



Recruitment Pack

# CHAIR & TRUSTEES



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

The Times







*On The Town (2017)*

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# WELCOME

## FROM THE CHAIR OF THE BOARD

**Thank you for your interest in becoming a Trustee of the unique and internationally-renowned Regent's Park Open Air Theatre.**

This very special not-for-profit organisation plays a significant role in the UK's cultural landscape and has a worldwide reputation for producing high quality, ambitious and accessible theatre at scale, both in its magical outdoor central London setting and beyond on tour. In fact, over the course of 2025, five productions that originated at Regent's Park Open Air Theatre will be playing somewhere else in the world – the most we've ever had at one time – thus strengthening our commitment to reaching and impacting audiences not just in the capital, but internationally too.

As we approach our 93rd birthday this July, we're at an incredibly exciting time in the Open Air Theatre's history having recently opened Drew McOnie's first season as Artistic Director off the back of a record-breaking 2024 and 3 wins – including Best Musical Revival – at this year's Olivier Awards (more on that on page 9). Arguably, there could not be a better time to join the organisation's Board, and we're particularly keen to hear from new voices with a range of different skills and lived experiences, as we recruit up to **5 new Trustees, including my successor as Chair.**

Our current Board features a group of talented, loyal and highly engaged Trustees, and it is a real privilege to be their Chair. I hope that on reading this pack you feel suitably inspired to join us on our next chapter of growth and development. We very much look forward to hearing from you.

### **STUART GRIFFITHS OBE**

Chair of Regent's Park Open Air Theatre



# 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 2024 we welcomed over 180,000 people to our 27-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 fifteen 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 both the UK and North America and is currently touring Australia. Our Olivier Award-winning revival of *Fiddler on the Roof* has recently transferred to the Barbican Centre ahead of a major tour of UK and Ireland.

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 (certified as a Sustainably Run Restaurant), 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.

# OUR STRATEGY 2022-27

## VISION

To help people make sense of the world under a shared sky.

## MISSION

Celebrating our unique and experiential outdoor setting, we create popular, enriching and unexpected theatre that provides a lens into the here and now.

## GUIDING VALUES

Ambitious  
Open  
Independent  
Connected  
Joyful

## UNDERLYING PRINCIPLES

### 01 Equity, Diversity & Inclusion

We are committed to championing diversity, equity and accessibility in everything we do, embracing difference and individuality with respect and an inclusive approach to ensure everyone feels valued and welcome.

### 02 Environmental Sustainability

The collision between art and environment is what makes our work unique; our relationship with the planet is front and centre. Recognising the climate crisis, we are committed to reducing our environmental impact and to finding ways to adapt and respond to ever-changing weather patterns.

### 03 History & Heritage

We are committed to building on our foundations as the oldest, professional, permanent outdoor theatre in the UK.

### 04 Civic Responsibility

We are committed to developing opportunities to collaborate with local authorities, schools, community groups, grassroots organisations and other charities to remain locally engaged and effective.



# OUR STRATEGIC PRIORITIES



## 01 Producing Expansion

Alongside our existing work with new and established theatre makers to produce high-quality summer seasons of large-scale theatrical revivals and reinventions of plays and musicals, we currently aim to:

- Develop, nurture and commission more new work
- Expand onsite live performance activity beyond the summer season
- Further develop opportunities to collaborate with local, national and international partners

## 02 Developing Audiences & People

Alongside our existing audience, workforce, and talent development initiatives, we currently aim to:

- Grow our brand, profile and online presence to reach more people
- Continue to expand our work on developing and retaining new audiences
- Increase development opportunities for new and existing staff and freelancers

## 03 Organisational Growth

Alongside the retention of our independent, not-for-profit financial model and our outdoor auditorium, and the continuation of our strong relationship with The Royal Parks, we currently aim to:

- Diversify income streams to reduce our reliance on summer season ticket income
- Develop plans for the improvement of our physical, environmental, technical and access infrastructure
- Strengthen and evolve our good governance practices



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

Evening Standard



*Fiddler on the Roof* (2024)



# 2024: A YEAR OF FIRSTS

01: In January 2024, we welcomed our new Artistic Director **Drew McOnie**, marking a new chapter of artistic leadership for the organisation for the first time in 17 years.

02: We opened our doors 6 weeks earlier than usual, transforming our stage to house a 120-capacity pop-up playing space for **BEAR SNORES ON**, our first-ever spring production.



03: **THE ENORMOUS CROCODILE** marked our first co-production with Leeds Playhouse and The Roald Dahl Story Company.

04: **THE SECRET GARDEN** became the highest-grossing new play commissioned by Regent's Park Open Air Theatre in our 93-year history, surpassing £1m in gross ticket sales.



05: **FIDDLER ON THE ROOF** became our longest-running, best-attended, highest-grossing production ever, receiving 28 5-star and 17 4-star reviews, and selling 98.6% of capacity (93,000 tickets).



06: We worked with **Westminster City Lions** for the first time to provide work experience insight days for 50 secondary school students from across the borough.

We also introduced our lowest ever ticket price of £15, with **33,000 £15 tickets** available across the season.

07: **FIDDLER ON THE ROOF** was the first show to fully utilise our **LED lighting rig** without adding any tungsten or discharge sources, thus reducing the production's power consumption by 54%.

08: At **27 weeks**, last year's season was our longest ever, and **audience attendance totalled 180,899** – the highest in our 93-year history.

09: To top it all off, **FIDDLER ON THE ROOF**, fresh off the back of winning the **Critics Circle Theatre Award** for Best Musical, received a record-breaking **13 Olivier Award nominations**, making it the most nominated revival in Oliviers history. The production won **3 Oliviers** – Best Sound Design, Best Set Design, and the coveted Best Musical Revival.

# 2025 SEASON

10 MAY – 14 JUN  
40 performances



**SHUCKED**  
A MUSICAL COMEDY

Book by **ROBERT HORN**  
Music & Lyrics by **BRANDY CLARK & SHANE McANALLY**  
Directed by **JACK O'BRIEN**

28 JUN – 26 JUL  
40 performances



**NOUGHTS & CROSSES**

Based on the novel by **MALORIE BLACKMAN**  
Adapted by **DOMINIC COOKE**

34 performances

**ROALD DAHL'S**  
**THE ENORMOUS CROCODILE**  
THE MUSICAL



**ROALD DAHL STORY COMPANY**  **Regent's Park Open Air Theatre**  
15 AUG – 7 SEP  
enormouscrocodilemusical.com

19 – 22 JUN  
6 performances



**Rodgers & Hammerstein's**  
**DREAM BALLETS:**  
**A TRIPLE BILL**

Choreography by **JULIA CHENG** (*Allegro*) | **SHELLEY MAXWELL** (*Oklahoma!*) | **KATE PRINCE** (*Carousel*)

Accompanied live by **SINFONIA SMITH SQUARE**  
Presented by arrangement with Concord Theatricals  
Supported by The Theatre Trust and Cockayne Grants for the Arts,  
a Donor Advised Fund, held at The Prism Charitable Trust.

COCKAYNE

02 AUG – 20 SEP  
57 performances



**Lerner & Loewe's**  
**BRIGADOON**

Book & Lyrics by **ALAN JAY LERNER**  
Music by **FREDERICK LOEWE**  
In a new adaptation by **RONA MUNRO**  
Original dances created by **AGNES DE MILLE**

## OPEN AIR THEATRE FESTIVALS

**FAMILY TAKEOVER** | 25 MAY  
**SHAKESPEARE FOR EVERY DAY OF THE YEAR – LIVE!** | 25 MAY  
**DANCE TAKEOVER** | 20 JUL  
**COMEDY TAKEOVER** | 14 SEP  
**MUSIC TAKEOVER** in partnership with **Communion ONE** | 23 - 27 SEP





# OUR UNIQUE SPACE

**Theatre outdoors allows audience and performer alike to share an intimate and ancient tradition of storytelling face-to-face: we look each other in the eye and create a complicity and kinship that is second to none; it brings us closer to our environment and, as we experience the influence of the night sky, the trees and the all-important weather, each of us can contemplate our relationship to the planet and its future.**

Creating work in an outdoor setting for 1,304 people a night is an exhilarating experience. And whilst the practical limitations – no wings, no flytower, the impact of daylight on a lighting design, to name but a few – can at times feel challenging, nothing beats the magic, the unpredictability, the unique connection between audience and performer, the epic, event-like experience of making and watching a production at the Open Air Theatre. No performance is ever the same.

Regent's Park Theatre Ltd. leases the Open Air Theatre from The Royal Parks with whom we enjoy a close and collaborative working relationship. Our current lease runs through to July 2037.

Over the last 25 years, our estate has undergone significant development:

- In 2000, the auditorium and public areas of the theatre were refurbished, and the Robert Atkins Studio built.
- 2012 saw the completion of a £3.3m building project that created a new box office and dressing room complex, and brought all administrative offices onsite for the first time.
- In 2018, new kitchens and rehearsal studios were opened at a cost of £2.8m.
- In May 2023, a £1.2m project to replace and reconfigure the auditorium's technical gallery and control room and install a new production workshop was completed, developing our technical infrastructure to support the growing artistic ambition of the organisation. This project also included the installation of 48 additional, accessibly-priced seats at the back of the auditorium.

# OUR ORGANISATIONAL STRUCTURE

## BOARD OF TRUSTEES

Stuart Griffiths OBE (Chair), Charlie Aherne (Vice Chair), Partha Bose, Jaya Carrier, Anna Fleischle, Kate Millward (Chair, People & Inclusion Committee), Steve Pennington (Chair, Finance, Audit & Risk Committee), Toni Racklin (Chair, Producing Committee), Dr Philippa Simpson & Samantha Spiro

## FINANCE, AUDIT & RISK COMMITTEE

## PEOPLE & INCLUSION COMMITTEE

## PRODUCING COMMITTEE

## JOINT CHIEF EXECUTIVES

Artistic Director (Drew McOnie)

Executive Director (James Pidgeon)

## SENIOR LEADERSHIP TEAM

Director of Communications & Audiences (Laura Arends)  
Associate Artistic Director (Tinuke Craig)  
Diversity & Inclusion Associate (mezze eade)  
Director of Producing & Administration (Lauren King)  
Director of Technical & Production (Anthony Newton)

## TEAMS

Bars, Dining & Commercial Events  
Costume  
Estates & Environment  
Finance (supported by AG Theatrical Accounting)  
Lighting  
Marketing & Press (supported by Jo Allan PR)  
Partnerships & Philanthropy

Producing & Administration  
Production & Technical  
Sound  
Visitor Services (including Box Office)  
Wigs, Hair & Make Up

Many of our teams are predominantly made up of seasonal staff.

**Regent's Park Open Air Theatre** has a year-round core team of 19 permanent members of staff. In addition, up to 250 new and returning seasonal staff join the team every year for the summer season.

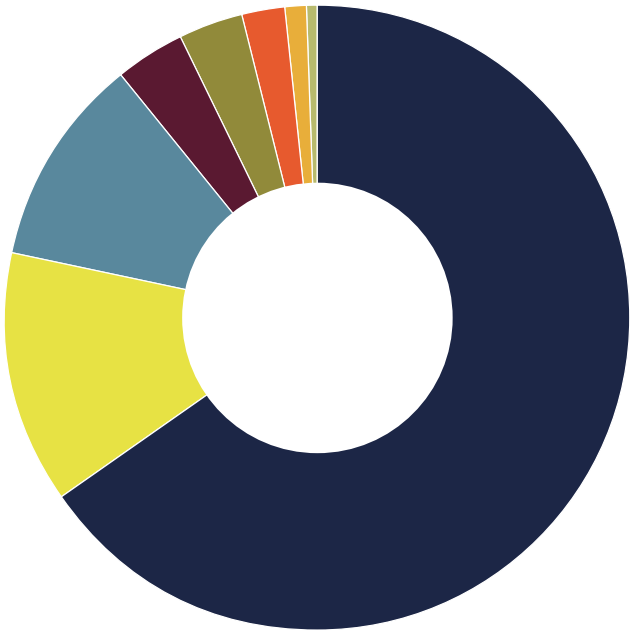


# OUR FINANCES

**Regent's Park Open Air Theatre is one of the country's leading independent, not-for-profit theatres. We receive no regular public subsidy, relying entirely on earned income and charitable contributions.**

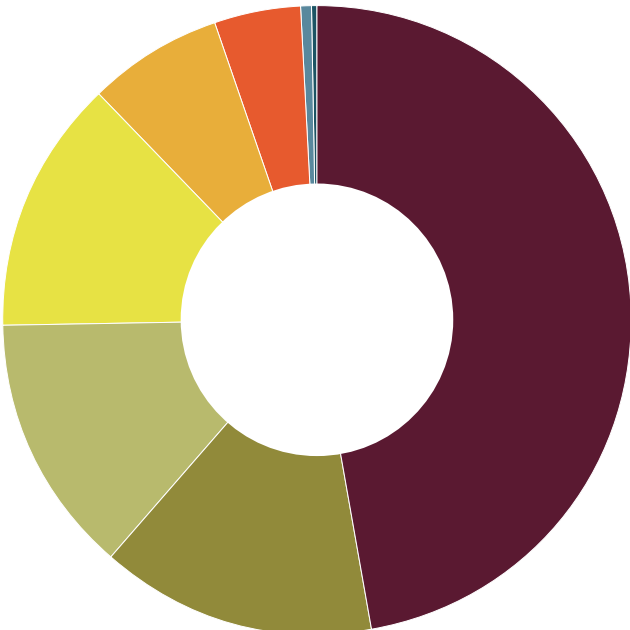
Our turnover is around £8-9m per annum, the majority of which is generated during our summer season.

At the year ended 31 December 2024, the organisation's general and designated reserves (excluding depreciation) stood at just under £4.5m.



**Income 2024**

Box Office (Produced Work)	65.48%
Bars & Dining	13.11%
Theatre Tax Relief	10.66%
Partnerships & Philanthropy	3.63%
Co-Productions & Touring	3.43%
Front of House & Hires	2.09%
Other Income	1.12%
Box Office (Presented Work)	0.49%



**Expenditure 2024**

Productions	47.32%
Governance & Human Resources	14.30%
Overheads & Administration	13.23%
Bars & Dining	13%
Depreciation & Irrecoverable VAT	7%
Marketing & Communications	4.34%
Exceptional Expenditure	0.62%
Learning & Engagement	0.19%





**TALL TREES FORM A PROTECTIVE BOSKY GLADE AROUND THE OPEN AIR THEATRE'S AMPHITHEATRE AND, AS DARKNESS ENCROACHES, THERE IS NO MORE GLORIOUS PLACE TO GET ONE'S FILL OF CULTURE.**

The i







Legally Blonde (2022)

# TRUSTEE RESPONSIBILITIES

**As the governing body of Regent's Park Open Air Theatre, the Board of Trustees has ultimate responsibility for the governance and strategic direction of the organisation in pursuance of its charitable objectives.**

**Specific Trustee responsibilities include:**

- Ensuring that Regent's Park Open Air Theatre is carrying out its purposes for the public benefit and meeting its charitable objectives.
- Ensuring that the charity complies with its governing document (Memorandum and Articles of Association) and the law, and is held appropriately accountable.
- Managing the charity's resources responsibly, ensuring its effective and efficient administration as well as its financial stability.
- Safeguarding the reputation and values of the organisation.
- Acting in the charity's best interests and with reasonable care and skill.
- Playing a collaborative, engaged, and committed role in the long-term growth and development of Regent's Park Open Air Theatre, providing guidance, advice and constructive challenge as required and appropriate.

All Trustees must abide by the organisation's Trustee Code of Conduct.





Jesus Christ Superstar (2017)

# ROLE OF THE CHAIR

**The specific duties and responsibilities of the Chair are noted below. From time to time, the Vice Chair might assume lead responsibility for some of these duties, in agreement with the Chair.**

- Keeping an overview of the organisation's affairs, ensuring that the charity is well governed and that Trustees comply with their duties.
- Supporting the Executive Director with the annual planning of Board of Trustee meetings and events.
- Chairing all Board meetings, ensuring they are properly administered, facilitated and recorded.
- Bringing impartiality and objectivity to decision-making, though having the casting vote if a vote on a Trustees' decision is tied.
- Monitoring that decisions taken at meetings are implemented.
- Giving direction to Board policy-making.
- Acting as an ex officio member of all Board Committees.
- Supporting the Chief Executives to develop the Board, including the recruitment and induction of new Trustees.
- Undertaking annual 1-2-1s with Trustees as and when required.
- Leading on the recruitment and induction of the organisation's Chief Executives (Artistic Director and Executive Director).
- Line managing the Chief Executives on behalf of the Board of Trustees, offering input, advice and guidance on the work of the organisation, always maintaining a consistent and open flow of communication.
- Facilitating change and addressing conflict within both the Board and the wider organisation, liaising with the Chief Executives to achieve this.
- Acting as a spokesperson and advocate for Regent's Park Open Air Theatre.

We anticipate there being time for our new Chair to have an effective handover with our outgoing Chair, Stuart Griffiths OBE. There is also some flexibility when it comes to the timing of the new Chair assuming their role.





# WHO WE'RE LOOKING FOR

**We're looking to recruit up to 5 new Trustees, including a Chair to the Board of Regent's Park Theatre Limited (trading as Regent's Park Open Air Theatre).**

We're looking for passionate and committed individuals who love theatre and the arts, believe in the work that we do, and who want to play a part in our next chapter of growth and development. You do not need to have been a Trustee before or have previous Board experience.

Whilst we'd like to hear from applicants from a range of backgrounds and experiences, we are particularly keen to hear from those with skills in any of the following areas:

- Arts Management
- Corporate & Commercial
- Digital & Broadcast
- Food, Beverage & Hospitality
- Fundraising
- Marketing & Communications

As part of our commitment to achieve greater diversity so that our organisation better reflects the city and country in which we live and serve, we welcome and encourage applications from people of all backgrounds, perspectives, identities and lived experiences.

The general attributes we're looking for in potential Trustees and a new Chair include:

- Good, independent judgement.
- An ability to think creatively and strategically.
- An ability to collaborate and work as part of a team.
- Effective interpersonal skills, and a willingness to act as an ambassador for Regent's Park Open Air Theatre.
- An active commitment to equity, diversity and inclusion.
- An ability to command trust and respect.
- An understanding and acceptance of the legal duties and responsibilities of being a Trustee.
- A willingness to devote the necessary time and effort required.
- A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Trustees must be over the age of 18 and must not be someone who is disqualified under the Charities Act.



# EXPECTATIONS

## What we ask of you:

- To serve an initial term of 3 years, with the possibility of re-appointment until 9 consecutive years' service has been reached.
- To attend 4 x 2-hour Board Meetings a year as well as an annual Away Day.
- To attend and at times host Regent's Park Open Air Theatre receptions, events, opening nights and other engagements, predominantly during the summer season (May – September).
- To sit on one of the Board's Sub Committees. Each Sub Committee has between 2-4 x 2 hour meetings a year.
- To provide specialist advice and expertise as required and appropriate.
- To advocate and champion Regent's Park Open Air Theatre's work, values, ambition and strategic direction.

In total, Trustees usually commit the equivalent of 5 days per annum to their role, plus attendance at evening events and productions during the season.

## What you can expect from us:

- The opportunity to help shape and play a key role in the future direction of one of London's largest producing theatres.
- The opportunity to be part of an active, loyal and engaged group of Trustees.
- 4 complimentary tickets for each of the summer season's lead productions.
- Flexibility when it comes to attending meetings either in person or remotely via video call.
- A full Trustee induction with current Trustees and permanent staff.
- Regular training and development opportunities
- An offer of an annual 1-2-1 with the Chair.

Please note that Trustee roles are voluntary and therefore unpaid, however reasonable out-of-pocket expenses can be covered.



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

Broadway World

*Little Shop of Horrors (2018)*





# HOW TO APPLY

## To apply for this role, please prepare:

- A CV of no more than 2 sides of A4.
- A brief covering letter of no more than 2 sides of A4 or a short video of yourself lasting no more than 7 minutes detailing why you're interested in becoming a Trustee of Regent's Park Open Air Theatre and what you would bring to the role. Please state if you are specifically interested in the role of Chair.

and send to **jobs@openairtheatre.com** with Trustee Application in the subject line.

Applications must be received by **5pm on Tuesday 15 July 2025**.

First Round interviews are currently scheduled to take place during the weeks commencing **21 & 28 July 2025**. We will notify you either way if you have been selected for interview or not. We regret that due to the volume of applications expected feedback cannot be provided to applicants who aren't invited to interview.

If you'd like to have an informal conversation with one of our current Trustees or the Executive Director before applying, please e-mail **jobs@openairtheatre.com**.

**Should you have access requirements or need any reasonable adjustments to be made in order to apply for this role and/or attend an interview, please e-mail jobs@openairtheatre.com.**

Applications for this role are 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 city and country in which we live and serve, 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.

**Please click the following link to complete the 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 kept confidential. All reporting is on an anonymous basis.**

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





[openairtheatre.com](https://openairtheatre.com)

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✂ @OpenAirTheatre

📱 @regentsparkopenairtheatre

Regent's Park Open Air Theatre is managed by Regent's Park Theatre Ltd. (registered in England No. 759557; registered Charity No. 231670). Regent's Park Theatre Ltd. has two wholly owned subsidiaries (Regent's Park Enterprises Ltd. and Regent's Park Productions Ltd.), the Directors of which are nominated Trustees and members of the Executive.

*The Secret Garden* (2024)



THE  
ROYAL  
PARKS