

Jerwood Trainee Assistant Director Scheme

Part of the Young Vic's Jerwood Artist Development Pathway

Large print, screen reader, dyslexia-friendly, and audio versions of this document are available.

You can navigate this document by clicking on the headings in the table of contents below.

The Collective

Directed by Michelle Payne, developed in collaboration with the company.

Deadline: Noon on Tuesday 7 May 2024

Contents

The opportunity	2
<i>The Collective</i>	2
Key dates	2
Availability	3
Fee	3
Is this for you?	4
Essential criteria	4
Desirable criteria	5
How to apply	5
Equals opportunities monitoring	6
Selection process	6
About Young Vic	6
Our anti-racism commitment	7
The language we use and why	7
Our values at the Young Vic	7
About the Young Vic's Jerwood Artist Development Pathway	8

The opportunity

The Trainee Assistant Director role provides an opportunity for a director or theatre maker to gain experience working on a show at the Young Vic. The opportunity to support and observe the director in rehearsals, previews, and run of a show will provide the Trainee Assistant Director with the experience of the workings of the rehearsal room, the relationships between the creative team, the craft of the actor, and the process of making a show from first day of rehearsals through to opening night. They will have the opportunity to gain first-hand experience in a supported environment working alongside a director on a professional production.

We hope the chance to observe a rehearsal and production process of a show will give the Trainee the confidence to apply for assistant director roles, either at the Young Vic or elsewhere.

The Collective

Neighbourhood Theatre Company is launching *The Collective*: 50 participants from Lambeth and Southwark who will create an epic new show from scratch, which will be staged at the Young Vic in January 2025.

From June 2024, *The Collective* will meet weekly for eight months. Led by director Michelle Payne and supported by creative consultants, members of the group will collaborate in learning key skills in devising, curation, design, and the building blocks to creating a show.

With commitment, community and collaboration as the central focus, the group will embark on this chapter with openness and creativity. At the start of the process we will pose the question: “What does co-creation look like when we interrogate the traditional conventions of making multi-disciplinary art that centres creative exploration and joy?”

Key dates

Applications open	Tuesday 16 April 2024
Applications close	Tuesday 7 May 2024
First round interviews	Week commencing 13 May 2024
Second round interviews	Week commencing 20 May 2024
Project start date	Tuesday 11 June 2024
Intensive rehearsals start from	Monday 13 January 2025
Technical rehearsals start from	Monday 20 January 2025
Opening performance	Tuesday 28 January 2025
Final performance	Saturday 1 February 2025

Availability

This is a long and sustained project, with weekly sessions from June 2024 to December 2024. We do not expect the Trainee Assistant Director to attend all of the sessions, and below we have highlighted the key sessions they would attend. There is some flexibility in attendance but we hope the Trainee would be available for a majority of the dates below.

Date		Time	Activity
Tuesday	06 August 2024	6:30-9PM	Progress sharing
Saturday	02 November 2024	11-4PM	Progress sharing
Saturday	30 November 2024	11-4PM	Rehearsals
Saturday	07 December 2024	11-4PM	Rehearsals
Saturday	14 December 2024	11-4PM	Rehearsals
Saturday	21 December 2024	11-4PM	Rehearsals
Tuesday	07 January 2025	6:30-9PM	Touch in day 1
Saturday	11 January 2025	11-4PM	Touch in day 2
Monday	13 January 2025	10-6PM	Rehearsals & Fit Up
Tuesday	14 January 2025	10-6PM	Rehearsals & Fit Up
Wednesday	15 January 2025	10-6PM	Rehearsals & Fit Up
Thursday	16 January 2025	10-6PM	Rehearsals & Fit Up
Friday	17 January 2025	10-6PM	Rehearsals & Fit Up
Saturday	18 January 2025	10-6PM	Rehearsals & Fit Up
Monday	20 January 2025	10-6PM	Tech
Tuesday	21 January 2025	10-6PM	Tech
Wednesday	22 January 2025	10-6PM	Tech
Thursday	23 January 2025	10-6PM	Tech
Friday	24 January 2025	10-6PM	Tech
Saturday	25 January 2025	10-6PM	Preview 1 // Perf 1
Tuesday	28 January 2025	Call time 5PM	Opening Night // Perf 2
Wednesday	29 January 2025	Call time 5PM	Perf 3
Thursday	30 January 2025	Call time 1PM	Perf 4 & Perf 5

There is also the possibility of engaging in further dates across the project, to be discussed with the Associate Artistic Director and the Neighbourhood Theatre Producer.

If you have any regular or prior commitments, please let us know in your cover letter and we will try and accommodate these as much as we can.

Fee

There is a fee of £3,000 to cover your work on the project.

Is this for you?

We accept that it is hard for all directors to secure paid assisting work, and we aim to provide opportunities on all our shows through a variety of schemes and programmes. This role is particularly aimed at new directors and theatre makers who have had limited access to making work or assisting.

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 people and people in the Global Majority
- People who are D/deaf and hard of hearing
- Disabled people
- Neurodivergent people
- Working, benefit, criminal class people
- LGBTQIA+ people

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 audio and video applications in addition to written formats (please see below for more detail).

Essential criteria

We are looking for someone who:

- Has less than two years' experience of working professionally* in theatre as a director or theatre maker but can demonstrate a commitment to a career as a theatre director
- Has limited experience of a professional rehearsal room as a director
- Has not assisted at a theatre equivalent to the scale and reputation of the Young Vic
- Has not studied to Masters' level and above, or the equivalent in a theatre-related subject
- Has been involved as a facilitator, assistant or artist in a project or production working with non-professionals

- Is interested in a collaborative process
- Is interested in multi-disciplinary work
- Is interested in working with large groups/ensembles
- Is interested in devising and co-curation
- Is resident in the UK and has the right to work in the UK at the point of application
- Is not currently in full-time/part-time education
- Has not already been a Trainee Assistant Director at the Young Vic

*We would define professional as: making work with a cast and creative team who have or hope to have theatre as their main career focus and source of income.

Desirable criteria

We are especially interested in hearing from those who:

- Live or work in the London boroughs of Lambeth and Southwark.
- Have experience of working with community members aged 25 and over.

You do not have to be a member of the Young Vic's Genesis Network to apply, but we would encourage you to join so you can continue to find out about events, workshops and opportunities. All our activities are free, and it is where we advertise our paid opportunities. You can sign up [here](#).

How to apply

If you would like to apply, please [fill in our online application form](#), which will require you to submit a CV and a covering video/audio file (up to three minutes in length) **or** a covering letter (up to one A4 page in length), telling us:

- What do you want to learn from this opportunity and how do you hope to use that learning in the future?
- Tell us a little about a project or production that you were involved with that worked with non-professionals and what you enjoyed most about the process.
- What is a piece of work that you want to make in the next 18 months?
- Your availability for the key dates as listed above

Please ensure that your name and contact details are included in your CV, and that your covering audio/video/letter file is your full name.

If you apply in writing, please don't use a small font or extend the margins to fit more on a page. We need an overview of your experience and interest and a well-spaced page of A4 will be enough for us to learn about you and your work.

Equal opportunities monitoring

The online application form includes an Equal Opportunities Monitoring page.

Filling in the Equal Opportunities Monitoring page 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. If you don't want to provide the information, please fill in answering 'prefer not to say' to the questions.

If you have any access requirements, you can upload an access rider using our template, or your own within the application form. The templates will be made available in a link in the online application form.

You will need to be available for the majority of the dates. If you know you have any prior commitments during the rehearsal period outlined above, please let us know in your covering letter and we will try to accommodate these as much as we can.

Selection process

The closing date for applications is **noon on Tuesday 7 May 2024**.

We will contact everyone who expresses an interest and arrange initial 15-minute meetings on Zoom. These initial online meetings will be held in the week commencing **Monday 13 May 2024**. We will send out a link so you can sign up to a date and time of your choice.

Up to six directors will then be invited to second stage meetings with the director. These will take place week commencing **Monday 20 May 2024**. These dates and the meeting location are subject to change in line with the directors' availability but we will give plenty of notice to accommodate availability.

If your availability changes and you can no longer commit to the project, please email opportunitiescreatorsprogram@youngvic.org so we can withdraw your application.

About Young Vic

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.

About the Young Vic's Jerwood Artist Development Pathway

The Young Vic's Jerwood Artist Development Pathway is a holistic program of industry entry points and progression routes for early-career artists.

Through the pathway, we offer intensive learning opportunities including traineeships and assistantships, alongside some of the UK's most exciting artists. We nurture artists at the very start of their creative journey to learn about theatre, and to build skills and collaborative networks through year-long introductory courses. Vitality, all these opportunities include ongoing professional support from the Young Vic team.

This interconnected pathway of training and artist support is the evolution of our 20-year partnership with Jerwood Arts. Together we provide the essential ingredients – consistent opportunities to learn, a community of collaborators and a support network – to ignite and sustain a creative career.