

THE  
WORLD FAMOUS  
A PLAY A PIE  
AND  
A PINT

**GLASGOW LUNCHTIME THEATRE  
ARTISTIC DIRECTOR APPLICATION PACK**

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## Mission

Glasgow Lunchtime Theatre seeks to produce and promote high quality new plays from Scotland, the UK and the rest of the world and to present them in an accessible way to the people of Scotland, with affordable ticket prices and in an informal setting. We concentrate on quality writing and performance. Our plays intend to entertain, educate and inform audiences by exploring a wide range of subject matters. We aim to collaborate with the best artists, co-producers and venues in Scotland and from other parts of the UK and internationally. We support artists right through their careers, presenting work from new and mid-career artists as well as producing the work of established writers and actors. We are committed to facilitating the touring and presentation of this work as widely as possible.

## About the Company

*A Play, A Pie and A Pint* produces the most new-writing of any theatre in the UK. The company was founded in 2004 by David MacLennan. After running for 16 years, the core principles remain steadfast: to present a new play every week at lunchtime which lasts for under an hour with a pie and a pint included in the price of every ticket.

*A Play, a Pie and a Pint* produces 33 new plays a year across two seasons (under normal circumstances) at the Òran Mór in the West End of Glasgow, as well as a Summer and a Christmas pantomime. We work in association with other theatres including The Traverse Theatre, Aberdeen Performing Arts and The Beacon in Greenock to present our works to a variety of audiences across the country.

*A Play, a Pie and a Pint* strives to nurture new talent and to platform emerging voices. We work with a large number of writers, actors and directors each season, all with different levels of experience, from well-known actors to first time playwrights. We operate year-round open script submissions administrated by Playwrights' Studio Scotland meaning that anyone can submit a script to us at any point to be considered for production. We work as a small core team to deliver a large output of work.

Since beginning as an experiment, the organisation has grown considerably over the past sixteen years, and it is now widely considered to be an established part of the Scottish theatre industry:

- To date we have produced over 500 plays.
- We have produced the first professional theatre productions of many first time playwrights including: David Ireland, Daniel Jackson, Denise Mina, Alan Bissett, Gerda Stevenson, Jenny Knotts, Lesley Hart, Lorna Martin, Claire Nicol, Taqi Nazeer, Kim Millar and David Gerow.
- Many of our previous plays have gone on to have other lives such as Fringe runs or developed into larger pieces.

- Six of our plays were filmed and broadcast on the BBC for the first time in 2019.
- We received the Special Contribution to Scottish Culture Award at The Herald Culture Awards 2019.
- We work regularly with other venues, presenting our works in association with The Traverse, Aberdeen Performing Arts and The Beacon. We are constantly looking out for new opportunities for partnerships to enable A Play, a Pie and a Pint to reach new audiences.
- The popularity of A Play, a Pie and a Pint has grown steadily over the years and in Autumn 2019 we averaged a daily audience of 165 people.
- We have featured many well-known actors on our stage such as Robbie Coltrane, Blythe Duff, David Hayman, Elaine C. Smith, Karen Dunbar and Bill Paterson as well as launching the careers of many new performers.
- We work closely with many educational institutions to provide work placement and learning opportunities including the Royal Conservatoire of Scotland, the University of Glasgow, New College Lanarkshire and the Edinburgh School of Stage Management.
- The model of A Play, a Pie and a Pint has been replicated throughout the world, for example by Tiny Dynamite Theatre company in Philadelphia, USA.
- We are a Regularly Funded Organisation through Creative Scotland.

#### Ambitions for the Future

- To continue to produce a high volume of high quality drama.
- To continue to support and promote talent development both in Glasgow and through partnerships in the rest of Scotland.
- To be both flexible and bold in our approach to producing theatre in a mid and post-COVID landscape.
- To platform a diverse and inclusive range of playwrights, including continuing to achieve a gender balance of writers across each season.
- To challenge audiences with work that is not afraid to address political, social or cultural questions or debates.
- To continue to find new partnerships across the world and to strengthen and build upon the relationships that already exist.
- To diversify and increase our sources of income.
- To increase and diversify our audiences.
- To continue to explore new ways to present our work, in different theatre venues and across different platforms e.g. online and TV.
- To be responsive to changes in the theatrical and cultural landscape.

Further information on the company can be found through our website [www.playpiepint.com](http://www.playpiepint.com)

## **Artistic Director Job Description**

### Personal Specification:

- A talented individual with an interest in and commitment to new writing and the work of *A Play, A Pie and A Pint*.
- An enthusiastic and highly motivated individual who will relish the unique environment of *A Play, A Pie and A Pint* and the challenges and opportunities that it presents.
- An experienced and visionary leader who will support and develop the work of artists in Scotland and beyond, and *A Play, A Pie and A Pint*'s role within that.

### Essential Skills and Experience include:

- An interest in and a track record of working with new writing.
- 3+ years of experience working at Producer/Director level.
- A love of the arts and a knowledge of and genuine enthusiasm for the work of *A Play, a Pie and a Pint*.
- Dramaturgy/script reading experience.
- The ability to work both closely as a team and to be self-motivated.
- Strong leadership and excellent communication skills.
- Excellent financial and budget management abilities and experience.
- A strong commitment to Equal Opportunities and making the arts accessible, diverse and inclusive for all.
- Experience of managing staff.
- Experience of contract negotiation.
- Able to work effectively alongside lots of different people and personalities.
- A good working knowledge of technical aspects of theatre including LX, Sound and Stage.

### Desirable additional skills would include:

- Directing experience.
- A successful track record in fundraising from diverse sources and a creative approach towards financing projects.
- Experience of running a venue.

## **Responsibilities**

### Artistic leadership, Programming and Producing

- Creatively and strategically leading the organisation and its future projects, including reading potential scripts and programming *A Play, a Pie and a Pint*'s two seasons per year (33 new plays).
- Overseeing the production of all plays including assigning directors; managing all contracting of artists with the Producer; attending read-throughs and rehearsals; attending performances.
- Overseeing the production of two pantomimes annually for Òran Mór.
- Liaising with associated venues.
- Liaising with and reporting to Creative Scotland as per Glasgow Lunchtime Theatre's funding agreement.

- Expanding A Play, a Pie and a Pint's network of contacts nationally and internationally and proactively seeking opportunities for new collaborations.
- Representing the organisation among the wider industry.
- Personally introducing performances at Òran Mór.

#### Staff Management

- Line managing the Producer, Assistant Producer, Designer, Assistant Designer and other production staff.
- Appointing and managing all temporary staff including actors and directors
- Liaising with representative bodies such as Equity and SSP.
- Working closely with Òran Mór's Director and GLT board member Sandy Gourlay on all operational aspects of A Play, A Pie and A Pint.
- Liaising with the venue staff at Òran Mór on aspects of front of house and health and safety pertaining to Glasgow Lunchtime Theatre

#### Financial Management and Planning

- Overseeing season budget management and cash-flow.
- Assisting with Public Sector Funding applications

#### Working with the Board

- Attending quarterly board meetings. Preparing and presenting an Artistic Director's report at board meetings.

#### **Fee and Working Conditions**

- This is a fixed term contract for two years (to be reviewed thereafter) at a rate of £40k per year.
- The hours of work are flexible although regular attendance is required to put up the show, attending rehearsals and meetings etc.
- The nature of the position (i.e. freelance or PAYE) is flexible and will be adapted to the successful candidate's requirements.

#### **Timeframe**

- Application is by CV and a letter of application. Please send these to [playpiepint@oran-mor.co.uk](mailto:playpiepint@oran-mor.co.uk) with the subject line: ARTISTIC DIRECTOR APPLICATION.
- The deadline for applications is **12 noon on Wednesday 14<sup>th</sup> October 2020.**
- Interviews will be held in Glasgow w/c **19<sup>th</sup> October 2020.**
- The start date will be discussed with candidates at interview. We will be flexible with our approach to the start date. **Please indicate when you would be able to start from in your application.**

## EQUAL OPPORTUNITIES POLICY

**The aim of this policy is to communicate Glasgow Lunchtime Theatre's commitment to the promotion of equality of opportunity within the organisation's policies and practises.**

It is our policy to provide employment equality to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age
- Social or economic background

This includes the permanent staff of Glasgow Lunchtime Theatre, the Board of Directors, groups or companies employed by, or collaborating with Glasgow Lunchtime Theatre. This policy covers all areas of the company's work including management, employment, policies, terms and conditions of service, marketing and publicity and any contact with the public.

This policy, in accordance with equal opportunities legislation, will ensure that every employee and collaborator, potential or actual, and all members of the public that have contact with Glasgow Lunchtime Theatre, will be regarded and treated as an individual.

Glasgow Lunchtime Theatre is committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious working environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy
- Regarding all breaches of equal opportunities policy as misconduct which could lead to disciplinary proceedings

As a theatre company Glasgow Lunchtime Theatre aims to always produce and stage their work in buildings or settings accessible to all.

All permanent positions will be advertised. All documentation relating to permanent positions within Glasgow Lunchtime Theatre, including Job Description and Person Specification, will be completed before the post is advertised.

Any person who feels they have not been treated equally as an employee or potential employee of Glasgow Lunchtime Theatre should inform the Board of Directors of their complaint, who will investigate the matter.

Glasgow Lunchtime Theatre is committed to this policy as a company, but also as a group of individuals who will personally ensure that this policy is implemented in all areas of our work.