

Dear Applicant,

Thank you for your interest in the Future Leaders of Wales, Carne Associate Director role at Sherman Theatre.

This is an exciting moment for Sherman Theatre. We have launched a new season, begun a new chapter, and are looking ahead with ambition and a belief in the future of Welsh theatre.

That future depends on artists and leaders. That's why this programme matters.

Made possible through the generous support of Philip and Christine Carne, the Future Leaders of Wales programme will create three paid, full-time Associate Director roles over the next five years, giving Welsh directors the chance to develop not only as artists, but as leaders.

I know how transformative an opportunity like this can be. Early in my own career, a similar programme opened a door for me, allowing me to step into a leadership role and gain experience beyond directing productions. It changed the trajectory of my career. We want to create those opportunities for the next generation.

This role is about far more than directing. It offers the chance to spend 18 months inside a producing theatre, learning how artistic leadership works in practice. Alongside directing opportunities, you'll gain experience in programming, strategy, partnerships, fundraising, governance, staff leadership and audience development. You'll work closely with me and the wider Sherman team, helping shape the life of the organisation while developing your own artistic voice and leadership practice.

We know Wales is full of extraordinary directing talent. What is often missing are clear pathways into leadership. Artistic Director roles are rare, and opportunities to gain sustained organisational experience can be hard to find. We believe the Sherman can help change that.

We're not looking for people who already have all the answers. We're looking for artists with curiosity, generosity and ambition. People who want to learn, contribute and help shape what theatre leadership in Wales could be.

Ultimately, this programme is about building the future of Welsh theatre: supporting brilliant artists, developing the next generation of leaders, and ensuring our sector remains vibrant, ambitious and resilient for years to come.

Whilst this is a full-time, fixed term post, we are acutely aware that people may have commitments beyond January 2027. Don't let this put you off applying, we are happy to discuss any previous work commitments and to be flexible.

We hope you'll consider applying. We're excited about the artists we'll meet through this process and the impact they will have on Sherman Theatre, and on the future of theatre in and beyond Wales.

Francesca Goodridge and Julia Barry

Artistic Director and Chief Executive, Sherman Theatre

CARNE ASSOCIATE DIRECTOR:

Salary: £30,000 per annum.

Term: Fixed-term, full-time contract for 18 months, starting in January 2027.
Any offer we make is subject to:

- receipt of 2 satisfactory references
- proof of eligibility to work in the UK
- successful completion of a 12-week probation period

Hours: 39 hours per week to include some evening and weekend work. TOIL will be applicable for any hours worked over 39 per week

We understand that you may have other work commitments in the future. Please let us know about any upcoming commitments so that we can take them into consideration and be as flexible as possible around the role.

Holidays: 22 days per year, plus the 8 recognised bank/public holidays,

Period of Notice: 1 month (The notice period during the probationary period is 1 week).

Pension: Sherman Theatre operates a qualifying workplace pension scheme.

Right to work: The successful applicant will be required to provide documentation under the Immigration, Asylum and Nationality Act 2006.

References: Offers of employment are subject to the receipt of references that are satisfactory to Sherman Theatre.

Relocation: The post-holder will be expected to live within commutable distance of the theatre.

Start date: January 2027.

JOB DESCRIPTION: CARNE ASSOCIATE DIRECTOR

Main purpose of role

To work closely with the Artistic Director in realising an adventurous and distinctive artistic programme, working with the literary team on writer development and script commissioning activity, and contributing to the breadth of the Company's creative achievements.

Reports to

Artistic Director

Key relationships

Chief Executive, Literary Team

Responsible for

Relationships with external companies and artists

RESPONSIBILITIES AND DUTIES:

Artistic Leadership & Strategy

- Provide creative leadership and support the Artistic Director in shaping and delivering an ambitious, imaginative and distinctive artistic vision for Sherman Theatre.
- Contribute proactively to strategic decision-making, artistic planning and the development of the theatre's future work.

Artistic Programme & New Work

- Shape and develop elements of the Sherman's artistic programme across Welsh-language and English-language work, new writing, commissions, visiting work and co-productions.
- Identify and champion ambitious projects, artists and ideas that have the potential to become part of Sherman's future programme.

Directing & Artistic Practice

- Direct at least one Made by Sherman production either during or post the 18-month placement, working with creative teams, producers and the wider team to deliver work of the highest artistic quality.
- Take artistic leadership of agreed productions and projects, directing work to a high standard and developing a distinctive creative practice.
- Associate on multiple productions during the 18-month period when appropriate, taking increasing responsibility for creative decision-making and leadership across different scales and forms of work.

- Supporting casting process on Made by Sherman productions and co-productions and leading auditions when required.
- Seeing work in development and performances elsewhere – keeping up with work of writers, directors and creative teams and developing those relationships.
- Developing and building on existing relationships with Directors, Artistic Directors and Associates in other theatres.
- Developing commissioned plays and undertaking some dramaturgical work and enabling both emerging and established artists with a focus on under-represented voices.
- Supporting in house and visiting shows during technical rehearsals and preview periods – providing notes and support for directors and creative teams.

Artist Development

- Champion and develop emerging and established writers, directors, producers, performers, designers and other artists.
- Build sustained relationships with artists, identify talent and create opportunities that enable artists to develop ambitious work and sustainable careers.
- Lead and develop agreed artist development programmes. Shape opportunities, mentoring, networks and platforms that contribute to the development of the next generation of artistic leaders.

Research, Development & Innovation

- Initiate and lead research and development activity, including workshops, laboratories, readings, scratch performances and sharing's. The successful candidate will use an agreed R&D resource to develop a writer, project or idea with potential for future Sherman production, and explore new approaches to theatre-making and creative practice.

Partnerships & Co-Productions

- Initiate and develop strategic relationships with Welsh and UK theatres, festivals, cultural organisations, independent producers and artists that extend Sherman's artistic reach, reputation and impact.

Artistic Networks & Sector Leadership

- Maintain an active and influential artistic network across Wales, the UK and internationally. Identify emerging trends, artists and opportunities and bring new thinking into Sherman. Represent the organisation at industry events, festivals, conferences, showcases and through appropriate media activity
- Act as an advocate for Sherman Theatre and its work locally, nationally and internationally as well a company spokesperson for appropriate media; specifically for activity around artist development.

Community, Audiences & Cultural Leadership

- Provide creative leadership to initiatives that connect Sherman's artistic programme with local communities and audiences, working across artistic and participation teams to develop new audiences and meaningful pathways into the organisation. Champion Welsh-language work and contribute to the Sherman's cultural leadership in Wales.

Inclusive & Responsible Leadership

- Champion an inclusive, collaborative and ambitious creative culture. Embed equity, diversity, access, representation, safeguarding, environmental responsibility and anti-racism within artistic decision-making, artist development and organisational practice.

Leadership Development & Professional Growth

- Use the 18-month Associate Director period to develop as a future artistic leader through hands-on responsibility, mentoring, shadowing and strategic exposure across artistic, producing, programming, commissioning, governance and organisational activity.
- Develop a strong understanding of the financial, operational, commercial and charitable responsibilities of running a producing theatre, including through engagement with Board and governance processes
- Spend time in each department of the theatre, learning and understanding in more detail the intricate running of a producing theatre.
- Build the confidence, experience and professional networks required for a sustainable leadership career.

Evaluation, Learning & Legacy

- Lead and contribute to the evaluation of artistic projects and development programmes, using insight and learning to inform future strategy and practice. Share learning across the organisation, contribute to the continued development of the Associate Director model and help create pathways for future artistic leaders.
- Support recruitment of the next Associate Director

PERSON SPECIFICATION: ASSOCIATE DIRECTOR

ESSENTIAL

- *Experienced director with proven track record directing shows in mid-scale producing theatres.*
- *Experience working with commissioned writers, with a strong understanding of the dramaturgical process.*
- *Experience developing and realising creative projects with other artists.*
- *Must have been a director or creative lead on a minimum of 3 professional productions*
- *Ambition to work in a leadership role within the sector*
- *In-depth knowledge of theatre practice, both within the UK and internationally.*
- *A commitment to collaborative working. Developing, maintaining and strengthening partnerships with others inside or outside the organisation who can provide information, assistance and support.*
- *Ability to think creatively and devise bold creative and participation projects*
- *Ability to manage multiple projects simultaneously, meeting artistic and financial targets and deadlines*
- *Have bold, ambitious ideas for future productions and a desire to make theatre of the highest quality.*

DESIRABLE

- *Knowledge of the Welsh language.*
- *Knowledge of current theatre practice in Wales.*
- *An understanding of the structures and opportunities for arts funding.*
- *Experience within a producing theatre environment.*
- *A full driving licence.*
- *Budget management skills.*

HOW TO APPLY

Application Questions

This opportunity is aimed at an established Welsh or Wales-based mid-career director with at least five years of professional experience and/or a minimum of three professional production credits.

1. Making the Most of the Opportunity

How do you plan to make the most of this opportunity, and why is this the right moment in your career to step into this role? (up to 800 words)

Please tell us about where you are in your artistic and professional journey. What skills, experiences, relationships or perspectives do you hope to develop through this opportunity? How will participating support your long-term ambitions as a director, and what impact do you hope it will have on your creative practice, career trajectory and contribution to the wider theatre sector in Wales?

2. Leadership

What interests you about leadership, and what kind of leader do you aspire to be? (up to 800 words)

We are interested in your thoughts on leadership within the arts and cultural sector. Please reflect on your experience to date and tell us what has shaped your understanding of leadership. How do you currently lead, support or influence others through your work? What motivates you to explore leadership further, and how do you hope to use leadership to create positive change for artists, audiences, communities or organisations?

3. Your Vision for Sherman Theatre

If you were given the opportunity to develop a new programme or commission a piece of work at Sherman Theatre, what would you create and why? (up to 800 words)

Please describe your idea and the artistic, social or cultural need it would respond to. What excites you about the project? Who would it be for, and what impact would you hope it would have on artists, audiences or communities? We are interested not only in the idea itself but also in how it reflects your values, your vision for the future of theatre, and your understanding of Sherman Theatre's role within Wales and beyond.

4. Creative Alignment with Sherman Theatre

What aspects of Sherman Theatre's artistic vision, values and work resonate most strongly with your own practice as a director and what ambitions will you bring to continue to help improve the organisation? (up to 800 words)

Please tell us about the themes, approaches, values or ambitions that connect your work with ours. You may wish to reference specific productions, programmes or areas of Sherman Theatre's work that have inspired you. How does your creative identity align with the organisation's commitment to artists, audiences and new work, and how would you use this opportunity to contribute to the organisation's continued artistic development and growth?



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  @ShermanTheatre

To apply, please send a CV, link to website/any work, application cover sheet and your response to the questions above to recruitment@shermantheatre.co.uk. Please note that, in line with our environmental policy, we are only handling applications electronically.

Please ensure that you complete Sherman Theatre's Equalities Monitoring Questionnaire which can be accessed via shermantheatre.co.uk/about-us/jobs

The closing date is **12pm on Monday 12 October 2026**. We'll confirm receipt of your application by email.

We hope to hold interviews on **22 October 2026**. Please let us know, on the application cover sheet, whether you would be available for interview on that date so that we can be aware in plenty of time, if we may need to make alternative arrangements for any short-listed candidates.

If you need more information before you apply, please contact us by emailing recruitment@shermantheatre.co.uk