



Royal Court Theatre  
Sloane Square, London, SW1W 8AS  
Admin 020 7565 5050  
royalcourttheatre.com  
info@royalcourttheatre.com

The Jerwood Theatres at the Royal Court Theatre  
The English Stage Company Limited at the Royal Court Theatre  
Registered in England & Wales company number 539332  
Registered charity number 231242 VAT number 238 9311 47

## **JOB DESCRIPTION**

### **TRAINEE DIRECTOR**

**Full time, fixed term for one year**

### **ABOUT THE ROYAL COURT**

The Royal Court is the writer's theatre - the leading national and international force for championing, cultivating and supporting theatre writers. Through work on our stages alongside national and local projects, we pioneer the theatrical form, explore big ideas, empower new voices – and in doing so enrich and enliven audiences and communities through transformative experiences.

In January 2024, our new Artistic Director David Byrne took up leadership of the Royal Court. Alongside his first season as artistic director, the coming years are a key moment to re-interrogate and renew our work. We have a focus and ambition to be the most relevant, exciting and meaningful version of 'the writers' theatre' across the next decade.

The Royal Court is committed to fostering an inclusive and collaborative culture in which everyone can do their best work. We are an equal opportunities employer. We are particularly keen to receive job applications from individuals with protected characteristics currently under-represented in our workforce, including Black and/or Global Majority and D/deaf or disabled applicants.

### **ABOUT THIS ROLE**

Job Title: Trainee Director

Line Manager: Resident Director

### **Who we are looking for**

We are looking to work with early-career directors with a background in directing and/or facilitating, with particular interest in directing new writing and developing their wider skills and abilities towards future freelance careers and leadership roles. Royal Court Trainee Directors have had an impressive history supporting the next generation of brilliant directors and artistic leaders, with alumni including Rufus Norris, Roy Alexander Weise, Lindsey Turner and Milli Bhatia. We can't wait to see who's next.

We are currently hiring two trainee directors with a six month shared overlap. One position will start between **September-October 2025**; the second in **March-April 2026**; each for one year.



Royal Court Theatre  
Sloane Square, London, SW1W 8AS  
Admin 020 7565 5050  
royalcourttheatre.com  
info@royalcourttheatre.com

The Jerwood Theatres at the Royal Court Theatre  
The English Stage Company Limited at the Royal Court Theatre  
Registered in England & Wales company number 539332  
Registered charity number 231242 VAT number 238 9311 47

## **MAIN PURPOSE**

The Trainee Director role is a year-long position at the Royal Court, on a full-time fixed-term contract. The Trainee Director role is both a learning and development opportunity, and a role as a core member of our artistic team, driving forward our mission. We are a fast-paced team working across many strands at once, dedicated to delivering world-class new work on our stages, as well as a wide range of ambitious programmes supporting writers and creatives nationally and internationally.

The position is designed for a working director to gain insight into our work and the wider new theatre sector; participate in key processes around directing, dramaturgy and administration; as well as supporting with the delivery of our wider artistic programmes, and representing the Royal Court's artistic team both within and outside the organisation.

Responsibilities include working with internal and freelance directors on productions, directing readings and festival performances, participating in workshops, supporting the wider directors' programme, liaising between other teams on behalf of the artistic team, and feeding into script-reading and literary processes. Additional responsibilities may arise during the course of your role, supporting the management and administration of our programmes.

## **RESPONSIBILITIES**

### **Directing & assistant directing**

- Supporting the delivery of shows through assistant and/or associate directing opportunities when relevant; contributing to rehearsal room discussions, script feedback, noting previews.
- Assisting on play workshops and development, including in rehearsal rooms and research tasks.
- Directing readings and festival presentations where opportunities are identified, including for our public-facing Open Submissions Festivals and Young Playwrights Award Festival.

### **Artistic team duties**

- Working with the Resident Director on the management, hosting, delivery and administration of our wider support programme for early-career directors, such as Directors' Nights, workshops/masterclasses/Q&As and shadowing opportunities.
- Working with the Resident Director to liaise with and support directors, associates and assistant directors visiting the building and working on shows/projects.
- Undertaking script reading and reporting as part of our Open Submissions programme and wider script consideration processes, led by the Senior Dramaturg and New Plays Associate.



Royal Court Theatre  
Sloane Square, London, SW1W 8AS  
Admin 020 7565 5050  
royalcourttheatre.com  
info@royalcourttheatre.com

The Jerwood Theatres at the Royal Court Theatre  
The English Stage Company Limited at the Royal Court Theatre  
Registered in England & Wales company number 539332  
Registered charity number 231242 VAT number 238 9311 47

- Supporting the artistic team in the management and delivery of Writers' Card events and other artistic activity as required.
- Undertaking other administration and research tasks for the artistic team as required.
- Attending rehearsals and previews of Royal Court productions to feed back into the artistic team.
- Attending external performances, workshops and readings and reporting back to the team.

### **Professional development**

- Accessing opportunities to shadow and observe our artistic and leadership teams alongside mentoring and guidance, acting with a high degree of discretion and confidentiality.
- With the other Trainee and Assistant Directors, sharing reciprocal peer support and learning.
- Undertaking placements and shadowing with other departments across the Royal Court to learn more about the wider work of a producing theatre, such as Marketing and Communications, Development/Fundraising, Producing, Production/Technical, Front of House and Box Office.
- In the second six months of the role, accessing a discretionary artistic budget to develop new projects (such as play development or workshops) within the Royal Court and as an opportunity to showcase your work to others.

### **General**

- Attending and contributing to weekly artistic team meetings and taking a flexible, collaborative approach to the delivery of all the team's work.
- Attending cross-departmental meetings as required, supporting effective information-sharing around productions and projects to support the overall work of the teams at the Royal Court.
- Contributing to fundraising and development activities, including supporting with information for applications and attending events with supporters and donors.
- Contributing to a respectful and inspirational culture for playwrights and creatives at the Royal Court, including upholding and developing our commitments and practice around anti-racism and anti-oppression.

This job description is a guide to the nature of the work. The post holder may be required to undertake other duties appropriate to the nature of the post as agreed with the line manager and Executive team.



Royal Court Theatre  
Sloane Square, London, SW1W 8AS  
Admin 020 7565 5050  
royalcourttheatre.com  
info@royalcourttheatre.com

The Jerwood Theatres at the Royal Court Theatre  
The English Stage Company Limited at the Royal Court Theatre  
Registered in England & Wales company number 539332  
Registered charity number 231242 VAT number 238 9311 47

## PERSON SPECIFICATION

### Knowledge & Experience

- A minimum of two credits as director, associate director or assistant director all within a professional context.
- Experience of working on a show with a run of over one week, including noting a show during the course of a performance run.
- Experience of working with writers and/or in new writing, and an understanding of the challenges and opportunities around presenting and developing new plays.

### Skills & Abilities

- A self-motivated, pro-active and committed approach to your work.
- A collaborative, flexible team player with an appetite for taking on a wider range of tasks in the organisation, beyond the specific creative role of director/assistant director.
- A high degree of tact, discretion and confidentiality.
- Commitment to anti-racism and anti-oppression in our work, including an understanding of these objectives in the theatre and wider cultural sectors.



Royal Court Theatre  
Sloane Square, London, SW1W 8AS  
Admin 020 7565 5050  
royalcourttheatre.com  
info@royalcourttheatre.com

The Jerwood Theatres at the Royal Court Theatre  
The English Stage Company Limited at the Royal Court Theatre  
Registered in England & Wales company number 539332  
Registered charity number 231242 VAT number 238 9311 47

## TERMS AND CONDITIONS

**Hours:** 40 hours per week, usually 10pm-6pm Mon-Fri (1 hour lunch break).

Due to the nature of this role some evening and weekend work will be required and you may be asked to work additional hours from time to time.  
A TOIL system is in place to balance unusual hours.

**Contract:** Full time/Permanent

**Salary:** £28,808 (gross) per annum

**Holiday Entitlement:** 25 days per year, plus bank holidays

**Pension:** The English Stage Company operates a defined contribution pension scheme. All eligible staff members will be automatically enrolled after three months' service and contributions will be made at the current rates as set by the Pensions Regulator, which is 8% of qualifying earnings (3% employer/5% employee). For more details, please visit: [Workplace pensions: Joining a workplace pension - GOV.UK](#)

All permanent members of staff who have completed their probation period are entitled to join the English Stage Company's salary sacrifice pension scheme, where contributions will be matched up to a maximum of 5% of gross salary provided that the minimum total contribution under auto-enrolment rules is met.

### Other Benefits:

- Complimentary and discounted tickets for performances, subject to availability and the Royal Court's staff ticket policy.
- Discount on meals and drinks in the Royal Court's Bar and Kitchen.
- Cycle to work and season ticket loan schemes.
- Free life insurance.
- Discretionary days leave at Christmas.
- Staff social events
- Free Employee Assistance Programme (EAP)