

Theatr Clwyd

Music Associate Recruitment Pack



© Milky Peaks (2022)



Home, I'm Darling (2019)



Liam Evans-Ford
Executive Director

Kate Wasserberg
Artistic Director

Theatr Clwyd is currently operating in the most exciting, and critical, period in its history.

In 2021, the theatre became an independent charitable trust and trading group, having been run by Flintshire County Council since opening in 1976.

In addition to the new governance model Theatr Clwyd is in the construction phase of a major capital redevelopment of the main facility in Flintshire, a £45m project supported by Welsh Government, Flintshire County Council and Arts Council of Wales. The project will reimagine what a theatre and arts centre can be, how it can be a home, a place of wellbeing, a place of learning, laughter, delight, and a place of equality and support for all the communities we are here to serve.

We are also now responsible for the running of William Aston Hall in Wrexham, a 1000 capacity concert venue owned by Wrexham University, and we also have the responsibility of running the music service in Flintshire via our partner charity – Theatr Clwyd Music Trust.

Theatr Clwyd is here for future generations, and its vital that we strive towards our mission in all that we do ‘To make the world a happier place, one moment at a time’

We hope you are excited to find out more about this vacancy and can't wait to meet you.



Junkyard (2017)

Theatre Making

Theatr Clwyd has been making world-class theatre in the hills of North Wales since 1976.

We are one of few theatres in the UK to still have scenic construction, costume making, props, and scenic art teams all in-house alongside the lighting, sound, and stage teams. We always aim to offer the warmest environment for creative teams to produce their best work.



To Dream Again (2016)

We have two permanent theatre spaces – a 600 seat proscenium arch theatre and a fully flexible 250 seat studio theatre.

Whilst the redevelopment takes place, we have taken ownership of The Mix Theatre next to the main theatre complex, a 270 seat end-on auditorium with an in-built LED lighting rig of over 500 lights.

Before the start of the redevelopment, we produced between 12-14 shows per year, made up of a combination of world premieres and re-imaginings of contemporary classics with a focus on artists born, raised or living in Wales. We make work on our stages, online and in our communities, and have delivered with major co-producing partners.

We have a flexible approach to theatre programming, with no set seasons of work, with the only fixed element being our Rock 'n Roll Pantomime that attracts around 30,000 audience members annually.



Productions over recent years include *Home, I'm Darling* (a co-production with The National Theatre); *The Assassination of Katie Hopkins*; the immersive *Great Gatsby*; *Isla* (a co-production with the Royal Court, and then re-commissioned for BBC TV); and the digitally delivered *The Picture of Dorian Gray*.

The development of theatre-makers is a core part of our approach, and we are always striving to go further. We work with all disciplines to support and nurture the next generation of theatre-makers in our communities, in Wales, and beyond, and have significant partnerships in place with organisations such as Royal Welsh College of Music and Drama.

We regularly employ 400 freelancers each year across theatrical and artistic disciplines.

We love making theatre of all scales, and in addition to core team members with dedicated theatre-making disciplines we spend between £1.2m-£2m each year directly on theatre production.

We are committed to the Theatre Greenbook programme as we work to ensure our operations are environmentally sustainable. We are also in the early stage of a partnership called Craidd, which aims to make the theatre sector in Wales the most open and accessible theatre sector in the world.



In recent years, Theatr Clwyd has won an array of prestigious awards including Best New Musical (UK Theatre Awards), Digital Delivery (WhatsOnStage), Regional Theatre of the Year (The Stage) and an Olivier award for Best New Comedy for *Home, I'm Darling*.



Theatr Clwyd from above (2021)

Our Building

The Theatr Clwyd building in Flintshire was opened in 1976, and is astonishing in its ambition, scale, and quality of provision. Its Grade II listing in 2018 noted it as *‘an important example of a post war civic arts and theatre complex, the key example of this building type in Wales and one of the leading examples in the UK.’*

Pre and post capital the building hosts two main auditoria, a cinema, gallery spaces, and events spaces.

The £45m investment will offer high-quality rehearsal rooms, revitalised theatres, and fit for purpose theatre-making spaces for all of our in-house teams.

There will be dedicated space for training in theatre-making, our work with young people, our referral partnerships for health and wellbeing, and events and catering spaces to help increase revenue generation.



Main House (2019)

Our front of house areas are re-imagined to be open and welcoming, make the most of our stunning location, and allow us to become an all-day destination that can welcome young families for creative play, as well as those who want to enjoy food and drink with friends and family. Both front and back of house areas will have the highest of accessibility standards delivered for company members and visitors alike.

The new building will be gas free, will harvest rainwater and solar energy, and will be able to operate at carbon neutral, on a good day at carbon positive.

The scheme has been developed with Haworth Tompkins whose previous theatre buildings include London’s Royal Court, The Young Vic, Liverpool Everyman, Bristol Old Vic, and The National Theatre.

We are due to receive the building back in the summer of 2024, with no plans to open to the public until winter 2024, and the expectation of a full season of programming beginning in 2025. [Click here](#) for more information.



Redeveloped Building Images | By Howarth Tompkins





The Assassination Of Katie Hopkins (2018)

Our Business

Theatr Clwyd Trust and trading group, and Theatr Clwyd Music Trust which delivers all music education in the county, have an annual turnover of around £7m which is made up of core public funding and earned income.

We are the third biggest client of the Arts Council of Wales, currently receiving £1.8m per year and generate around £1.8-£2m per year via our box office.

In July 2022 Theatr Clwyd took on the running of William Aston Hall, a 1000 seat concert hall in Wrexham University. The site, located in the largest city in North Wales and only 20 minutes from our base in Flintshire, allows for different elements of programming including high profile standup comedy and current and popular music. The wider partnership with the university towards training and development is enhanced by our management of this venue.

Pre-pandemic we attracted 200,000 visitors to live events at our site in Flintshire, and a further 100,000 attendees to Creative Engagement and Music activities. Between 2018-2020 we had over 500,000 people see a Theatr Clwyd production elsewhere in the UK.

Post-pandemic we are in a strong position, with audience numbers at a recognisable pre-pandemic level, and positively benchmarked compared to other similar venues in the UK. We have sensible levels of reserves in place, and long standing funding relationships with both Arts Council of Wales and Flintshire County Council.



Our Community

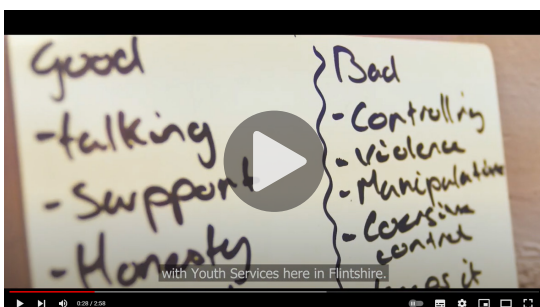
Our work with our communities is at the heart of what we do and has equal status with the work we produce and present on our stages. We have one of the largest Creative Engagement teams in the UK and the whole company are involved in community activities.

Working in partnership is one of the key ways we deliver support and social care within the community. Social Services have been a long-lasting partner, and this was strengthened during the pandemic where we co-created programmes with some of the most vulnerable young people in our community.

We also have a long-standing partnership with our NHS Board, Betsi Cadwaladr, working with local hospitals and care homes creating intergenerational projects and award-winning work supporting those with memory loss. For the last 5 years we have streamed our major Christmas production into every hospital in North Wales, and to over 60 care homes in the region, for free.

We have weekly workshops for all ages (our youngest member is 4 years old and our oldest 78 years old) and we strive to create socially engaged projects and a high standard of productions with and for these groups.

We work closely with schools all over North Wales, taking civic responsibility projects into schools based on identified need, and each week we deliver over 1000 music lessons via our in-house team of musicians.



We keep a promise to all our participants.
We will always listen so that we never stop learning.
We will always care so that you can achieve your dreams.
We will create together.
We will always be your home.

More information on our work for communities can be found [here](#)



Lord Of The Flies (2018)

Our Company

Our company is made up of our 140 direct core company members, 100 relief and seasonal company members, over 400 freelance artists and practitioners each year, and 150 volunteers who work with us on a regular basis as ushers and across other disciplines.

The main Theatr Clwyd Trust Board is made up of a dedicated and skilled set of trustees.

More information on the board can be found [here](#).



Theatr Clwyd Music

Theatr Clwyd Music Trust provides opportunities for children, young people and adults to take part in musical activities and supports accessible progression pathways through lessons, groups and ensembles, performances, workshops and events. We have a talented team of Music Associates with a range of musical specialisms who work with schools and communities in Flintshire and across the region. We work closely with colleagues within the Theatr Clwyd families, especially the Creative Engagement Team, and we also develop strategic partnerships with regional and national organisations.

We currently work with over 3000 children, young people and adults each week, including, 1900 year 3 pupils with our First Experiences whole class teaching programme. Alongside teaching in all of Flintshire's schools, we also offer lessons out of school through our Music Pathways programme and run 9 ensembles including choirs, wind bands and a pop and rock group. We also work in partnership across the region and more widely, with our Tri County Ensembles courses engaging over 120 young instrumentalists and singers from across North East Wales.



The Role

- **Role Title** - Music Service Associate
- **Contract Type** - Permanent
- **Family** - Music
- **Team Specialism** - Music
- **Hours** - Woodwind: 15 hours per week/Guitar: 22 hours per week.
- **Starting Salary** - £26,940 (pro-rata) per annum
- **Salary Grade** - M6-18
- **Reports to** - Music Associate Team Leader

We are looking for an inspirational and committed teachers to join our team of Music Associates delivering high-quality lessons, ensembles and workshops across Flintshire. The majority of teaching will be in schools, but lessons also take place out of school time and there may be the opportunity to be part of our teams leading groups and one off workshops.

Purpose of the Role

The Music Service Associate will be responsible for planning and delivering high quality individual and group instrumental/vocal teaching, workshops sessions and ensemble programmes as directed. They will also play a creative and practical role in the delivery of performances, workshops and events. As an advocate for the work we do with young people and the wider community, they will contribute to the overall vision that builds on our reputation for high quality, creative learning and meaningful engagement.

Job Description

Key Responsibilities

- Inspiring your students with a love of learning and making music.
- To teach a range of progressive music skills enabling students to learn, in an enjoyable way, to play an instrument, to sing and/or to use music technology.
- To deliver high-quality music tuition to a broad range of students across a range of settings:
 - fostering a supportive and inclusive learning environment for all pupils.
 - using musical repertoire/material that represents different styles and cultures.
 - exploring and utilising a range of teaching and learning strategies.
 - planning lessons and learning programmes.
 - monitoring, assessing, and reporting musical, personal and social progress.
 - involving students in planning how they want to learn and make music.
 - developing resources and adapting practice to suit the needs and interest of all learners.
 - creating positive and inspiring relationships with students
 - signposting and monitoring uptake of progression opportunities
- To lead and direct musical ensembles/groups as required, preparing suitable material, and supporting performance or recording opportunities.
- To lead workshops and one off events as required, working in collaboration with colleagues from TC and partner organisations
- To work as part of a team and foster positive relationships with all school and setting based staff, other Music Associates, management, Theatr Clwyd company members and senior leadership.
- Communicate with other professionals about pupils' learning needs, to identify and remove barriers to progress and welfare (for example, talking to a school SENCO).
- To regularly reflect on and develop your own professional practice; to undertake a range of Continuing Professional Development, training, and networking opportunities.
- To prepare pupils for informal or formal exams or accreditations.
- To keep registers, lesson notes and undertake other administrative tasks necessary to the smooth running of activities, including providing pupil data, communicating with schools and parents and supporting overall organisational evaluation.
- To support the efficient use of instrumental stock and resources, including keeping accurate records.
- To engage proactively with Theatr Clwyd Music's processes and ways of working, including using online systems and software for record keeping and communication, and attending meetings, training and wider company meetings as required.
- To observe all Theatr Clwyd Music and Theatr Clwyd policies including Health and Safety and Safeguarding; to promote and safeguard the welfare of children and young people, with a mandatory responsibility to report any identified concerns in line with Theatr Clwyd's policy.
- Support the strategic aims of Theatr Clwyd Music, advocate for the power of music and arts education and the work of Theatr Clwyd, and support ongoing student recruitment and school and community engagement.
- To undertake any other duties as reasonably required by the Director of Music

A photograph of a woman with long braids, wearing a white shirt, smiling and holding onto a metal pole of a climbing wall. In the background, a man wearing a yellow shirt, blue shorts, and a white helmet is also on the climbing wall. The scene is lit with blue and green lights.

Person Specification

Section 1. Knowledge and Experience

Essential

- Experience of learning, creating, and performing music and/or facilitating music education.
- Understanding of the benefits of different ways of learning music
- Understanding of the barriers that young people may face to making music.
- Understanding of how learning music supports personal and social development.
- Understanding of what motivates students, and especially young people, to learn.
- Experience of rising to a challenge, and knowledge of when and how to seek support.
- An interest to deliver a student-centred learning experience which values and responds to the needs and interests of individuals, within and beyond your musical specialism.

Desirable

- Experience of helping others to develop musically, personally, or socially.
- Experience of teaching or facilitating learning/development in a range of settings, which may include school, youth, or community settings.
- Knowledge of how to differentiate teaching to the interests, needs, and learning styles of a wide range of people.
- Experience of developing and adapting resources to respond to learners' interest and needs.
- Awareness and appreciation of the educational value of a diverse range of musical genres and practices.



© Sleeping Beauty (2023)

Person Specification

Section 2. Skills and Competencies

Essential

- A high level of proficiency in your area of specialism, e.g. instrument, vocal, music technology
- Ability to plan and deliver high-quality learning experiences to engage and progress a wide range of students, musically, personally, and socially.
- Ability to create a safe learning environment, and to communicate effectively to build positive relationships with students and colleagues.
- Ability to relate and listen to students to plan activities that respond to their interests and needs.
- Strategies for managing learning in groups; creating learning that offers a level of challenge and independence appropriate to age, ability, capacity, and context.
- A full driving license, together with access to use of a car and insurance appropriate to use the car for business purposes as well as travel to and from work.
- A flexible approach to work and willingness to work evenings and weekends on an ad hoc basis, when required to meet the needs of the organisation
- This post requires an enhanced DBS clearance to be renewed every three years as Theatr Clwyd Music works closely with young people and schools. Other appropriate checks and safeguards may also be required.

Desirable

- An ability to reflect on, refine and develop teaching practice.
- Spoken and written Welsh.
- An ability to work flexibly, responsively, and calmly under pressure.
- An understanding of how music can benefit the whole child/community.
- Ability to encourage independent learning across a variety of genres.



The Importance Of Being Earnest (2017)

Recruitment Process

Link to apply: <https://theatrclwyd.staffsavvy.me/apply/>

Closing date: 14th February 2025, 5pm

Interviews: First round week commencing 17th February 2025

Shortlisting of applications and interviews for the role may take place while the advert is live; the advert will close once the successful candidate(s) are found. Candidates are therefore encouraged to submit applications as soon as possible.

For more information or an informal chat about this role please contact:

Cath Sewell

Director of Theatr Clwyd Music Trust

Cath.Sewell@theatrclwyd.com

Benefits for Company Members

- Complimentary tickets for Theatr Clwyd shows and events, subject to availability and policy
- Discounts in the theatre's café bar and gift shop
- Pension scheme with NEST
- 32 days annual leave (including bank holidays), pro rata, increasing with length of service
- An in-house Wellbeing Programme
- Access to Occupational Health
- We are also a member of Parents and Carers in the Performing Arts (PiPA)



Equal Opportunities

We want our company to be representative of all sections of society and welcome applications from everyone.

We believe diversity is about celebrating and valuing individuals. We have an equality of opportunity approach and aspire to give everyone the chance to achieve their potential.

We would be grateful if you could please complete our [Equal Opportunities survey](#).

We would love to hear from you in whatever way feels most appropriate to you.

If you would like to access this application pack or submit your application in another format, we would be happy to speak to you about your needs.

Please contact us on 01352 344101 or people@theatrclwyd.com to discuss further

Theatr Clwyd recognises that the ability to communicate in Welsh is an important and valuable skill in the workplace. We welcome applications for any post from candidates who are able to work in both Welsh and English.

We will contact all unsuccessful candidates to tell them they have not been shortlisted for interview.