

**MARLOWE
THEATRE**

RECRUITMENT PACK

DIRECTOR OF VOCATIONAL TRAINING

THE MARLOWE THEATRE

ABOUT US

The Marlowe Theatre, Canterbury is one of the UK's most successful large-scale regional theatres (UK Theatre of the Year in the Stage Awards 2022). Our mission is to be the engine house for the performing arts in Kent, shaping the spirit of our region.

We bring West End musicals, national companies, a symphony orchestra season and high-profile tours to Kent audiences, in a year-round programme of theatre, dance, opera, music and comedy in our 1,200-seat Main House. Last year we launched Marlowe Theatre Productions and began producing large-scale plays, made in Kent and touring nationally. Our 150-seat Studio is dedicated to the development of new ideas, with a mix of R&D with resident and visiting companies, sharings and presented shows, plus a family show at Christmas.

Our ground-breaking work with young people focuses on skills development and includes co-delivery of a UAL Level 3 Performing Arts course with East Kent Colleges Group; being the national home of Matthew Bourne's New Adventures' Cygnet School and the RSC's Associate Theatre in the South East.

We are committed to supporting and investing in artists. Our Artist Network, a community for artists and theatre-makers of all backgrounds and disciplines, has over 450 members, and gives artists access to development and networking opportunities, including a mentoring scheme. Our Writers' Room, led by award-winning playwright Leo Butler, brings together aspiring and emerging writers in Kent and allows them to hone their craft under the tutelage of one of the industry's best mentors. We celebrate our commitment to new writing annually with our Writers' Room Festival, a multi-day festival with a programme of never-before-heard rehearsed readings, talks from industry experts and insightful panel discussions.

KEY STATS 2024/25

397,000 people attended a show

£17.7m annual turnover

£50m economic impact to our region



The cast of *Juliet*. Photo by Matt Crockett.

In 2024/25 we worked with

4000+ young people

63 local schools

As the largest performing arts employer in the region, we are committed to developing the workforce of the future, providing apprenticeships and work experience opportunities for over 100 young people every year across all areas of theatre-making.

We are also fast outgrowing our spaces and developing major capital projects as a result, including turning the 800-year-old Poor Priests' Hospital within the city walls into a Creative Learning Centre and free heritage destination, with support from Levelling Up and the National Lottery Heritage Fund. We are also looking towards the long-term development of our theatre building, increasing our technical and producing capacity.

Our investment in our loyalty strategy has ensured that we have consistently strong and engaged audiences for our varied programme. We've also received recognition from our industry, winning a Stage Award for our innovative approach to supporting the theatre sector and a Workforce Award from UK Theatre

for our investment in our People Plan, ensuring our high calibre team are rewarded and supported.

We are a Creative Green organisation and are committed to taking action on climate change and environmental sustainability.

“The Marlowe Theatre took the Theatre of the Year title for its extraordinary engagement projects with artists and audiences.” - The Stage

In 2025 we offered:

Over **1,000** hours of work experience and careers-focused workshops for **894** students with our local education partners.



THEATRE OF THE YEAR
2022



BEST THEATRE IN KENT
2024



WORKFORCE AWARD
2022



EAST KENT APPRENTICESHIP AWARD
2025



ABOUT THE ROLE

The Marlowe Theatre's mission is to be Kent's engine house for the performing arts, shaping the spirit of our region.

We are committed to investing in the next generation of theatre-makers, recognising that vocational training sits at the heart of the long-term health, diversity and sustainability of both our organisation and the wider creative sector in Kent. Our next business plan sets a clear ambition to significantly expand our vocational training programme: creating accessible, high-quality routes into careers in the performing arts and actively addressing structural barriers to entry.

The Director of Vocational Training will be responsible for developing and delivering an ambitious strategy, building on long term partnerships and forging new relationships. Working across the organisation, we want to be a centre of excellence for vocational learning and training, supporting people to study, work and build their creative lives in Kent.

Our current programme includes:

- **The Marlowe Academy of Performing Arts**, an educational programme in partnership with East Kent Colleges Group designed for 16 to 19-year-olds to gain world-class experience in the theatre industry, leading to a UAL Level 3 Qualification
- The national home of **Matthew Bourne's Cygnet School**, a dance training programme for 12-24 year olds
- Our award-winning **apprenticeship programme**, now in its fourth year
- Working in partnership with Canterbury Christ Church University to deliver a **BA (Hons) Performing Arts Degree**
- Over 1,000 hours of **work experience** for Canterbury College students
- Schools careers insights through our **Shine a Light** programme

We want to grow this work and develop a cohesive plan for vocational training, identifying skills gaps across the sector and creating meaningful training opportunities to address them. Harnessing regional and national opportunities, the Director of Vocational Training will drive this work at the Marlowe Theatre, putting us at the forefront of the skills development agenda.

You will bring your knowledge of UK skills frameworks and the higher or further education sector alongside your passion for creating access to careers in the performing arts. A strategic thinker, you will harness opportunities and be able to develop new ideas, creating coherent delivery plans using the expertise within the organisation to deliver best practice in vocational learning. You will strengthen our role on the national landscape through excellent communication, relationship building, and advocacy.



JOB DESCRIPTION

Job title Director of Vocational Training

Reports to Executive Director

Salary £54,979 per annum

Job purpose

Leading on the strategic development, management and implementation of the Marlowe Theatre's vocational education programme in line with the ambitions and priorities in our business plan.

Principal accountabilities

- To develop and deliver a strategy for the Marlowe Theatre's vocational training programmes.
- To build upon and develop partnerships with Further Education and Higher Education providers to co-develop and co-deliver vocational training qualifications.
- To champion vocational training at all levels of the organisation, creating a cohesive plan with cross organisation buy in.
- To represent the Marlowe Theatre's skills development and training work both regionally and nationally, identifying opportunities for development including the national and regional skills agenda.
- To develop and manage the Marlowe Theatre's award-winning apprenticeship programme to deliver high-quality apprenticeships.
- To contribute to the development of policy and play a significant role in the strategic direction of the Theatre as a member of the Strategic Management Team.
- To drive your own career and skills development, making the most of the opportunities made available to you.
- To work in a safe and legal way to comply with regulatory and legislative requirements.
- To live and represent the Marlowe Theatre's values.

Working with us

We offer a comprehensive staff benefits programme designed to reward, support and inspire our people. Benefits include complimentary tickets to performances at the Marlowe, generous staff discounts in our on-site restaurant and café, enhanced pension contributions and access to additional annual leave after three years' service. Our award-winning People Plan underpins everything we do, featuring a wide-ranging Employee Assistance Programme for health and wellbeing support, and a staff wellbeing and social fund that enables teams to bid for exciting activities that promote connection and team building.

Required attributes

Required qualities

The Marlowe Theatre's core values are to be authentic, supportive, resilient, collaborative, inclusive and passionate in everything we do.

We actively seek to represent the diversity of our society.

To live our values, our Director of Vocational Training should be:

- A collaborative leader
- Able to advocate passionately for this work
- Inclusive in their approach to developing new programmes
- A motivated self-starter

Knowledge

- Some knowledge of the creative industry landscape
- Good knowledge of safeguarding requirements

Skills

- Excellent project management skills
- Advanced written and verbal communication skills
- Good people management skills
- Good budgeting and financial planning skills
- Good problem solver and creative thinker
- Good strategic planning skills

Experience

- Significant experience in the development of vocational qualifications
- Previous experience as a senior manager or as a member of a leadership team
- Proven experience of developing effective and strong strategic partnerships
- Experience of effectively scoping, resourcing and scheduling vocational training programmes
- Experience of setting and managing budgets
- Experience of evaluation and reporting, using data for evidence led programme development and impact measurement

Job dimensions

Number of staff reporting to the job holder

1 (other management responsibility to be agreed with position holder)

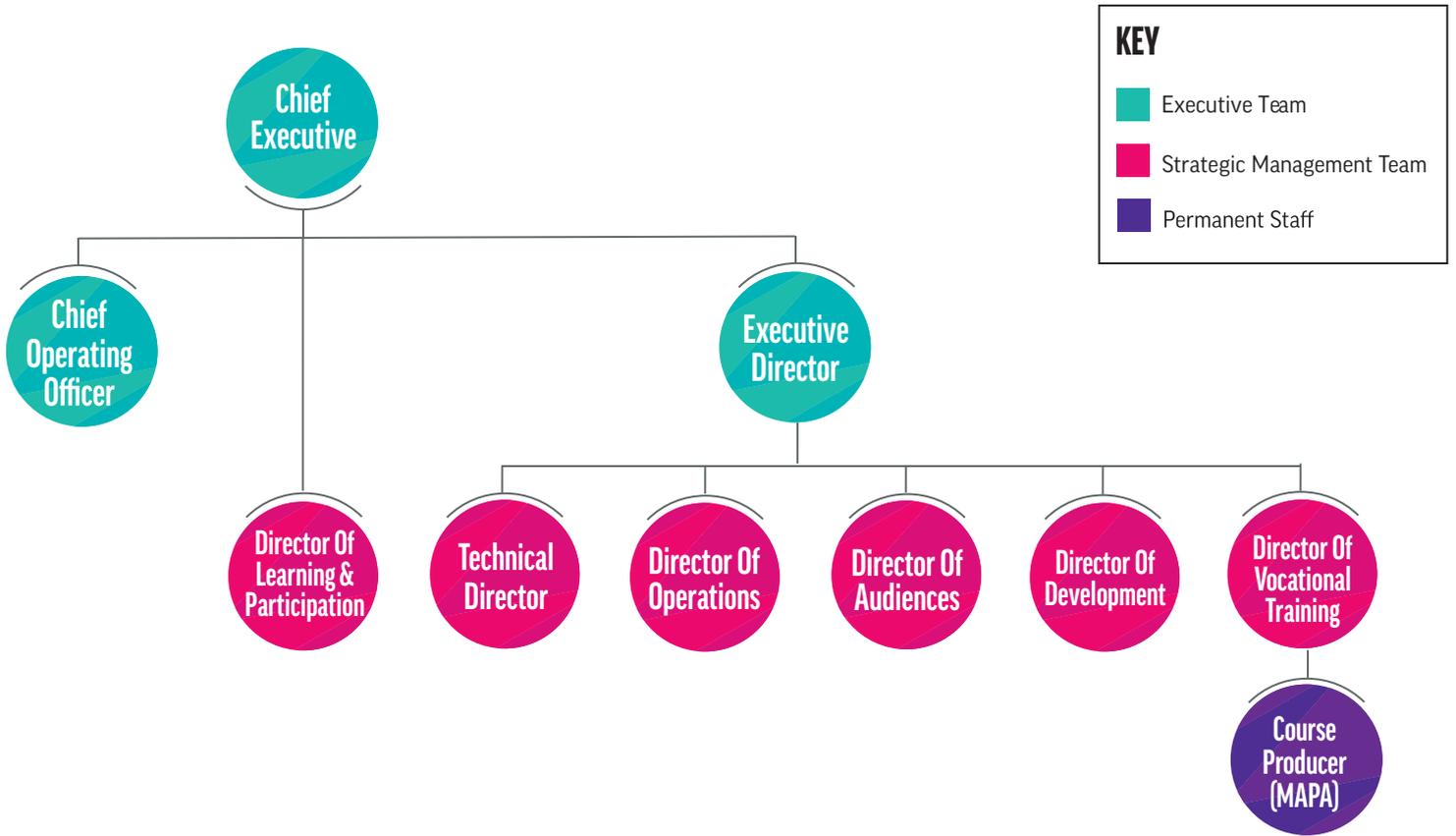
Working environment

The Marlowe Theatre is open to flexible working so talk to us about how you think you can best deliver this job and about your flexible working needs.

The Marlowe Theatre's performances happen mostly in the evenings and at weekends. In order to deliver the best service to our customers, all of our posts, whether frontline, strategic, planning or support roles, require some evening and weekend working.

Any other relevant information

The successful candidate will be required to undergo an Enhanced DBS check as part of the recruitment process.



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