

Recruitment Pack

# WIGS, HAIR AND MAKEUP (WHAM) ASSISTANT



REGENT'S PARK  
**OPEN AIR**  
THEATRE



# CONTENTS

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

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**

03 **History & Heritage**

02 **Environmental Sustainability**

04 **Civic Responsibility**

## STRATEGIC PRIORITIES

01 **Producing Expansion**

02 **Developing Audiences & People**

03 **Organisational Growth**

# JOB ROLE

## KEY RESPONSIBILITIES

**We are looking for a motivated and reliable WHAM Assistant to support the delivery of wigs, hair and makeup for the 2026 season at Regent's Park Open Air Theatre.**

**Working under the direction of the Head of WHAM and Deputy Head of WHAM, and alongside the WHAM and/or Costume Designers, this hands-on role supports the day-to-day running of the department and contributes to the consistent delivery of hair, wigs, makeup and prosthetics across all performances. The WHAM Assistant will play an important role in maintaining a positive, safe and well-organised backstage environment.**

**This role involves:**

### Department support

- Support the Head and Deputy Head of WHAM in the day-to-day running of the department.

- Assist with scheduling, preparation and backstage coverage as required.
- Contribute to a supportive, respectful and professional backstage working environment.

### Wigs, hair, makeup and prosthetics

- Assist with the preparation, maintenance and application of wigs, postiche, facial hair, prosthetics, hair and makeup for cast members, in line with the WHAM and/or Costume Designer's specifications.
- Support pre-show hair styling and makeup requirements for the company.
- Assist with cleaning, dressing, setting and storing wigs and hairpieces between performances.
- Support the upkeep of WHAM stock, tools and consumables, using products carefully and cost-effectively.
- Take notes during rehearsals and performances as required, communicating any issues to the Deputy or Head of WHAM.

### Collaboration with production departments

- Work closely with Wardrobe, Stage Management and other departments to ensure smooth backstage operation.





- Assist with technical and dress rehearsals, supporting hair, makeup and prosthetic requirements.
- Support department get-ins, get-outs and production logistics as required.

### **Health, safety and professional standards**

- Maintain clean, tidy and safe wigs, hair and makeup working areas.
- Follow all health and safety guidance, risk assessments and company policies.
- Support Regent's Park's commitment to accessibility, including assisted performances.
- Act in line with policies on safeguarding, sustainability, equal opportunities, and professional conduct.
- Promote equity, diversity and inclusion, and contribute to a working atmosphere where all feel supported and respected.
- Carry out any other duties normally associated with a WHAM Assistant on a professional theatre production.

# PERSON SPECIFICATION

**The ideal candidate will be an enthusiastic and dependable hair, wigs and makeup practitioner, keen to develop their skills within a professional theatre environment. They will enjoy working as part of a team, take direction confidently, and contribute positively to a busy backstage setting.**



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

Evening Standard

## Essential

- Some professional or vocational experience in hair, wigs, makeup or a related performance environment.
- Practical skills in basic hairdressing, wig handling and makeup application.
- Experience working with a wide range of hair textures and types, including textured hair, using appropriate care and styling techniques.
- A willingness to learn and develop technical and professional skills.
- Ability to follow instructions, manage time effectively and work methodically.
- A collaborative and respectful approach to working with others.
- Clear communication skills and confidence asking questions when unsure.
- An understanding and commitment to equity, diversity and inclusion.
- A passion for Regent's Park Open Air Theatre and the work we produce

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:**

Wigs, Hair and Makeup (WHAM) Assistant

**Responsible to:**

Head of WHAM

**Working closely with:**

WHAM and/or Costume Designer and Supervisor, Wardrobe Staff, Stage Management and All Other Production Departments

**Contract:**

Full-time, fixed-term from 20th April to 19th September 2026

**Basic Working Hours:**

Hours will vary depending on the requirements of the season but will average out at 43 hours across 6 days per week.

Regular evening and weekend work will be required, as well as work on Bank Holidays.

**Work Base:**

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

**Salary:**

£660 per week paid weekly by 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 **Tuesday 24th 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 the **week commencing 9th March**. 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>**

