



company

***Resident Artist
Job Pack***

Here at Company Three, we are looking to complete our exciting team of artists by recruiting a new Resident Artist. This role is a fixed one-year contract, working 4 days a week. The Resident Artist will bring their experience, energy and creativity to enhance our work at Company Three.

The Resident Artist will co-create performances with our members. They will deliver with the team our year-round programme of workshops and performances, working with young people to tell their own stories and make their own change.

We are looking for someone to bring their theatre-making experience to Company Three; this does not have to be directing. It could be writing, movement or something new, though being able to create work and run workshops is essential.

They will lead, create and direct a brand new performance with one of our groups, lead workshops in schools and support the creation of our flagship plays by working with our Artistic and Associate Directors.

As part of the Artistic team, they will spend time reflecting, shaping and strengthening Company Three's practice through learning and exchanging with other companies and in our practice lab sessions.

They will be an essential member of the Company Three team, supporting all areas of the charity to be as equitable, caring and responsible as we can be.

About Company Three.

Company Three is a leading force for change for teenagers in our local community and around the world. We are a theatre company led by the ideas of our 75 members aged 11-19. We develop our practice through deep-rooted relationships locally and share our practice globally to impact teenagers everywhere.

Working in Islington, North London, we make transformative theatre through long-term, intensive collaboration between young people and professional theatre-makers. Our plays have been performed at the National Theatre, Battersea Arts Centre, the Royal Exchange Theatre, Yard Theatre and on the BBC. In 2022 we won Community Project of the Year at The Stage Awards for our production of *When This Is Over*. Our acclaimed show *#BlackIs...* completed its second run at The New Diorama Theatre in September 2023.

We share our plays and practice to benefit teenagers everywhere. More than 300 companies worldwide have made a version of our play *Brainstorm* and during the pandemic we brought hundreds of youth theatres in 18 countries together to make the [Coronavirus Time Capsule](#). We have trained thousands of artists, teachers and practitioners through our *Making Theatre with Young People* courses.

At Company Three we believe youth theatre can be a place of community, radical art and social change. Despite our global reach, we are fiercely local to, and are proud to work with, the young people of Islington about the issues which affect them most.

The Social GRACES.

Company Three aims to create a safe, inclusive space for everyone involved in our work. We believe that a real commitment to equity, equality, and diversity means not waiting for harm to happen, but to be proactive in recognising and challenging inequality in our own practice and the world.

We call our work in this area the Social GRACES, an acronym for the ways in which we are all different: Gender, Gender Identity, Geography, Race, Religion, Ability and Disability, Age, Appearance, Caste, Class, Economics, Education, Employment, Ethnicity, Sexuality, Sexual Orientation, Spirituality.

For more information see www.companythree.co.uk/social-graces

Resident Artist

| | |
|--------------------------|--|
| Responsible to: | Artistic Director |
| Terms of Contract | 1 year 0.8 fixed term contract |
| Hours | 4-days per week |
| Holiday: | 25 days holiday pro rata (not including 8 days statutory holiday) <i>We are open to giving space in the year for the Artist to take up freelance projects as long as they don't clash with Company Three's core programme this could be a regular freelance session or a set period of time off to deliver a production. We will also pay for additional delivery days around intensive periods in the school holidays.</i> |
| Salary: | £31,793 (pro rata'ed to £25,434 for a 0.8 contract) |
| Probation period: | 2 months |
| Notice period: | 6 weeks |

Principal purpose of the role

The Resident Director supports the delivery of Company Three's artistic programme, leading core company projects, workshops and other activities as well as other satellite projects. Working as part of a collaborative artistic leadership structure, they play an active role in regular practice labs to interrogate and develop C3's practice and methodology, as well as contributing to monitoring, evaluation, dissemination and external partnerships.

Principal responsibilities and accountabilities

Artistic programme

- Work with the Artistic Director to support the planning and delivery of Company Three's artistic programme
- Contribute to development of overall artistic strategy and plan activities to meet organisational aims and objectives
- Attend and contribute to weekly practice labs engaging in discussions around artistic practice and interrogating C3's practice and methodology
- Support the Artistic Director and wider team with research, development and feedback as required

Project development and delivery

- Conceive, create and direct projects and plays for C3 members to perform and work with the Associate Director and additional Project Producers to develop larger productions
- Create and run core company and outreach workshops and intensive projects to engage C3 members and co-create plays with them as collaborators
- Participate in and run additional 'edgeland' enrichment activities, such as Den nights, theatre visits and other events
- Work with the Producer (Core Company and Projects) to monitor the wellbeing and personal development of C3 members and ensure they get the maximum possible benefit from their participation

- Provide a link between the personal development of core company members and the planning and development of artistic work.

Satellite projects and partnerships

- Lead workshops and projects in our local community – including in schools, and with partners such as social services, community groups or charities
- Take part in partnership projects, including commissioned work and sector-wide partnerships, to engage C3 members and/or other young people as required
- Participate in training courses for external professionals to support the Artistic Director in disseminating C3's co-creation methodology as required

Other duties

- Capture material for marketing and communications, and develop material for dissemination purposes
- Contribute to monitoring, evaluation and wider company planning
- Represent C3 at external meetings as appropriate

Person Specification

| | Cover letter | First interview | Second interview/ Workshop Session |
|--|--------------|-----------------|------------------------------------|
| Artistic Programme. Can display a commitment to delivering high quality work with children and young people. | X | X | X |
| Artistic Practice. Can speak confidently about practice and express a willingness to further develop their work in this area. | X | X | |
| Workshop Design. Can respond to needs identified by the company and the young people to develop and design new workshops to be delivered to the core company and as special one-offs. | X | | X |
| Collaboration Can demonstrate the ability to listen to others and work together as a team to create the best possible outcomes. | X | X | |
| Creating Productions. Can evidence ability to create a high quality devised work from origination to production, including working within a production team. | X | X | |
| Our Members. A strong understanding of the issues faced by young people in Islington, particularly for those who share the backgrounds of our members. | X | X | X |
| Social GRACES. An open, reflective approach to inclusion, diversity and equity. | X | X | X |
| Safeguarding. Experience and knowledge of safeguarding practices. | X | X | X |
| Care Can demonstrate a commitment to care in the delivery of work and pastoral support for young people. | X | X | |

Applications.

We want everyone who believes they meet the person specification to feel comfortable and confident applying for this role. It is our responsibility to make the application process accessible - if you require this pack in a different format or if you would like to apply in a different way, please email Kami Gakuru at kami@companythree.co.uk.

Applying

Please apply by submitting your CV and cover letter (maximum 2 pages) or 5-minute video setting out how you meet the person specification by the application deadline, as per the instructions on our website.

To apply, please go to www.companythree.co.uk/jobs, fill in our online form and upload your CV and cover letter or video when prompted. Please ensure your CV and cover letter are saved as a single PDF file with the following filename: *Surname-first name-Resident*

Interview process

We will contact you to let you know we've received your application after the application close date and then again by Tuesday 21 May to tell you if you have been shortlisted or not.

If we invite you to interview, we will send you a copy of the interview questions in advance, along with the names of people on the interview panel, which will include staff members and young people.

Our interviews are friendly and open. We want you to do your best in them. Feel free to bring notes and dress however you feel most comfortable. If you have any access requirements, please tell us when we invite you to interview and we will meet them.

If we invite you to a second stage interview, we will ask you to deliver a workshop and will pay you to do this.

We will offer individual feedback to all candidates after both first and second stage interviews, but regretfully, we do not have the capacity to offer feedback to everyone who applies.

If you have any questions or concerns, please contact Kami at the email address above.

Key Dates

Application Deadline 7pm, Thursday 16 May

First Interview: Thursday 28 May

Second interview: Thursday 6 June

Some Frequently Asked Questions...

Here are some Frequently Asked Questions we usually get. Of course, if you have any more questions, please drop an email to kami@companythree.co.uk with the subject heading "Resident Artist Application Question".

Is being linked to Islington super important?

If you're not from or have worked in Islington, then being from or have worked in a community similar to Islington is really important because the young people you will be working with and creating with will be from Islington.

How many shows do you create or put on per year?

Our program starts with a July summer project, and then we have a week-long residential, which is about idea generation. We then have a scratch night to showcase whichever ideas we have honed from residential in December, and we will then work on ideas from January to April, when we will have an 'Assembly' to show the 1st draft version of what's been fleshed out from Scratch. If any of the Assembly shows have promise, we will work on fleshing them out into full plays. Plays can also come from affinity groups, which are separate identity-based groups from the weekly session groups. Affinity groups are set up and suggested by the young people and supervised by core staff. It gives the space to tell stories and find solidarity through the lens of a specific issue that the young people face. The outcome isn't always a play, either. Some groups have come up with short films, comedy sketches, photography, zines and more.

What is the make-up of the weekly session groups?

We have 75 core company members. We have the 678 Project for 11–13-year-olds. We then have the core company, who are the 14–18-year-olds. We do split the 14-16's and the sixth-formers. The affinity groups are not split by age and mix 14–18-year-olds. Our residential week away is for everyone from 13 to 18-year-olds (year 8 to year 13).

Are you strict on the applicant having only an artistic background?

Experience with young people, co-creation and show-making is a must. It can be dance, music, or visual art. You don't have to currently be in an explicitly artistic role, but all the pieces of your experience should come together to form the full foundation of what we are looking for to fulfil the role.

How are you measuring the personal specification criteria in the application process?

We will be asking about this at the interview stage. We will be sending all those questions in advance.

How do we recruit to the company?

We like to recruit mostly through our 678 project so that young people are with us for the most time they can possibly be. We have great relationships with Islington schools, so if we

need to top up numbers, we go out and do workshops in different schools and select kids who we think would benefit most from what we do. This isn't always kids who want to be actors; it's also kids who need community, confidence, creativity and experiences. They also can't be accessing arts provisions elsewhere. We get referrals from teachers, community leaders and social workers. We often ask ourselves, "Who's missing from this company?" and work towards engagement sustainably and over the long term.

Do we teach theatrical conventions or let them explore for themselves?

We do both. We have facilitators who are skilled in different things. We specifically explore this in Adventures, one of our summer programs. We do sessions in clowning, writing, voice, singing, dance and stage management. We also ask the young people what they want to learn, and we encourage them to use those skills and keep them in mind in the ideas they create. We are not a theatre training company. We teach and help our members tell their own stories in their own way and encourage whatever medium or outcome they choose.