



Recruitment Pack

# DEPUTY HEAD OF STAGE



# CONTENTS

- 03 **ABOUT US**
- 05 **OUR VISION, MISSION & GUIDING VALUES**
- 06 **JOB OVERVIEW: KEY RESPONSIBILITIES**
- 08 **JOB OVERVIEW: PERSON SPECIFICATION**
- 10 **TERMS & CONDITIONS**
- 11 **HOW TO APPLY**

# ABOUT US

Established in 1932, the multi-award-winning Regent's Park Open Air Theatre is one of the largest theatres in London (at a capacity of 1,304). Passionate about producing popular, enriching and unexpected theatre that provides a lens into the here and now, the scale and ambition of our productions together with our magical outdoor setting, makes us unique in the capital's cultural landscape. In 2025 we welcomed just under 177,000 people to our 20-week summer season.

Drew McOnie assumed the role of Artistic Director in January 2024, and James Pidgeon was appointed Executive Director in 2021.

Over the last sixteen years, our productions have won ten Olivier Awards, ten WhatsOnStage Awards, and four Evening Standard Awards. We were named London Theatre of the Year in 2017 by The Stage, and received the Highly Commended Award for London Theatre of the Year in 2021. Our productions have toured the UK and have transferred to both the West End and the United States. Our 2016 revival of *Jesus Christ Superstar* has just finished tours of the UK, North America and Australia. Our Olivier Award-winning revival of *Fiddler on the Roof* transferred to the Barbican Centre in May 2025 ahead of a major tour of UK and Ireland through to January 2026.



**REGENT'S PARK OPEN AIR  
THEATRE IS A MAGICAL  
SANCTUARY FROM THE HUSTLE  
AND BUSTLE OF THE CAPITAL.**  
The Times

As a registered charity that receives no regular public subsidy, we rely entirely on earned income and charitable contributions. Nevertheless, we have maintained 36,000 tickets at £15 across the whole of 2025's summer season, our BREEZE scheme enables those aged 18-25 to buy tickets for £10, and we regularly work with local charities. Each year, on average, we subsidise tickets for 6,000 school pupils.

Food and drink plays a significant role in the Open Air Theatre experience, with our in-house bars and restaurants including Covered Dining, The Grill and The Pizza Oven. We also have our own picnic lawn and the West End's longest bar!

Regent's Park Open Air Theatre has become one of the most independently sustainable and financially successful producing theatres in the country, and we're proud to embark on the next stage of our vision with ever-increasing artistic ambition and entrepreneurial spirit.

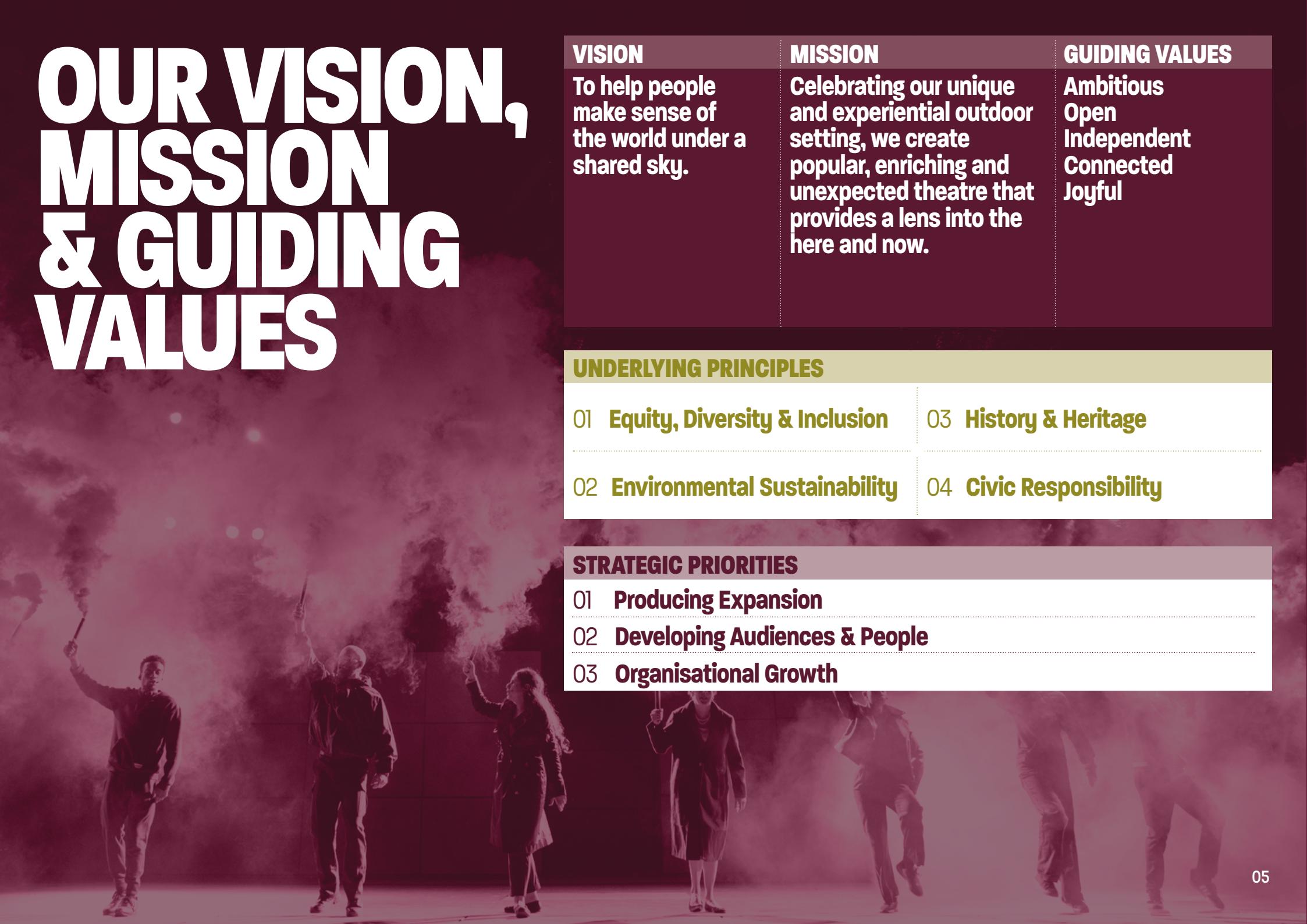


**REGENT'S PARK OPEN AIR THEATRE  
IS FAST BECOMING THE NEW  
POWERHOUSE FOR EYE-OPENING  
MUSICAL REVIVALS.**

Broadway World



# OUR VISION, MISSION & GUIDING VALUES



VISION	MISSION	GUIDING VALUES
<p>To help people make sense of the world under a shared sky.</p>	<p>Celebrating our unique and experiential outdoor setting, we create popular, enriching and unexpected theatre that provides a lens into the here and now.</p>	<p>Ambitious Open Independent Connected Joyful</p>

## UNDERLYING PRINCIPLES

01 <b>Equity, Diversity &amp; Inclusion</b>	03 <b>History &amp; Heritage</b>
02 <b>Environmental Sustainability</b>	04 <b>Civic Responsibility</b>

## STRATEGIC PRIORITIES

01 <b>Producing Expansion</b>
02 <b>Developing Audiences &amp; People</b>
03 <b>Organisational Growth</b>

# JOB ROLE

## KEY RESPONSIBILITIES

**We are seeking a skilled and collaborative Deputy Head of Stage to support the day-to-day running of the Stage Department across our 2026 season at Regent's Park Open Air Theatre.**

**Working closely with the Head of Stage, this hands-on role is central to the safe, efficient and high-quality delivery of a varied programme of productions within the unique context of an outdoor, repertory theatre. The Deputy Head of Stage will support departmental planning, supervise stage operations and crew, and contribute practically to builds, maintenance and show running throughout the season.**

### **This role involves:**

#### **Department operations and supervision**

- Work alongside the Head of Stage to plan and deliver fit-ups, changeovers, get-outs and work calls in line with production schedules and budgets.
- Supervise casual stage crew and freelance carpenters, ensuring safe working practices and compliance with company policies.
- Step into show crewing or departmental cover as required, including in cases of illness or absence.

#### **Build, maintenance and repairs**

- Build, and supervise the building of, scenic and/or prop elements as required.
- Carry out repairs to scenery throughout the season, escalating to the Head of Stage or Technical Director where external contractors may be required.
- Maintain the stage, dock, backstage areas, workshop and paint shop, ensuring all spaces are clean, safe and well organised.
- Monitor and maintain stocks of tools, equipment and consumables.



## Health, safety and equipment

- Carry out routine checks of stage equipment and working areas.
- Support the safe use of tools, machinery and access equipment, including working at height, in line with relevant legislation and best practice.

## Cross-department working

- Maintain awareness of the work of all production departments and their support needs.
- Promote clear communication, cooperation and a positive working culture across departments.
- Undertake any other reasonable duties as requested by the Head of Stage, Technical Heads of Department or senior management.

# PERSON SPECIFICATION

**The ideal candidate will be an experienced stage professional with strong practical skills and a collaborative approach to working. They will be confident supervising others, contributing hands-on to builds and maintenance, and supporting the smooth running of a busy stage department across multiple productions. They will be organised, safety-conscious and comfortable working in an outdoor environment, including at height.**

## Essential

- Experience working backstage in professional technical theatre, ideally within a producing venue, similar-sized organisation or touring context.
- Good carpentry skills and confident use of workshop tools.
- Basic knowledge of theatrical or event rigging techniques.
- Experience of supervising stage crew and freelance carpenters.
- Knowledge of health and safety legislation and best practice, including COSHH, LOLER, PUWER and Working at Height.
- Ability to read and interpret basic technical plans.
- A calm, organised and solution-focused approach to work.
- Strong interpersonal skills, with a collaborative and respectful working style.
- Ability to work at height and in physically active environments.
- An understanding and commitment to equity, diversity and inclusion.
- A passion for Regent's Park Open Air Theatre and the work we produce.



**ONE OF THE GREAT UNDERSUNG THEATRICAL SUCCESS STORIES, PACKED WITH AWARDS, AS WELL AS MOUNTING CRITICAL AND AUDIENCE ACCLAIM.**

Evening Standard



## Non-Essential

- Experience of working outdoors on theatre or live entertainment productions.
- Experience with theatrical automation systems.
- First Aid qualification.

If there are some skills in the Essential criteria that you do not currently have but feel you could learn and develop over time, please still apply and note this in your application.

# TERMS & CONDITIONS

## Job Title:

Deputy Head of Stage

## Responsible to:

Head of Stage

## Working closely with:

Freelance Production Carpenters, Agency Crew and All Other Production Departments

## Contract:

Full-time, Fixed-Term from 13th April to 3rd October 2026

## Basic Working Hours:

43 hours per week across 6 days (Monday–Saturday). Some Sunday working as well as regular weekend and Bank Holiday working will be required.

## Work Base:

Regent's Park Open Air Theatre, Stage Door, Open Air Theatre, London, NW1 4NU.

## Salary:

£770 per week, paid weekly via PAYE.

## Benefits:

Contributory pension scheme.

Two complimentary tickets for each of the summer season's lead productions.

Staff discount at the theatre's bar and catering outlets.

Training and development opportunities.

Access to external wellbeing and therapy service.

## Annual Leave:

Due to the nature of this contract, the successful candidate will not be able to take holiday during the contract unless required by us; payment in lieu of unused holiday entitlement will be made at the end of the contract.

## Notice Period:

1 month

## Probationary Period:

1 month

# HOW TO APPLY



## To apply for this role:

Please download and complete the Personal Details Form and Application Form from [our website](#), and return to [jobs@openairtheatre.com](mailto:jobs@openairtheatre.com) by no later than **10am on Monday 16th February**.

Should you prefer to answer the questions in the Application Form by submitting a video of yourself (lasting no more than 10 minutes) or a voice note (lasting no more than 10 minutes) instead of a written form, then please do.

First Round interviews are currently scheduled to take place on **19th & 20th February**. We will notify you either way if you have been selected for interview or not.

Feedback will be provided to all first round interviewed applicants on receipt of a written request no later than 1 week after the date of interview. We regret that due to the volume of applications expected feedback cannot be provided to applicants who aren't invited to interview.

**Should you have access requirements or need any barriers removing in order to apply for this role and/or attend an interview, please e-mail [jobs@openairtheatre.com](mailto:jobs@openairtheatre.com).**

Regent's Park Open Air Theatre is an equal opportunities employer, and our recruitment process is open to all, regardless of disability, ethnicity, sexuality, gender identity, religion, caring responsibilities, and/or socioeconomic background. Our aim is to achieve greater diversity so that our organisation better reflects the society in which we live and work, and to foster an organisational culture that is inclusive, respectful and safe. We welcome and encourage applications from people of all backgrounds, perspectives, identities and lived experiences, and in particular those of the global majority and those who are disabled.

Regent's Park Open Air Theatre is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects all staff to share this commitment. Successful applicants may be asked to undertake an Enhanced DBS check, dependent on the requirements of the role.

**Please click the following link to complete this anonymous survey which will help us to effectively monitor our Equity, Diversity & Inclusion work by identifying barriers to working or engaging with Regent's Park Open Air Theatre. Your responses will remain separate to your application and will be anonymised and kept confidential.**

**<https://www.surveymonkey.com/r/Y7V7PJS>**

