### THE GENESIS FELLOW AT THE YOUNG VIC 2022-24

The close relationship between the Genesis Foundation and the Young Vic dates back over twenty years. The generous support we have received has been crucial to establishing and maintaining our work with directors and theatre makers, which is at the heart of everything we do.

**THE ROLE**

The Genesis Fellow / Associate Director is a two-year role that embeds the recipient in the fabric and daily life of the Young Vic as they continue to investigate their process.

The Genesis Fellow/Associate Director will be based within the Creators Program department and will play an integral role in the development and delivery of the Young Vic’s artist development program. The theatre is renowned for the Creators Program (that grew from the Directors Program) and has been providing an extensive program of learning activities, traineeships, and opportunities to make work for artists for over 20 years.

Previous Genesis Fellows includes Jennifer Tang in 2020, Nadia Latif in 2017, Gbolahan Obisesan in 2015, Natalie Abrahami in 2013, Carrie Cracknell in 2012 and Joe Hill-Gibbins in 2010.

### THE OPPORTUNITY

The Genesis Fellow/Associate Director will be part of the Creators Program department and work closely with that team and contribute to our artist development work. They will initiate and run projects, provide mentorship for Genesis Future Directors Awards, facilitate discussions, and lead on exploration of new ideas and ways of working.

There will also be an opportunity to direct a show at the Young Vic during the tenure of the Fellowship in one of our three spaces.

More widely, the Genesis Fellow/Associate Director will:

* Be a member of the artistic team attending programming meetings and attend run-throughs and previews of Young Vic productions
* Contribute to the new Artistic Development department by reading scripts and support the literary work of the Young Vic
* See work on behalf of the Young Vic
* Contribute to projects and productions developed by Taking Part with schools, colleges, young people, and the local community
* Work with the development department on relevant fundraising initiatives
* Attend Senior Management Team meetings and contribute to organisational management
* Gain an insight into leadership and governance by attending Board meetings and where appropriate Shadow the Artistic Director and Executive Director

### SKILLS AND EXPERIENCE

The Fellowship is aimed at an experienced director at an associate level or equivalent who has demonstrated a talent for and commitment to directing and has an ambition to become an artistic director.

We are looking for a director who:

* Has a strong track record and has directed high quality productions and at least one for an established theatre company (building or touring company) in a medium scale space
* Has shown a commitment to originality and a desire to expand their understanding of theatre practice
* Has demonstrated an interest in artist development and supporting new and early career artists and has experience of planning, delivering workshops and creative development projects
* Has a thorough knowledge of theatre artists and practitioners
* Is interested in new technologies
* Has demonstrated an interest in and aptitude for becoming an artistic director
* Has an interest in multi-disciplinary and / or anti-disciplinary theatre making
* Is administratively competent and well organised and where needed happy to work autonomously
* Will promote the mission of the Genesis Foundation and talk publicly of their support for the Young Vic
* Will contribute to the Young Vic’s work to become an actively anti-racist organisation.

Quantifying level of experience is complex, but we want to give some sense of what you might have done so far in your career without being prescriptive.

You will have made work and be confident in your practice as a director or theatre maker. You will be confident in your skills and experience to feed into projects and productions of scale and with artists who are senior freelancers with practiced experience. You can also offer skills, knowledge, and practice to artists at an early stage of their artistic development.

### THE OFFER

There is a salary of £40,000 and this is a fixed term two-year contract. The role is based at the Young Vic but there is flexibility of remote working as appropriate. The position involves working flexible hours as necessary to fulfil the duties of the post. The minimum hours are 35 per week. Normal office hours are 10am to 6pm Monday to Friday. Some evening and weekend work will be required. There are 25 days holiday per year pro rata.

We welcome applications from candidates who wish to work in a flexible working pattern (for example around caring responsibilities or access requirements). This includes part time working. We are happy to discuss flexible home and office working.

The start time is flexible and will be mutually agreed but will be within three months of the final interview.

**HOW TO APPLY**

We actively work to create a team at the Young Vic that is made up of people from a variety of backgrounds with different experiences, skills, and stories to join us and influence and develop our working practice.

It is important to us that the lived experience of our team accurately and fairly represents the participants, audiences, and communities we serve. We specifically welcome applications from candidates from the following groups, which we believe are under-represented in our workforce and in theatre more widely:

* Black and Global Majority
* Deaf and or disabled
* Neurodivergent
* Working, benefit, criminal class
* LGBTQIA+

We are committed to inclusive working practices and ensuring access. We will ask you about any access requirements you might have at each stage of the process. The pack is available in a range of formats, and we welcome written, audio, video applications (please see below for more detail).

The recruitment is led by Kwame Kwei-Armah (Artistic Director) and Sue Emmas (Associate Artistic Director) and Harriet Capaldi (Genesis Foundation). It is also supported by a panel made up of members of the artistic team at the Young Vic.

To apply please send a CV and covering letter (no longer than two sides of A4), audio or video note (two to five minutes) including:

* What attracts you to this role
* How your skills, experience and interests match those outlined above
* How you could contribute to the Creators Program
* How you hope to develop your own practice and knowledge
* Name and contact details for two referees who have seen your work

Audio and video applications should be submitted via WeTransfer [recruitment@youngvic.org](mailto:recruitment@youngvic.org).

Please also complete the Equal Opportunities Monitoring Form and the Access Rider or provide your own if needed.

Filling in the Equal Opportunities Monitoring Form will help us to be as representative as possible, in the makeup of our creative teams. Our aim is to embrace diversity, ambition, and excellence. To achieve this, it is useful for us to know a certain amount about who you are.

To apply you should be resident in the UK at the point of application and be able to provide evidence of a legal right to work in the UK.

Please send your application addressed to Sue Emmas, Associate Artistic Director at [recruitment@youngvic.org](mailto:recruitment@youngvic.org) with the GENESIS FELLOW in the subject box.

If you have any questions, please send an email to the above address.

The deadline for applications is noon on Tuesday 6 December 2022.

### NEXT STEPS

The Genesis Fellow/Associate Director is an important member of the artistic team, and we want to meet as many people as we can whilst also giving ourselves the time to think and reflect.

Stage One

We will invite a longlist of applicants (approximately 20) to respond to two set questions that are more specific to the role. A payment of £50 is available in recognition of the time taken to write a response to the questions. We will contact the longlist during week of 12 December 2022 and the deadline to respond to the questions will be week 2 January 2023.

Following this we will invite a smaller group (approximately 12) to a first interview in week 16 January and the final interviews will take place week of 30 January 2023.

The interviews can take place on Zoom or in person, depending on personal circumstances and COVID-19 restrictions.

All Deaf or disabled candidates who demonstrate that they meet the essential criteria will be invited for an interview.

If you are invited to interview you will be asked about any access requirements so we can put access provision in place or adjust the interview schedule.

If you have any problems with availability on the interview dates (see below), please indicate this in your cover letter.

If you live outside of London travel expenses will be provided.

### BACKGROUND INFORMATION

THE GENESIS FOUNDATION

The Genesis Foundation has supported the Young Vic’s Directors Program since its inception nearly twenty years ago and currently funds the Genesis Future Directors Awards and the Genesis Fellow. Founded by John Studzinski CBE in 2001, the Foundation has donated more than £20 million to the arts over the past 20 years. Through its funding and partnership model, it has enabled opportunities for thousands of young artists in theatre and music, building both their experience and their resilience. Its main focus is on partnerships with leading arts organisations such as the Young Vic, National Theatre, Almeida Theatre, and The Sixteen, and on training programmes that equip emerging artists for life as a creative professional.

In 2020, it launched the Covid-19 Artists Fund, an emergency response to help freelancers facing hardship, and the £1 million Genesis Kickstart Fund, to create future-facing projects for outstanding freelance talent in the creative sector across the UK.

For more information, please visit [www.genesisfoundation.org.uk](http://www.genesisfoundation.org.uk)

**THE YOUNG VIC**

For over fifty years, the Young Vic has produced new plays, classics, musicals, adaptations of books, short films, digital projects, and game-changing forms of theatre, attracting large audiences from many different backgrounds.

Based in London’s Waterloo, we forge deep connections in our neighbourhood through our Taking Part programme, where we engage with over 15,000 people every year via a wide range of projects, from skills-based workshops to on-stage performances. We give 10% of our tickets free to schools and neighbours, irrespective of box office demand, and we are committed to keeping ticket prices low.

The Young Vic’s Creators 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 Creators Program activity relates to one of the four primary strands:

* Learning – equipping artists for the future through practical skills-based workshops, assistantships and peer led projects
* Exploring – challenging and / or re-imagining future practice through research and development opportunities
* 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 projects like Five Shorts and Replay

You can visit [www.creatorsprogram.youngvic.org](http://www.creatorsprogram.youngvic.org) to find out more about what we do and about the members of the Genesis Network. You can find out more about the Young Vic at [www.youngvic.org](http://www.youngvic.org).

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.