

The image shows the interior of the Bristol Old Vic theatre. The ceiling is highly ornate with gold-colored decorative elements and circular motifs. The seating is arranged in several tiers, with the front rows being dark green and the upper tiers being red. The walls are also decorated with gold and red. The text "BRISTOL OLD VIC" is overlaid in large, white, bold letters in the center of the image.

BRISTOL OLD VIC

**ARTISTIC DIRECTOR
RECRUITMENT PACK**

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INTRODUCTION

The departure of an Artistic Director is a very significant moment for any theatre, but even more so for all of us at the Bristol Old Vic.

Tom has been an inspiring, visionary, brave, creative and hugely hard-working Artistic Director and leader. In his time he has transformed the theatre physically and artistically; he has broadened our networks and enhanced our national and global reputation; he has deepened and embedded our roots in Bristol's communities; and with the Board and leadership he has set justice, equality and diversity at the heart of our work onstage and off.

Most recently, with co-CEO Charlotte Geeves, and with the active support and work of the Board, he has navigated one of the most challenging and difficult periods in the theatre's history as our work, productions and indeed our very existence were threatened by the consequences of the pandemic.





The end of this chapter means the beginning of another as we begin to find Tom's successor.

We want to find someone who can build on these foundations and who shares our values and our commitment to quality, access, diversity and social justice, and who can create theatrical experiences that will change lives, entertain, broaden minds, provoke, educate and last a lifetime. But we don't want someone simply to repeat what Tom has done. We want to hear your voice, your thoughts, be swept along by your vision and creativity, and be inspired by your values.

A new chapter means doing things differently, taking different risks, creating a new lens through which to see and understand the world. In this you will work alongside a fantastic, creative and inspiring co-CEO, Charlotte; you'll be supported by a Board of passionate, hard-working and astute trustees; you'll work with and lead a really superb, dynamic staff team, and be strengthened by the most amazing network of supporters, partners, funders and theatre-makers.

I joined the Bristol Old Vic Board as Chair last Summer and even in the midst of the challenges thrown up by the pandemic I have found it to be a place of energy, passion, creativity, risk-taking and strong principles. It embodies Bristol and resonates a belief that theatre is a transformative power. I am proud that the Board and staff team have committed us all to being an activist theatre organisation, standing up for our values and principles, using our voice and our platform to help others in our communities.

I'm delighted that you are interested in this role. It's a special one, at a special place, at an exciting time. We look forward to hearing from you.

Bernard Donoghue, Chair

AN INVITATION



Bristol Old Vic seeks a new Artistic Director to succeed the visionary and award-winning Tom Morris OBE.

Bristol Old Vic is the oldest continuously working theatre in the English-speaking world. The 255-year-old theatre is recognised nationally and internationally as one of the most exciting and inclusive places to experience world-class theatre.

Called “*the loveliest theatre in the world*” by Peter O’Toole and “*the most beautiful theatre in England*” by Sir Daniel Day Lewis, Bristol Old Vic is also the beating heart of the South West of England – a warm and welcoming public building for all of Bristol to enjoy and a historic playhouse that aims to inspire audiences with its own original productions, both at home and on tour.

The Artistic Director plays a crucial role in providing outstanding artistic leadership to guide and shape Bristol Old Vic through the next phase of its development, in line with our newly transformed business ambitions. They will help shape our ambitious five year strategy, with vision, creativity and determination.



Building strong working relationships with Joint CEO - the Executive Director, our exceptional staff team and the Board of Trustees, you will lead the company artistically and support our vision and values.

You are an outstanding leader. Your skills and experience might come from a variety of different areas – directing, writing, acting, or some combination of the above and it is critical that our work, and those who make it, reflect the diversity of contemporary England.

The role holder must share Bristol Old Vic's commitment to equality, diversity, inclusion and belonging, and we would particularly like to hear from candidates who have previously been underrepresented at Bristol Old Vic and in the industry at large due to the experience of barriers linked to ethnicity, class, disability, gender, geography, sexuality, age and religion.

We welcome single or joint/job share applications and are open to applicants suggesting new ways of how our artistic leadership could be structured. It is not essential for you to be based in Bristol, though a number of days working in Bristol Old Vic would be required each week.



ABOUT US



BRISTOL OLD VIC

COME ON IN

OUR VISION

*A world transformed
by your imagination*

ABOUT US





Image: Philip Wile

ABOUT US

OUR MISSION

Inspire, delight and surprise the people of Bristol and far beyond with excellent live theatre in an atmosphere of creativity, welcome and adventure

Offer creative opportunities in our building and across the city which can transform the lives of our artists, our public (young and old alike) and our staff

Nourish, share, celebrate and be inspired by the heritage of Britain's oldest theatre

Develop a flexible and sustainable business which embodies the value of our theatrical identity and history

OUR VALUES

Bristol Old Vic people are welcoming, professional and boundlessly curious; playful, ambitious and rigorous; resourceful, honest and generous; collaborative, dedicated and bold; Bristolian and global at the same time.

We are custodians of Bristol Old Vic for future generations and do everything in our power to build on and amplify its phenomenal history.

The stories we tell should fully reflect our society so that all sections of Bristol's community feel Bristol Old Vic belongs to them.

We remember at all times that everything we do is an experiment, that uncertainty makes discovery possible and that it is our job to explore rather than to define.



BRAND GUIDELINES

OPEN

BOLD

ENTERTAINING

DEDICATED

HONEST

ABOUT US



OUR PRODUCTIONS



Bristol Old Vic is a producing theatre. The quality, visibility and impact of the shows we make define and transform the outstanding work of our Engagement Department and the New Work and Artist Programmes. The artistic programme is the reason for our theatre's existence.

Our acclaimed productions include:

- Swallows and Amazons, Bristol, West End and National Tour
- A Midsummer Night's Dream, Bristol, Barbican and World Tour
- Jayne Eyre, Bristol, National Theatre, International Tour
- The Grinning Man, Bristol, West End and translation to Virtual Reality
- Pink Mist, Bristol, London and National Tour
- Princess and the Hustler, Bristol and National Tour
- Touching The Void, Bristol, National Tour, Hong Kong Festival, West End, Live Stream and Broadcast on Sky Arts
- Dr Semmelweis, Bristol



Image: Geraint Lewis



Image: Steve Tanner



Image: Craig Fuller

BUSINESS TRANSFORMATION



OUR AIM

Establish an on-line audience for streamed and filmed work, UK based and international and thus demonstrate the viability of a programme which operates simultaneously in live and filmed performance.

In March 2020, Bristol Old Vic was successful and financially viable, engaging powerfully with our community and creating theatre with wide appeal.

From 2016 we entertained over 570k people, grossing over £11.6m, reopened our building following a successful £13m capital campaign, combining artistic excellence, social impact and commercial success. Several productions transferred to London and toured internationally.

However, the COVID-19 pandemic has had an unprecedented impact on the ability of arts and cultural organisations to carry out their usual activities. In 2021 we decided to use this as an opportunity to transform our business by creating a new live / streamed digital broadcast model based on the charismatic atmosphere and unique intimacy of our theatre.

During 2021 BOV delivered a series of productions exploring a range digital and live stream models exploring our potential audience reach in the global marketplace whilst looking at the audience appetite in returning to live work. The range of work included *Touching The Void*, *Pink Mist*, *The Gathering*, *Sherlock in Homes*, *Impermanence*, *Outlier* and *Wuthering Heights*. We discovered that even though the live stream market place has reduced since we were in lockdown, there is nonetheless a growing global digital marketplace for live broadcast and new platforms for subsequent transmission in the UK and internationally that will enable wider engagement and access of BOV productions and longer term the opportunity to develop new revenue streams.



REPRESENTATION AND BELONGING





Image: Steve Tanner

OUR AIM

Commit to achieving a representative programme, audience, workforce and board of trustees. We will continue to add an additional £4,500 investment on EDI matters to every expenditure line in the annual budget , plus develop robust targets in consultation with our board of trustees and consultant Representation Matters.

We know that ensuring we have an inclusive culture is key to supporting people to do their best work and ultimately, enable them to collaborate, share, stay and develop with us as we embark on this journey. We need to make sure that we have insight into how people feel and whether or not they have a sense of belonging. Our relevance and viability as a theatre depends on this.

In addition to this we will commit to expanded participation and co-created practice, encouraging greater collaboration between artists and communities than at any point previously.

We will anchor organisational development and creative engagement through practicing co-creation with people in our city and region.

At the start of this journey, in November 2020, Chinonyerem Odimba established a working group to look at Welcome and Representation. The group met over a period of 8 months and consisted of both current BOV trustees and 'critical friends' from theatre sector in Bristol as well as highly respected individuals working across Education, Criminal Justice, and Multi-media.





The ambition of the group is to work alongside our consultant Aisha Thomas (Representation Matters) towards a set of recommendations that would then form part of a bigger piece of thinking and actions that BOV will be implementing over the next year.

These include the following:

- Language
- A 21st century theatre for a 21st century Bristol
- A framework for change
- Organisational structure
- Equity and racial justice
- Welcome and respect
- Accountability
- Partnerships

In addition to this, Aisha has started working with the Board of Trustees, the executive and leadership team and wider staff team, supporting them to develop their own departmental specific targets and plans through workshops and training sessions. This will feed into the development of Bristol Old Vic's Equality, Diversity, Inclusion and Belonging strategy, which will also include how to recruit, manage and appraise staff. This work will take place over the next 18 months and is just the start of journey.

In 2018 the final part of the building refurbishment was completed. The last part of the project focused on the restoration of the theatre facade, originally hidden at the top of a yard behind Mr Foote's house, and only revealed to the street once in the theatre's 250-year history. Ensuring the building was accessible from the street was of paramount importance but it was essential that access inside the building was also a focus of the refurbishment. To give you a snap shot of this, please download the theatre's visual story bristololdvic.org.uk/your-visit/access/general-access-information which walks you through your FOH visit to BOV.

ENGAGEMENT & HERITAGE



Through the transformative power of theatre Bristol Old Vic Engagement offers creative opportunities to people of all ages from a wide range of localities and communities in our city. We work in targeted areas of Bristol with specific communities and partners to ensure that everyone has the opportunity to experience and be inspired by theatre; this includes those who would not otherwise encounter or afford it. We welcome people from all backgrounds into our building to experience theatre productions, take part in workshops, discover our history or just to enjoy the space.

We are committed to supporting the emerging talent of Bristol and strive to find innovative projects and partnerships in which young people can develop and flourish. We believe that creative cultural opportunities should be embedded at the heart of every young person's learning experience and that participatory arts can offer meaningful support to young people on their life's journey. Through participation in theatre, individual's confidence can grow, aspirations can be raised, communication skills and self-expression develop, team skills broaden, and creative and reflective thought develop.

Currently there are various pathways to access what we do, from our Young SixSix project aimed at young people with experience of disadvantage; our Young Company City programme offering after school, drama sessions in schools in need of provision; our Made in Bristol training programme for those who have recently graduated from Young Company and other performing arts programmes; and our Adult programme, open to everyone of all ages and backgrounds.



Image: Paul Blakemore

Nothing like a Dame!

Pumpkins and Princesses

Theatre has always shared our ability to transform and transcend, and we need it the more than ever, as the rules of normal life are suspended in the world of imagination and action.

A good Christmas show provides a tantalising glimpse of what might be possible, offering hope for new-found wealth, power and love in the year ahead. Often this transformation is demonstrated visually, using representational elements.



In 2018 a multi-faceted heritage interpretation scheme was launched offering visitors unexpected encounters with the theatre's history through a combination of displayed collections and digital interpretation. In 2021 we began exploring historical stories from across the city and their connections to the theatre, collaborating with communities and artists with a range of theatrical approaches.

From 2021-2024 we will deliver 'Unscripted' which will explore Bristol Old Vic's heritage with community partners across the city, to develop community cohesion and encourage discussion of shared local heritage. Using digitised assets from archives at the Theatre Collection and Bristol Archives to make local heritage more accessible, stimulating conversations around belonging, identity and Bristol's history, and celebrating historic connections between our building and the people of Bristol. Collaborating with a wide range of community partners the project aims to improve wellbeing, reduce isolation, and encourage positive collaboration between participants to build genuine relationships between Bristol Old Vic and the people of our city.

NEW WORK AND ARTIST DEVELOPMENT



Bristol Ferment is the artist development programme at Bristol Old Vic, helping to shape the artists and companies of tomorrow.

We are piloting an evolved model of commissioning & development, involving our associates within that process and radically increasing the level of financial and in-kind support we are able to offer these collaborations, effectively co-producing with artists and companies in the region. We continue to initiate and partner on targeted projects of support, including Strike a Light's Let Artists Be Artists and Producer Farm, our ongoing collaboration with Fuel, Dance Umbrella, In Between Time and Coombe Farm Studios. These aims link directly to Creative People and Cultural Communities outcomes.

Here are some of the journeys a few of our supported artists have been on:

- Vanessa Kisuule, Bristol Ferment — Bristol City Poet
- Matt Grinter, Writers Attachment — Papatango Prize
- Adam Peck, Bristol Ferment — The Old Vic — Olivier Award
- Dan Canham, Bristol Ferment — Mayfest — LIFT Festival
- Amy Mason, Bristol Ferment — Edinburgh Festival — National Tour

- The Wardrobe Ensemble, Young Company — Made in Bristol, Bristol Ferment — National Tour, National Theatre and West End
- Bea Roberts, Writers Attachment and Bristol Ferment — 503 Playwriting Award
- Julia Head

We are developing our relationship with our associates, inviting new artists into this group. Additionally, we are forming a smaller working group of associates. This working group will be paid for a number of days each month to support our creative function – inputting across programming & our engagement and talent development work and integrating our associates at the heart of our operation. The plan is that this group of people will change on an annual basis.

This development will undoubtedly influence how we continue to work with freelancers across 2022. Our Leadership Development group are also currently working on a number of recommendations on how we can improve our working relationships with freelancers, continuing the work that we have begun across 2021 to address the urgent needs of this part of our workforce.



ENVIRONMENTAL SUSTAINABILITY



During the day Bristol Old Vic is home to c. 50 core staff, plus additional artists using the building's rehearsal spaces; 50-60 casual staff are employed to cover Front of House operations during performance times.

In terms of environmental impact Bristol Old Vic is responsible for activities in:

- All performance spaces and technical office facilities (Theatre, Studio, and Paintshop) plus wardrobe making and laundry facilities.
- All trading areas including the new restaurant and bar areas
- Albion Dockside workshops located 1 mile away provide spaces for set building and prop making for our productions.
- External rehearsal spaces and touring venues





PLEDGES FOR CURRENT AND FUTURE ACTIONS

On 16th October 2019, Bristol Old Vic joined Watershed and Bristol Beacon to sign up to the growing global community of arts and culture champions declaring a climate and ecological emergency.

Bristol Old Vic is committed to comply fully with environmental legislation and to continue efforts to reducing, reusing and recycling resources across the organisation.

Bristol Old Vic is committed to continue implementing environmentally sustainable practices and will consider the interrelationships with:

Social Sustainability – Providing a safe and fair working environment with equal opportunities for all, while considering the impact of our activities for the society at large.

Economic Sustainability – To exceed the expectations of our stakeholders by providing highly valued services and artistic products for generations to come.

OUR STRATEGIC OBJECTIVES TO ADDRESS CLIMATE CHANGE AND CLIMATE JUSTICE

- Reducing environmental impact of BOV and its activities at large
- Inspiring the people of Bristol and beyond to take action against climate change
- Supporting biodiversity, habitats, and ecosystems in the Bristol area

We are currently working to better measure and understand BOV carbon footprint to set clear and updated reduction targets, including but not limited to: waste management and circularity, energy efficiency, staff and audience travel, production and creative schedules, purchases and deliveries, services, trading, operations, contracts & agreements.

The Board of Trustees will approve the Environmental Policy & Action Plan and monitor its implementation. Progress against the Plan will be formally reviewed on an annual basis.

Our aim is to embed environmental action in everything we do, building systems and partnerships that can help us support our commitment.

Learn more about us and the environment: bristololdvic.org.uk/environment



JOB DESCRIPTION

The role of the Artistic Director, reporting to the Board of Trustees through the Chair of the Board, is to take overall creative leadership of Bristol Old Vic, building on its legacy of engaged, daring, inspiring, surprising theatre productions and taking those values forward in exciting and original ways.





Image: Steve Tanner

MAIN RESPONSIBILITIES ARTISTIC

- Ensure that excellent, ground-breaking productions for large and diverse audiences across the UK sits at the heart of Bristol Old Vic's vision.
- Commission and develop new projects, supporting playwrights to deliver their best work.
- Maintain existing co-production relationships and develop new ones in order to ensure that Bristol Old Vic's work is resourced and given the best exposure possible both in the UK and around the world.
- For candidates who are theatre directors, to direct at least one production for Bristol Old Vic per year, including digital and film projects.
- For candidates who are not theatre directors, to be a central creative collaborator on at least one production every year.
- Support and guide visiting directors and creative teams to realise their work to the highest possible standard.
- Supervise and evaluate all productions to ensure they are delivered to the highest standard.
- Evaluate Bristol Old Vic's digital work and with the Executive Director, continue the development of the digital strategy.
- With the Executive Director, recognise the commercial potential of Bristol Old Vic's projects and exploit that potential.
- Be an ambassador and leading voice for Bristol Old Vic in sector, social and political circles, promoting the organisation with a range of stakeholders, from audience, donors and local authorities to the regulator and other leaders.

LEADERSHIP

- In collaboration with the Executive Director, guide the company in the articulation and delivery of its long-term strategy and objectives, including the development of the new business plan with the Board.
- With the Executive Director, maintain financial stability and the prudent use of resources, and develop a sound knowledge of Bristol Old Vic's Annual Budget.
- With the Executive Director, lead the Bristol Old Vic team, ensuring that staff are skilled, motivated, and trained to deliver the company's artistic and business objectives.
- Participate in relevant networks within the cultural sector.
- Ensure that the artistic vision is successfully disseminated to stakeholders and others through the Bristol Old Vic brand.
- Evaluate the successes and failures of Bristol Old Vic's programming by analysing the company's reach to, and responses from, audiences locally, nationally and globally.
- Represent the company and its objectives to the public, maintaining a national presence for Bristol Old Vic in UK media.
- Attend Board meetings for the presentation of appropriate written and/or verbal reports and advice, and work with and maintain good relations with Board Members and especially with the Chair of the Board.



DIVERSITY, ARTIST AND NEW WORK DEVELOPMENT AND ENGAGEMENT

- In the development and production of Bristol Old Vic's work, ensure that the company's creative teams and casts reflect the diversity of the UK in terms of gender, ethnicity and disability.
- Have a focus on socio- economic and geographic diversity, ensuring that Bristol Old Vic's work is made by and for diverse audiences outside of Bristol and London.
- Work in a collaborative way with colleagues in the sector, to support the development of new creative talent in order to ensure that UK theatre continues to thrive.
- Work at all times to comply with and exceed the commitments set out by the Welcome and Representation Working group and Representation Matter, reviewing and renewing these plans frequently.
- With the Executive Director, ensure the company's compliance with all statutory requirements as a limited company and a registered charity.
- With the Executive Director, ensure the company's compliance with the terms of its funders, with a particular focus on maintaining Bristol Old Vic's position as a National Portfolio Organisation of Arts Council England.
- With the Chair of the Board, the Board and Executive Director, evaluate the strengths and weaknesses of the Board and to support the Chair in the appointment of new trustees as appropriate.

FUNDRAISING

- Maintain the company's positive relationship with major funders including Arts Council England, where possible working with senior level contacts and seeking to influence policy.
- Play a leading and active role in the continuous development of Bristol Old Vic's fundraising capabilities.
- In the course of developing new Bristol Old Vic's productions, programmes or initiatives, identify potential opportunities for the fundraising team.
- Nurture and develop relationships with current trusts, foundations, individuals and companies.



PERSON SPECIFICATION

The ideal candidate for the Artistic Director position will be an experienced, inspirational and collaborative leader with a readiness to commit wholeheartedly to the future of the Bristol Old Vic. They will bring a new vision and creativity to the work we produce and share here at Bristol Old Vic.



ESSENTIAL EXPERIENCE & KNOWLEDGE

- A theatre director or practitioner with a body of acclaimed work and in-depth experience of the theatre development and production process.
- Experience of directing, writing or creatively producing plays at leading theatre organisations and/or companies.
- Experience of operating at a senior level within a theatre company





ESSENTIAL SKILLS & ATTRIBUTES

- The ability to develop a strategic artistic vision for Bristol Old Vic and an understanding of how that vision will position the company in UK and international theatre.
- The ability to create and articulate a vibrant and exciting vision for Bristol Old Vic's future.
- Proven literary, dramaturgical and commissioning skills.
- A proven ability to solve creative problems with imaginative solutions.
- The ability to motivate and inspire artists and colleagues.
- An articulate, knowledgeable and passionate advocate for theatre.
- Excellent knowledge of the literary canon and significant knowledge of new work across different media.
- Extensive experience of working with senior theatre artists.
- Sophisticated understanding of, and networks in, the theatre industry.
- Excellent interpersonal skills and confident at dealing with people.
- A demonstrable commitment to continuing professional development as an artist and leader.
- The ability to advocate an understanding of people's 'lived in experience' of social and cultural barriers of disablism, racism, homophobia or persecution for some other aspect of their identity.
- The ability to develop a thorough understanding of Bristol Old Vic's finances

DESIRABLE SKILLS & ATTRIBUTES

- An understanding of UK theatre criticism and experience of working with the media.
- Experience of dealing directly with both philanthropic foundations and individuals.
- Knowledge of and a relationship with ACE and other funders.
- Knowledge of international theatre practice and contacts outside the UK.
- Administrative competence and IT literate.

DESIRABLE EXPERIENCE & KNOWLEDGE

- Experience of supporting emerging artists.
- Experience of directing work.
- Experience of education and arts development practice.
- Experience working in other media, e.g. Film/TV.
- Experience of working at a senior level within a theatre organisation and of managing staff.



TERMS AND CONDITIONS



1958
O'TOOLE
AS HAMLET...



Responsible to: The Board of Director's

Responsible for: Joint responsibility for the producing team and the Executive Assistant with the Executive Director

Hours: The minimum hours are 35 per week. Normal office hours are 10am – 6pm. Flexible working may be considered and we would welcome a conversation about this at interview. However, the postholder will be expected to work such reasonable hours as the needs of the post demands. No overtime is paid.

Contract: Permanent

Salary: £80-£85k

Benefits: Contributory Pension Scheme; Season Ticket Loan Scheme; Training and Development Opportunities.

Holiday: 5.6 weeks per annum (28 days) including bank/public holidays, increasing to 33 days including bank/public holidays after the completion of one full holiday year.

Probation: Six months' probation period (during which there is one months' notice on either side)

Notice period: Six months' notice following successful completion of probation period

We welcome single or joint/job share applications and are open to applicants suggesting new ways of how our artistic leadership could be structured. If you are applying as a partnership, we would like you to think about how this might work in practice and to provide the headlines of this structure in your covering letter.

This might be your first experience as an Artistic Director in which case we would offer developmental support and in all cases can offer mentoring support to the successful candidate.

It is not essential for the successful candidate to be based in Bristol, though a number of days working at Bristol Old Vic would be required each week.

Conditional Offer of Appointment: Pre-Appointment Checks

Any offer to a successful candidate will be conditional upon:

- Receipt of at least two independent references, which are satisfactory to Bristol Old Vic. NB: References produced by candidates will not be accepted.
- Verification of identity and Right to Work in the UK to be produced at interview stage.

Application process

Please send a CV and covering letter *of no more than 3 pages stating why you are interested in and suitable for the job to ADRecruitmentBOV@gmail.com, FAO Emma Bennett

*We welcome applications in any format. This could be with a short video or audio recording, rather than a letter. Please keep in mind the length of your application; for example if it's a video or audio recording it should be no longer than 5 minutes or if it is a written statement no longer than 3 pages.

If you would like an informal, confidential chat regarding the position, please contact our recruitment consultant, Donna Munday, at donnajmunday@googlemail.com or on **07970 630229**, or our Chair Bernard Donoghue, at bernarddonoghue@alva.org.uk or our Executive Director, Charlotte Geeves, at charlotte.geeves@bristololdvic.org.uk

Closing date for applications 28th March

1st interviews – 21st & 22nd April

2nd interviews – 5th & 6th May

3rd interview – 16th May