



**BELGRADE  
THEATRE**  
COVENTRY

# CANDIDATE PACK **CREATIVE ASSOCIATE**

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# HELLO AND WELCOME

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**Thank you for your interest in this role. It's an exciting time to join the Belgrade Theatre, as we springboard into the future, building on a completed £5.5m capital project, leadership change and recent ACE Uplift to a Band 1 organisation.**

The Belgrade Theatre is one of the largest professional producing theatres in the West Midlands, engaging 250,000 people annually through high quality performances, training, education and community outreach. We have 2 auditoriums (858 and 250 seats), 4 studios, a production workshop, café, bar, new conferencing facilities, and a digital innovation space.

In January 2022, Laura Elliot and Corey Campbell took over the leadership of the organisation. For the past 18 months they have been implementing ambitious plans to build on the theatre's rich history of pioneering theatre, participation, and talent development and realise a lasting place of sanctuary for creatives and communities.



# OUR MISSION AND VALUES

## OUR VALUES

**ACTING TOGETHER:** We believe by collaborating, we'll be greater than the sum of our parts, working collectively to the power of Coventry's people.

**COME AS YOU ARE:** We believe in providing an inclusive experience to ensure everyone who encounters us can do so as themselves, and that lived experience empowers the LIVE experience.

**EVOLUTION NOT REVOLUTION:** We believe in learning from each step we make and that this propels the next, every exit can become a new entrance.

## OUR STRATEGIC PRIORITIES

**REPUTATION:** Grow the profile of the Belgrade as a centre for transformative theatre, contributing to the cultural profile of Coventry and wider region.

**RESILIENCE:** Future proof the organisation, securing long-term financial and environmental sustainability.

**INCLUSION:** Embed diversity, access and inclusion in every aspect of what we do.

## THE BELGRADE THEATRE'S MISSION:

To be an inclusive, people-first theatre that provides transformative experiences, diverse storytelling, mutual learning, and enrichment.

### As a STAGE FOR COVENTRY:

We produce and present performances that celebrate our city's diverse stories, artists and communities, and share them with the world; building a reputation for diverse, inspirational theatre.

### As a THEATRE OF LEARNING:

We invest in our region's talent, using our facilities and staff to provide training and opportunities for the next generation of artists and leaders.

### As a THEATRE OF TRANSFORMATION:

We provide space and opportunities for people to explore their creativity and enrich their health, belonging and education.

Over the next 3 years we will lead a 'people first' approach; prioritising co-creation and cultural democracy; aiming to be a leading example of an inclusive learning theatre that sits at the heart of its community.





# FACTS AND FIGURES

“The Belgrade is woven into the fabric of Coventry in a way I believe is rare among regional theatres. There is no greater pleasure than experiencing the buzz of standing in the foyer on a Saturday afternoon, with two shows on, and a wealth of activities happening in our other spaces, rejoicing in the sheer diversity of the Theatre’s output and audiences. “

Alan Pollock,  
Former Interim  
Chair of Trustees

The Belgrade is part of Arts Council England’s National Portfolio, and receives regular revenue funding from Coventry City Council.

You can view our previous annual reports and statutory accounts at [www.belgrade.co.uk/about](http://www.belgrade.co.uk/about)

## In 22/23:

Audiences for our productions exceeded **170,000** people for **c. 400** productions

We were the lead producers on **5 new** productions, Fighting Irish, Nothello, May Queen and Family Tree, alongside our annual pantomime

We co-produced and supported an additional **6 productions**

We ran **432** workshops and engagement activities for **7000** participants including schools, young people, artists and community participants



# Creative Associate Roles

**Our three-year Creative Associates programme forms part of our co-creation approach and will support three emerging, diverse, creatives in sound, lighting, and set/costume.**

The programme will provide training and mentoring opportunities and, by year three, the opportunity for creatives to lead on a Belgrade flagship production. During their time at the Belgrade, the Creative Associates (ideally from the Global Majority) will be given hands-on experience and professional development of their chosen craft.

The three placements are in the following fields:

- Sound
- Lighting
- Set/Costume

Each Creative Associate will be working alongside an established lighting, sound or costume/set designer to develop their practice and extend their professional experience in their chosen field. They will work on Belgrade Productions from early idea stage through to full production alongside the director and other lead creatives, shadowing the process, developing ideas, and finding creative and technical solutions to enable high quality work to be produced for the Belgrade stage.

The co-creation process is key as the idea stage starts with community. This programme is an opportunity for a creative team to be on board with an idea before the designer is hired and in an incubation stage with community.

The Creative Associates will immerse themselves in the creative and rehearsal process. They will be a creative conduit taking inspiration from the work on the floor with the director, right through to the work of the designer. They will witness in practice the journey from early ideas in community, final model box, fit out and technical rehearsals and final production. The process will be from Page to Stage.

This is a three year paid training and development programme. The successful Creative Associates will each receive:

- An approximate annual salary of £25,000 pro rata for up to three days per week. We are open to discussions around the payment terms and working pattern, e.g. freelance based on the needs of the work
- Dedicated industry mentor
- Access and opportunity to learn alongside the Belgrade's Creative Director, industry professionals and community.



# WHAT YOU WILL DO

## Year 1 (April 2024-25)

**Nurture** - Shadow and support on productions. This year will focus on learning via an industry mentor - to have space to observe, ask questions and try things out in a safe and supported environment.

Productions include: *Swim, Aunty, Swim!* / *HUBS* / *See It First* / *Roundabout in Edinburgh* / *Hackney ADP* / *Please Do Not Touch* / *Revealed* / *Dick Whittington* / *Romeo and Juliet*

<b>Swim, Aunty, Swim!</b>	<b>Rehearsals start</b>	<b>15 Apr 2024 (4 weeks)</b>
	Tech Week	w/c 13 May 2024
	Performances	Mon 20 May - Sat 1 June 2024
<b>HUBS</b>	Tech & Performances	w/c 8 July 2024 (TBC)
<b>See It First programme</b>	Tech & Performances	Mon 15 - Sat 27 July 2024
<b>Roundabout in Edinburgh</b>	Tech & Performances	w/c 29 July 2024 (TBC)
<b>Hackney ADP</b>	Tech & Performances	w/c 29 July 2024 (TBC)
<b>Please Do Not Touch</b>	Rehearsals start	19 Aug 2024 (3 weeks)
	Tech Week	w/c 2 Sept 2024
	Performances	Tue 10 - Sat 21 Sept 2024
<b>Revealed</b>	Rehearsals	16 Sept 2024 (4 weeks)
	Tech Week	w/c 14 Oct 2024
	Performances	Fri 18 Oct - Sat 2 Nov 2024
<b>Dick Whittington</b>	Rehearsals start	28 Oct 2024 (4 weeks)
	Tech Week	w/c 11 Nov 2024
	Performances	Wed 20 Nov 2024 - Sat 4 Jan 2025
<b>Romeo &amp; Juliet</b>	Rehearsals start	20 Jan 2025
	Tech Week	w/c 17 Feb 2025
	Performances	Fri 21 Feb - Sat 8 March 2025

## Year 2 (April 25-March 26)

**Incubate** - This year is about honing craft and being given opportunities to create more independently alongside their mentor. Co-creation is key as it will allow space for further learning through direct experience.

Productions include: *HUBS* / *See It First* / *Paines Plough tbc* / *Roundabout in Edinburgh* / *Sunday Service* / *Christmas Show tbc* / *Nanny Maroon*

Lead Creative on *Belgrade Ensemble*

## Year 3 (April 26-March 27)

**Commission** - Providing an opportunity to work as a lead creative on a flagship production with support from a mentor. Honing their craft to confidently lead their department, and have an industry-recognisable credit for their CV.



# WHAT ARE WE LOOKING FOR?

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## SKILLS AND EXPERIENCE

The applicant needs to be able to demonstrate experience and a level of competency in the specified field (lighting, sound or set/costume) and/or demonstrate a strong transferable skill. For example, someone working in fashion or carnival wishing to move into theatre costume design, a music producer or composer wanting to design sound for theatre or a designer who has experience in production art.

Applicants need to demonstrate strong experience and skills in their chosen design field (lighting, sound, set/costume) alongside:

- Passion for learning and developing skills
- Self-starter who is proactive with a thirst for knowledge
- Adaptable to opportunities that present
- Collaborative - someone who enjoys being part of a team
- Able to work independently and confidently to deliver research and present ideas.





# HOW TO APPLY

To apply for the position of **Creative Associate**:

- Answer the five questions below in writing (no more than 2 sides of A4 / 500 words) or send in an audio recording (no more than 5 minutes long)
- Send your CV and samples of your work to [recruitment@belgrade.co.uk](mailto:recruitment@belgrade.co.uk)

## Questions:

The Creative Associates programme offers hands on experience alongside industry professionals and is a self-directed learning opportunity.

1. What experience do you have so far in relation to your chosen field and theatre?
2. What support do you think you might need to maximise the experience?
3. How would you structure your time across the year outside of the specific productions?
4. What would you do with your time to develop your learning journey?
5. At the heart of co-creation is the desire to learn from and with others - where do you take your inspiration from?

Deadline for applications: **Mon 11 March, 12 noon**

Interviews: **w/c 18th March**

If you are applying through the **Disability Confident Scheme**, please reference that in your cover letter/application, and also complete the disability confident survey via this link: **Disability Confident Survey**.

If you need any support to help you apply, please don't hesitate to get in touch and we will do our best to meet your needs.

We particularly welcome applications from people of the Global Majority, people who are disabled, neurodivergent and people who are currently under-represented in our industry.

*We would like to extend our thanks to Backstage Trust for supporting The Belgrade Theatre's Creative Associate Programmes.*

## EQUAL OPPORTUNITIES FORM

The Belgrade Theatre is committed to ensuring equal opportunities, aiming to attract and work with staff from a wide diverse pool. The information that you give us on this form will be treated confidentially and stored on our HR database as statistical information only. This will be used to help monitor the diversity of applicants and to enable us to continue to develop policies and procedures regarding diversity and to submit required data to our funders. The information you supply will not be made available to anyone in any form other than anonymous data.

**Please complete our monitoring form via this link: Diversity and Equal Opportunities form.**

