



September 2025

Director of Theatre

UPPINGHAM



From the Headmaster, Dr Richard Maloney



Uppingham School has, arguably, some of the very best performing arts facilities in the country. However, facilities can only take us so far. For our theatre to be truly outstanding we need leadership that can build and deliver an ambitious and creative vision for artistic excellence.

As a full boarding school, we have 850 pupils who have the time and space to truly immerse themselves in the theatre. We want Uppinghamians to feel they can express themselves as performers, lighting and sound engineers, stage managers, directors, playwrights etc. In short, we want pupils to feel they can be involved in *anything* that happens in the performing arts faculty.

Uppingham has a strong culture of participation and enjoyment of Theatre. It is rare for the Theatre not to be sold out when a house or school production is on. Clearly, this is a strength we want to preserve. At the same time, it is our ambition that the School grows a national reputation for providing the best artistic development programmes in the country. A blend of enthusiasm, high performance, and inclusiveness will be at the heart of the Director of Theatre's mission.

We hope you find this a challenge you want to take on. You will find the facilities wonderful, the people fantastic, and our ambition unparalleled. We aspire for Uppingham to be the very best school and want only the very best people to work with us.

I look forward to meeting you.

Dr Richard Maloney
Headmaster



Theatre and Drama at Uppingham

Theatre and drama flourish at Uppingham. The theatre provides the facilities and framework for pupils to become fully involved in a variety of activities both onstage and behind the scenes. The Uppingham Theatre is a well-established, fully equipped 300-seat theatre which regularly stages School productions ranging from big musicals to classic productions and house plays. There is also the highly flexible Williams Studio in which small-scale drama clubs, professional productions, music, and practical teaching take place.

The theatre is at the heart of a vibrant professional arts programme and as such plays a significant role in the cultural life of both the School and the wider community. The theatre encourages active participation from the whole school and large numbers of pupils audition and take part in a notably wide range of productions. LAMDA classes are provided for pupils and this forms a key element of the parallel curriculum programme in the Sixth Form.



About the person

We seek to appoint an outstanding director, leader and administrator to lead the life of Uppingham Theatre. The successful candidate needs to be an individual of considerable creativity, energy and dedication. Significant experience of directing both large and small scale productions will be important. The Director of Theatre should bring high expectations of themselves and their colleagues to the role and relish the opportunity of taking on new challenges.

The person appointed will be a strong, dynamic character with excellent knowledge of the theatre in all its aspects, a good honours degree, excellent communication and management skills and the demonstrable ability to form outstanding rapport with pupils. The role includes full budgetary responsibility for all extra-curricular and professional productions. The successful candidate will also have a proven track record of success in leadership, collaborative work and developing a theatre team. They will have high personal and professional standards, well-developed pastoral instincts, and the ability to perform with grace and good humour under pressure. The candidate must also be willing to fully partake in the wider activities that life in a full boarding seven-day-a-week school entails.



About the role: Director of Theatre

The Director of Theatre is responsible for setting the vision, quality, delivery and effectiveness of all aspects of co-curricular drama at Uppingham. They oversee the professional theatrical programme at Uppingham Theatre and have overall responsibility for the running of theatre facilities. The Director of Theatre leads and manages a full-time and visiting team of staff and works closely with the Head of Academic Drama to manage the delivery of Drama within the School's taught curriculum; the Director of Theatre teaches a reduced timetable of drama within that curriculum.

The Director of Theatre reports to and is supported by a member of the Educational Leadership Team, currently the Assistant Head: Co-curricular. The Head of Academic Drama reports separately to the Deputy Head Academic regarding the teaching of academic drama.

This is an exciting role for a dynamic leader who is able to shape and develop a vision for Theatre and Drama at Uppingham School so that it can continue to be a centre of excellence and the destination of choice for pupils wishing to pursue their interest in theatrical productions.



Teaching at Uppingham

Remuneration and Benefits

The School has its own salary scale for qualified teachers, which is reviewed annually. The School offers an extensive range of benefits including a school fee discount scheme for children of staff, free gym membership, subsidised medical scheme, excellent pension scheme, and free Westfield Healthcare and Rewards package which includes discounts in retail outlets, restaurants, cinemas and with holiday providers.

All members of staff are expected to live within reasonable distance of the School so that they can contribute to boarding school life easily and effectively. Assistance with reasonable removal expenses is provided. School property is sometimes available initially, at a subsidised rate, for those who wish to rent, and some partly furnished flats are provided for those coming straight from university or overseas. Most staff prefer to buy their own houses in due course, and there is a wide range of property available in the town and surrounding villages.

One of Uppingham's great community strengths is dining in house. Each day teaching staff are invited to lunch in a boarding house; a genuine pleasure in the midst of a busy week.

Life in Rutland

Rutland – England's smallest county – is located in a beautiful part of the country. Alongside the stunning countryside, with Rutland Water only six miles away, there are a mass of leisure pursuits on our doorstep.

The town offers a range of independent stores and its location allows access to a number of thriving cities and towns. Uppingham is equidistant between Peterborough and Leicester which have excellent shopping centres, and Leicester, Nottingham and Birmingham all enjoy first-class theatre and concert facilities. Cambridge can be reached in 50 minutes and Oxford in an hour and a half. London is an hour by train from Corby, Kettering or Peterborough.

Maidwell Hall, situated in neighbouring Northamptonshire, is part of the Uppingham Group of Schools and educates pupils from Reception to Year 8. Uppingham town has nurseries, two maintained primary schools and an 11-16 community college, with sixth form colleges in nearby towns, such as Oakham and Stamford. There is a considerable community of young children within the area.

The next steps

Closing date:
Monday 27 January 2025, 9.00am

Interviews:
Tuesday 4 February 2025

Informal enquiries may be made to the Assistant Head: Co-curricular, Dr Kyi Muller, km2@@uppingham.co.uk.

Applications must be made on the School's application form, which can be obtained via the School website or from hr@uppingham.co.uk.

Completed applications must reach us by the closing date and should be returned to hr@uppingham.co.uk or by post to:

HR Department, Uppingham School
High Street West, Uppingham, Rutland LE15 9QE

Uppingham School is committed to safeguarding and promoting the welfare of children. Successful candidates must be willing to undergo full screening in accordance with Keeping Children Safe in Education (KCSiE), including an Enhanced Disclosure and Barring Service check. Issues relating to safeguarding and promoting the welfare of pupils will be explored at interview.

At Uppingham School, we value a truly inclusive, fair and equal work environment for all. Opportunities to work at Uppingham School are open to all, at all levels. We want to further increase the diversity of our workforce and actively encourage and welcome applications from candidates who have black, Asian, and minority ethnic backgrounds.





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Job Description

Job Title: Director of Theatre
Reports to: Assistant Head: Co-curricular

Job context

Uppingham School is a co-educational, boarding and day school serving 850 pupils aged 13-18. The teaching staff number 120. Teachers are supported by professional services departments responsible for grounds and gardens, commercial enterprises, marketing, business development, human resources, IT, finance, health and safety, health care, operational services, and estates. Uppingham School has the highest ambitions. We aim to be the school of first choice in the UK and believe that our holistic educational philosophy encapsulates what twenty-first century education ought to be

Our teachers seek to inspire and challenge our pupils' desire and curiosity to work at the highest academic levels. Pupil welfare is at the heart of the School's purpose, and all teachers take responsibility for the effective operation of pastoral systems designed to ensure we provide the very best pastoral care for our pupils. We are proud that our pupils' co-curricular experience sits at the centre of their education and teaching staff wholeheartedly participate in the programme. We are fortunate to have wonderful facilities and fantastic highly committed teachers who nurture and support Uppinghamians at every stage of their school career.

Uppingham theatre is at the heart of a vibrant professional arts programme and as such plays a significant role in the cultural life of both the School and the wider community. The Theatre seats an audience of 300 and regularly stages School productions ranging from big musicals to classic productions and House plays. There is also the highly flexible Williams Studio, in which small-scale Junior Drama and professional productions, music, and practical teaching take place.

Job purpose

To be the senior leader who, in conjunction with the Assistant Head: Co-Curricular, is accountable for the vision, quality, delivery and effectiveness of the School's co-curricular drama at Uppingham.

The Director of Theatre leads and manages the Technical Theatre Manager, Theatre Events and Outreach Manager, LAMDA teachers and Graduate Drama Assistants as well as leading the Head of Academic Drama (who is managed by the Deputy Head Academic) in academic school productions. The Director of Theatre is also involved in overseeing the planning and delivery of all theatre events, and quality assures theatre programmes, thereby ensuring there is stimulating drama provision for all pupils.

The postholder will also be expected to contribute to the delivery of the School's academic curriculum and take a full part in the School's professional development programmes.

Your accountabilities

1. To set a strategic vision for Uppingham Theatre: working from the School's strategic plan to develop a creative and ambitious vision for Uppingham Theatre that is communicated and supported by all key stakeholders; the vision will have clearly defined aspirations and success criteria.
2. To oversee, plan, deliver, and quality-assure the School's theatre productions: ensuring the theatre operates effectively on a day-to-day basis, that staff are deployed efficiently and appropriately; working with technicians, the Theatre Events Coordinator, and the Marketing department to deliver outstanding theatre productions with and to different age groups, as well as whole school productions.
3. To lead, develop and embed high-quality drama scholarship and enrichment programmes: create meaningful links with external organisations to attract highly talented drama students to

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Uppingham School; creating challenging and creative drama enrichment opportunities that enable students to develop their on- and off-stage skills.

4. To develop theatre outreach opportunities: working with a wide range of existing and new stakeholders to develop sustainable and productive partnerships to mutual benefit, ensuring that Uppingham Theatre fulfils its important community and educational functions.
5. To oversee theatre facilities development and management: ensuring that the facilities and strategic and operational plans enable the widest possible range of pupils to become fully involved in all aspects of theatrical productions, both on stage and behind the scenes.
6. To work collaboratively with other co-curricular programmes at Uppingham: ensure effective collaboration and communication to develop and deliver theatre productions alongside that of other co-curricular programmes at Uppingham (Sport, Music, Expeditions, Community Service and CCF) and to ensure that students can engage in the wide range of opportunities on offer.
7. To ensure that the Schools' theatre provision is compliant with all Health & Safety protocols and policies: ensuring pupil safety and pupil welfare are paramount when carrying out work duties, and that working environments are in line with the School's safety protocols at all times and in every circumstance.

Outcomes

1. To set a strategic vision for Uppingham Theatre: a strategic plan for theatre has been created and incepted; the plan has been communicated to all key stakeholders and there are success criteria which can be monitored and used to inform future planning and development; strategic objectives are tackled within in year plans, with annualised targets.
2. To oversee, plan, deliver, and quality-assure the School's theatre productions: a long-term production schedule is in place with staffing allocated as required, all positions are staffed with suitably qualified and experienced personnel who have clear position descriptions and appropriate role allocations and workloads, highly effective marketing material is produced for every show, and there is a wide variety of theatrical productions that are of the highest quality.
3. To lead, develop and embed high-quality drama scholarship and enrichment programmes: a detailed scholarship programme is in place, that enable scholars to benefit from the programme offered to them in tangible ways that lead to long-term opportunities for their professional futures; that scholars provide a source of exceptional talent to the School community.
4. To develop theatre outreach opportunities: demonstrably strong links and partnerships exist with external organisations which work to the benefit of Uppingham pupils and the School's recruitment of future pupils; the School's drama reputation is strong in the independent market and can be shown to add value to the School's public profile.
5. To oversee theatre facilities development and management: the theatre facilities are in excellent condition, with a detailed maintenance and replacement schedule in place, and all resource provision planning and budget documentation in place to ensure the sustainable delivery of a wide range of diverse productions.
6. To work collaboratively with other co-curricular programmes at Uppingham: directors and heads of co-curricular programmes have a shared approach, and the structures and expectations are consistent and articulated clearly; staff and pupils are clear about the expectations within the co-curricular programme and that pupils can engage with as many of the programmes available to them.
7. To ensure that the Schools' theatre provision is compliant with all Health & Safety protocols and policies: pupil safety and welfare are the priorities of all theatre productions; there are clear guidelines on safety that cover all activities that are conducted as part of school productions; the School conforms to all internal and external health and safety guidance.

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Qualifications, skills and experience, personal qualities required

Skills and experience

- Strong IT skills, especially in data-handling and analysis
- Experience, or sympathy with the values, of an HMC and/or GSA school
- Outstanding track record in delivering high quality theatrical performances
- Experience leading an organisation/group through a period of change and development
- Experience of managing technical and theatre venue staff

Qualifications

- Subject specific good honours degree [essential]

Personal qualities

- Strong communication skills, both interpersonal and in public
- Decisive and confident in managing the classroom environment
- Possessing the capacity to analyse and improve systems within departments
- Personable, supportive, and able to motivate and work in a team

Key relationships

- Senior Deputy Head
- Assistant Head: Co-curricular
- HR Department
- Marketing Department
- Finance Department
- H&S Manager
- Theatre Events Coordinator
- Technical Theatre Manager
- Head of Academic Drama

Benefits

Holidays

The annual holiday entitlement is all Uppingham School holidays, although teachers will be required to work limited reasonable time during the holidays at key periods, as designated by the Headmaster. No holiday may be taken during term time. Public holidays that fall within term time are normal working days.

Other Benefits

- 50% contribution to premiums for School's private health scheme
- Death in service cover with a lump sum of twice annual salary
- Free membership of dual-use Sports Centre (£25 annual admin fee)
- Free staff lunches in term-time
- School fee day place discount for children of staff
- Retail and restaurant discounts, via Westfield platform
- Cycle to work scheme
- Free annual influenza jabs
- Westfield health care package
- Recognised as a 'Disability Confident' employer
- Recognised as a 'Mindful' employer

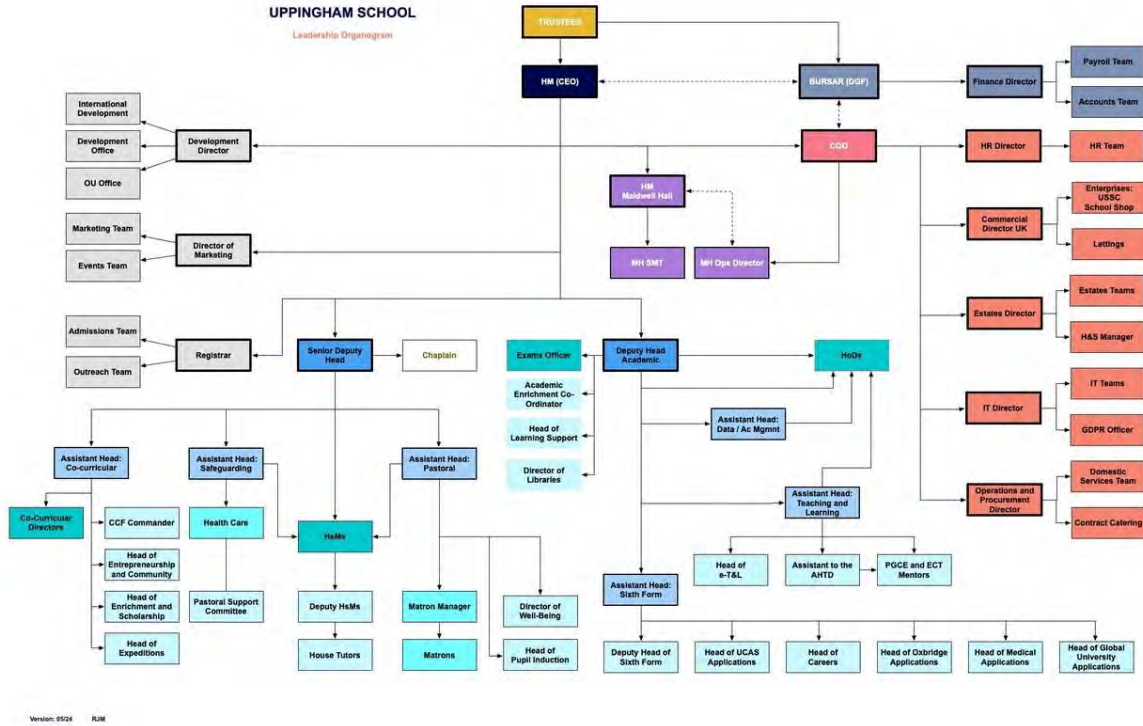
Safeguarding

The post-holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact, will be to adhere to and always ensure compliance with the School's Safeguarding (Child Protection) Policy. If, while carrying out the duties of the post, the post-holder becomes aware of any actual or potential risks to the safety

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or welfare of children in the School, they must report any concerns to the School's Designated Safeguarding Lead or to the Headmaster.

Organisation chart



Note

This role description is not an exhaustive list of what may be expected from any teacher in the course of their work. The role description is non-contractual and may be amended by the School from time to time.