mix of research and development with resident and visiting companies, sharings and presented shows, plus a family show at Christmas.

Our groundbreaking work with young people includes a thriving Youth Company; Youth Voice; co-delivery of a UAL Level 3 Performing Arts course with East Kent Colleges Group; being the national home of Matthew Bourne's New Adventures' Cygnet School and the Royal Shakespeare Company's Associate Theatre in the South East.

We are committed to supporting and investing in artists. Our Artists' Network, a community for artists and theatremakers of all backgrounds and disciplines, has over 500 members, and gives artists access to development and networking opportunities, including a mentoring scheme. Our Writers' Room, led by award-winning playwright Leo Butler, brings together aspiring and emerging writers in Kent and we hold an annual Writers' Room Festival.

As the largest performing arts employer in the region, we are committed to developing the workforce of the future, providing apprenticeships and work experience opportunities for over 100 young people every year across all areas of theatre-making.

### KEY STATS 2024/25

**397,000** people attended a show

**£17.7m** annual turnover

**£50m** economic impact to our region



Production photo from *Wojtek*, our 2024 Youth Company performance. Photo by Steve Gregson.

## In 2025/26

We worked with **65 local schools**

**Over 4,000 young people**  
took part in our programmes

We are also fast outgrowing our spaces and developing major capital projects as a result, including turning the 800-year-old Poor Priests' Hospital within the city walls into a Creative Learning Centre and free heritage destination, with support from the Levelling Up Fund and the National Lottery Heritage Fund. We are also looking towards the long-term development of our theatre building, increasing our technical and producing capacity.

Our investment in our loyalty strategy has ensured that we have consistently strong and engaged audiences for our varied programme. We've also received recognition from our industry, winning Theatre of the Year at the Stage Awards for our innovative approach to supporting the theatre sector and a Workforce Award from UK Theatre for our investment in our People Plan, ensuring our high calibre team are rewarded and supported.

We are a Creative Green organisation and are committed to taking action on climate change and environmental sustainability.

**“The Marlowe Theatre took the Theatre of the Year title for its extraordinary engagement projects with artists and audiences.” - The Stage**

## In 2025 we offered:

**Over 1,000** hours of work experience and careers-focused workshops for **894** students with our local education partners.



THEATRE OF THE YEAR  
2022



BEST THEATRE IN KENT  
2024



WORKFORCE AWARD  
2022



EAST KENT APPRENTICESHIP AWARD  
2025



---

## ABOUT THE ROLE

The Marlowe Theatre's mission is to be the engine house for the performing arts in Kent, shaping the spirit of our region.

This is an exciting opportunity to join us and help to shape the future of learning and participation at the Marlowe Theatre for a 12-month fixed-term, whilst our Director of Learning & Participation takes planned adoption leave.

The Director of Learning & Participation plays a pivotal role in the theatre's social purpose. We currently engage with over 40,000 young people and community members a year, with 4,000 participants joining long-term programmes focusing on depth of engagement and removing barriers to inclusion, including a thriving Youth Company, offering skills development and performance opportunities for ages 7-17. We are the RSC's Associate Theatre in the South East, working long-term with 23 schools in areas of low cultural engagement to transform the way Shakespeare is taught, providing opportunities to perform on our stage and in site-specific locations across Kent. We are part of a new four-year National Theatre initiative which includes taking productions into schools (beginning with Nima Taleghani's *Bacchae*) and we are exploring new partnerships in creative writing and cultural literacy in schools as part of the Marlowe's commitment to new writing.

Our programmes are oversubscribed and we know we can do more to respond to the needs of our community and young people in Kent. As a result, we are embarking on an ambitious capital project within the city walls. Our vision is to preserve, protect and re-present the Poor Priests' Hospital, a Grade I and II listed 12th Century heritage building, creating a world-class Creative Learning Centre ('The Hive') and Heritage Destination for Kent. As Director of Learning & Participation, you will be central to this work, supporting the development of an inspiring and aspirational creative learning centre for and with our young people.

A strategic thinker and experienced senior leader, you will bring your passion for inclusivity and widening access to the arts to the role. With proven experience of developing strategy and delivering impactful outcomes, you will lead the Marlowe Theatre's learning and participation work through a period of evolution and growth, building on the successes of our programmes to date, as well as growing new initiatives aligned to our next business plan. You will also be a strong relationship builder, able to harness the skills and expertise across the organisation and within our strategic partnerships with local and major national companies.



## JOB DESCRIPTION

**Job title** Director of Learning & Participation (Interim)

**Reports to** Chief Executive

**Salary** £54,979 per annum

### Job purpose

Leading on the strategic development, management and implementation of the Marlowe Theatre's Learning and Participation work across three strands of Young People, Education and Community, in line with the ambitions and priorities in our business plan.

### Principal accountabilities

- To lead on strategy development as we enter the next phase of business plan development.
- To develop and maintain key external learning and participation partnerships and relationships (including our Resident and Associate Companies, local schools and the wider education and community sectors).
- To work collaboratively across departments, ensuring that Learning & Participation programmes are embedded in the organisation's workflow.
- To represent L&P internally at our Programming Committee and to champion the Marlowe Theatre's work both regionally and nationally.
- To play a leading role in the development of our new Learning Centre, The Hive, at the forefront of contemporary practice.
- To contribute to the development of policy and play a significant role in the strategic direction of the theatre as a member of the Strategic Management Team.
- To lead and develop the team, ensuring that staff are effectively recruited, have development opportunities and are supported and managed to deliver agreed targets.
- To drive your own career and skills development, making the most of the opportunities made available to you.
- To work, and ensure your team works, in a safe and legal way to comply with regulatory and legislative requirements and to be the Marlowe Theatre's Designated Safeguarding Officer.

### Working with us

We offer a comprehensive staff benefits programme designed to reward, support and inspire our people. Benefits include complimentary tickets to performances at the Marlowe, generous staff discounts in our on-site restaurant and café, enhanced pension contributions and access to additional annual leave after three years' service. Our award-winning People Plan underpins everything we do, featuring a wide-ranging Employee Assistance Programme for health and wellbeing support, and a staff wellbeing and social fund that enables teams to bid for exciting activities that promote connection and team building.

## Required attributes

### Required qualities

The Marlowe Theatre's core values are:

#### **Supportive and Collaborative**

*Working together with kindness, compassion and mutual understanding.*

#### **Authentic and Inclusive**

*Diversity is our strength and we thrive through truth and connection.*

#### **Creative and Ambitious**

*We embrace opportunity with imagination and purpose.*

We actively seek to represent the diversity of our society.

To live our values, our Director of Learning and Participation (Interim) should be:

- A strategic thinker and organised planner.
- Quality-focused.
- A great communicator and confident advocate.
- A team-player.
- Great with young people and vulnerable individuals.
- A problem-solver.
- Passionate about theatre, its purpose and value.

### Knowledge

- Good knowledge of policy and practice in the education sector.
- Good knowledge of community arts best practice.
- Good knowledge of contemporary theatre.
- A commitment to, and good understanding of, safeguarding and health and safety procedures within a theatre environment.

### Skills

- Good strategy development and project management skills.
- Advanced written and verbal communication skills.
- Good people management skills.
- Good budgeting and financial planning skills.
- Basic IT skills.

### Experience

- Significant experience in learning and participation within a performing arts venue or equivalent, including roles at a senior level.
- Previous experience as a senior manager or as a member of a leadership team.
- Experience of leading learning and participation projects, ideally within a regional theatre context.
- Some experience of identifying and building fundraising opportunities.
- Proven line management experience.
- Experience of effectively scoping, resourcing and scheduling youth, community and learning projects.
- Experience of setting and managing budgets.

### Qualifications

We value education and a degree level qualification is desirable for this role. We will, however, consider applications from suitable skilled and experienced candidates without a qualification.

Job dimensions

Annual budgetary amounts

£500,000

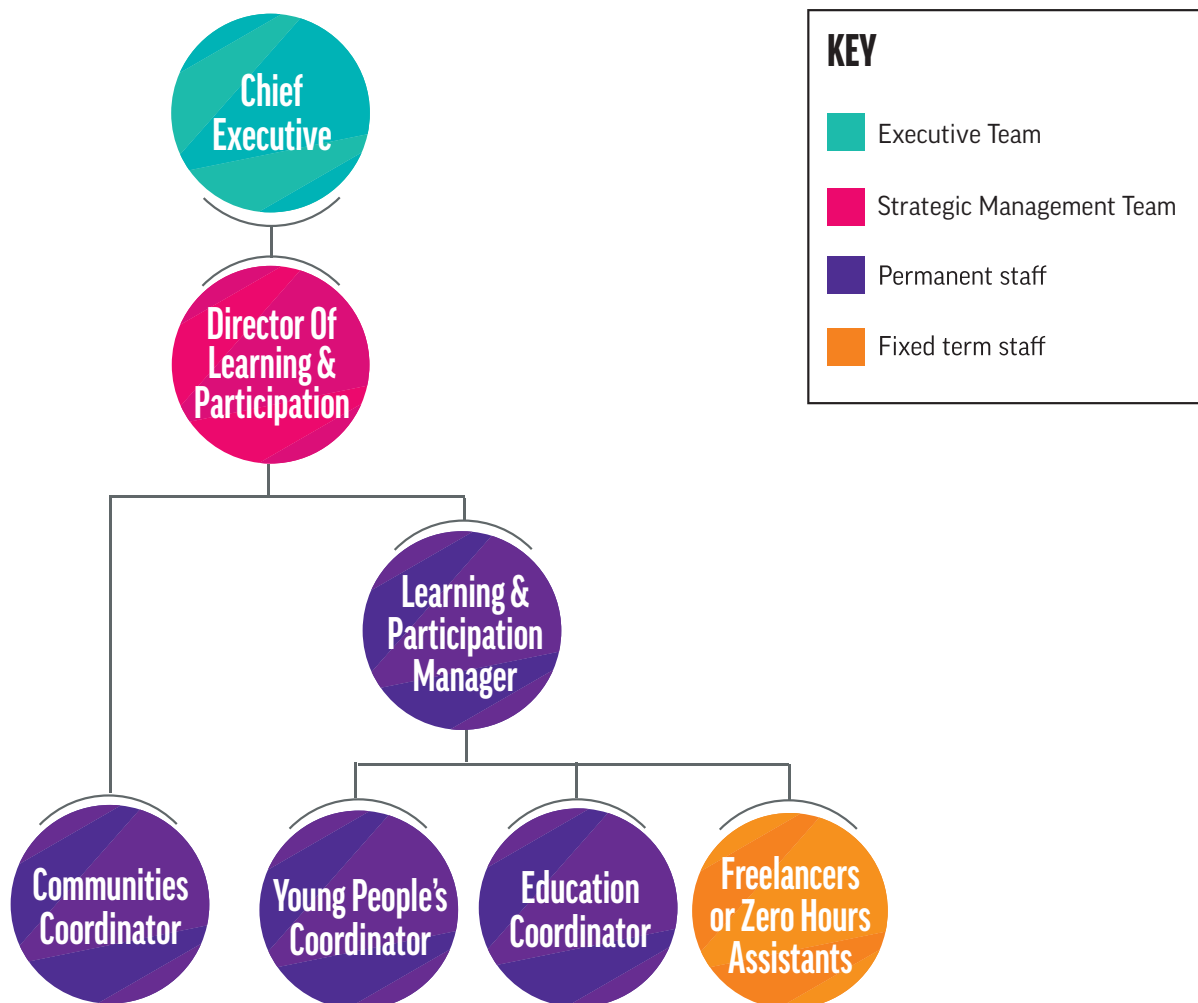
Number of staff reporting to the job holder

2

Working environment

The Marlowe Theatre is open to flexible working, so talk to us about how you think you can best deliver this job and about your flexible working needs.

The Marlowe Theatre’s performances happen mostly in the evenings and at weekends. In order to deliver the best service to our customers, all of our posts, whether frontline, strategic, planning or support roles, require some evening and weekend working.



**MARLOWE  
THEATRE**