

# Join our team!

INCORPORATING

**SALISBURY  
ARTS CENTRE**  
PART OF WILTSHIRE CREATIV

**SALISBURY  
INTERNATIONAL  
ARTS FESTIVAL**  
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**SALISBURY  
PLAYHOUSES**  
PART OF WILTSHIRE CREATIV





Salisbury International Arts Festival 2025 c. Kin Ho

# Wiltshire Creative

We bring people together for joyful, enriching creative experiences.

Our venues - Salisbury Playhouse and Salisbury Arts Centre - deliver surprise, delight and wonder with a diverse year-round programme. Salisbury Playhouse produces performances that bring pride and joy to our region, touring nationally and beyond.

Once a year, we burst out beyond our walls to invigorate city spaces with Salisbury International Arts Festival.

We nurture talent and spark imagination, inviting more people in our region to live creative lives.

Follow us: @WiltsCreative | [wiltshirecreative.co.uk](http://wiltshirecreative.co.uk)

# About this role

**Job Title:** Youth Theatre and Holiday Activities Practitioner

**Responsible to:** Youth Theatre Leader

**Main relationships:** Youth Theatre Leader, Youth Arts Producer  
Take Part Practitioner, Youth Theatre Assistants

**Start date:** Late August/September 2026

An integral part of the organisation's work is provided by the Take Part department; our schedule of activity connects with, responds to and feeds back into the wider artistic programme of Wiltshire Creative. The Take Part team engages with schools and communities throughout the county to provide high-quality opportunities for people of all ages to engage with the arts. We work closely, and strategically, with local partners to develop inclusive offers and pathways into our programmes. We work in the community and across both our venues, Salisbury Playhouse and Salisbury Arts Centre.

This new role sits in our busy and thriving team, comprised of a range of creative practitioners, arts producers and arts engagement specialists. This role will be vital to the development of our offer for children and young people. Our approach to Youth Theatre aims to place young people at the centre of our work; listening to them and feeding off their imagination and creativity. You will focus on the running of our youngest youth theatre groups and the planning and delivery of creative school holiday offers.

This is a fantastic opportunity for a drama practitioner to introduce key performance and life skills to children through workshops and performances. Our drama offers are rooted in storytelling, imaginative expression, performance techniques, communication skills and fun.

## Job Purpose

- To lead Stage 65 Youth Theatre groups 1 and 2 in line with Wiltshire Creative's overarching goals and creative ambition for our Youth Arts programme
- To plan, deliver and/or oversee a range of school holiday activities for young people ages 6 to 16
- To create a safe, welcoming and happy environment for young people to thrive

# Key responsibilities

## Delivery

- To plan and deliver regular weekly creative drama workshops for Stage 65 Youth Theatre groups 1 and 2, ages 6-8 and 8-10. Working with support from our Youth Theatre Leader, to plan a creative programme that builds performance skills and offers a range of creative play and performance opportunities
- Produce clear termly plans for each group
- To work alongside the Youth Theatre Leader and Youth Arts Producer to plan and deliver annual performance opportunities for all groups, in-line with our 2-year structure, to showcase their skills and learning
- To work with the Youth Arts Producer and Youth Theatre Leader to ensure all activity is planned and shared via Wiltshire Creative systems and processes
- To work in creative collaboration with the Take Part team to plan and deliver high-quality school holiday activity for Young People, including FUEL and Play in a Day
- To have, or gain an Arts Award trained status, and to build Arts Award skills into our Holiday offers, supporting our Youth Theatre Leader in aspects of wider Arts Award delivery where possible

- To prepare and deliver occasional additional drama workshops and activities for the Take Part team as required
- To greet participants and complete registers at the beginning of each session
- To ensure that evaluation processes are carried out and all data recorded as required
- To build youth voice practices into all delivery so that the content of projects and activities are informed by the young participants
- To work with the wider Take Part team and practitioners to implement access plans for participants with a range of additional needs and disabilities
- To work within the Wiltshire Creative Safeguarding Policy and best practice guidance at all times, including reporting any, and all, safeguarding issues or concerns appropriately to your line manager or senior manager

### **Communication & Advocacy**

- To communicate information appropriately to participants, young people and their parents/guardians via email, as directed by the Youth Arts Producer and Youth Theatre Leader
- To maintain good communication and relationships with Take Part team members, Wiltshire Creative staff, participants and the public
- To communicate with other Wiltshire Creative departments, to enable the smooth running of regular Take Part workshops and events
- To attend local youth/community events to represent Wiltshire Creative and the Take Part Programme
- To contribute content towards news articles and press releases regarding the work delivered

## General

- To take part in full training and induction, to include First Aid, Safeguarding and other CPD opportunities, as appropriate
- To always act in the best interests of Wiltshire Creative, positively enabling delivery of our objectives and acting as an ambassador for our work
- To abide by Wiltshire Creative's policies, including the Staff Handbook and associated people policies, and Safeguarding, Health & Safety and Sustainability policies
- To promote and champion Wiltshire Creative's values through actions and behaviours
- To attend staff meetings and internal meetings, unless delivery of the planned programme of work prohibits this
- To support the work of other departments through effective collaboration when required
- To seek continuous improvement in processes, standards and knowledge
- To take positive action to promote Diversity and Equality in all aspects of the work of Wiltshire Creative
- To maintain confidentiality in all areas relating to Wiltshire Creative
- To be flexible and to undertake any other reasonable duties as requested

# About you

- Demonstrable experience working and/or training as a Theatre Practitioner
- Experience creating and planning drama-based activities and/or programmes for young people
- Diverse and flexible creative skills that enable a responsive approach to delivery. We welcome people with additional creative skills beyond drama
- Clear interest in theatre and an ambition to develop a career in this field
- Good written communication skills
- Strong verbal communication skills
- An easy ability to build rapport with colleagues and participants
- Ability to work effectively as part of a team and independently
- Experience or understanding of evaluation in arts settings
- Previous experience in taking part in arts workshops or events as a participant
- Good time-keeping and organisational skills
- Able to work flexible hours, including amended hours during school holidays as well as occasional evenings and weekends
- Understanding of Diversity, Inclusivity and Accessibility in an arts context
- Understanding of the barriers to the arts and education experienced by young people
- A genuine interest and understanding of the overall work of Wiltshire Creative

# Terms and Conditions

<b>DBS and References</b>	Subject to Enhanced DBS Clearance and receipt of satisfactory references
<b>Salary</b>	£27,419 per annum pro rata, which equates to £6,855 for hours worked
<b>Contract</b>	Permanent
<b>Location</b>	Salisbury (Playhouse or Arts Centre)
<b>Hours of work</b>	Averaging 10 per week with 11am – 7pm on Mondays during term time and remaining hours worked flexibly to support school holiday activities
<b>Holiday</b>	Pro-rata of 28 days per annum including bank holidays, rising in line with length of service
<b>Benefits</b>	<ul style="list-style-type: none"><li>• Wiltshire Creative offers a pension scheme through People's Pension, subject to eligibility</li><li>• Complimentary tickets for in-house shows</li><li>• Invitations to press nights</li><li>• Occasional ticket offers on visiting shows</li><li>• Discount in our bars and cafés</li><li>• Opportunity for flexible working patterns</li><li>• Wellbeing activities</li><li>• Employee Assistance Programme</li><li>• A fully trained team of Mental Health First Aiders</li><li>• Training and development opportunities</li><li>• Cyclescheme</li><li>• Computer Scheme</li><li>• Interest-free travel season ticket loans</li></ul> <p>Full details are available upon request.</p>

# How to apply

Thank you for your interest in this post.

We strive to make our recruitment process accessible for all. If we need to make any adjustments to allow you to fully participate in our recruitment process, please contact our friendly admin team on [recruitment@wiltshirecreative.co.uk](mailto:recruitment@wiltshirecreative.co.uk) or 01722 320117, and they will be more than happy to help. Adjustments could include, but are not limited to,

- Providing the application pack in a different format (e.g. hard copy, PDF, large print, audio)
- Enabling you to submit your application in a different form (e.g. audio, video)
- Making arrangements to facilitate your participation in an interview should you be shortlisted

We are keen to have all ethnicities, faiths, genders, sexualities, and disabilities represented in our organisation, and actively encourage applications from people of all backgrounds. We guarantee to interview all d/Deaf and disabled applicants who meet the essential criteria for this vacancy.

## Before you apply

Please read the Job Description and Person Specification carefully before you apply and use these to inform your application. If you have any questions, or if you wish to have an informal conversation with us before applying, please contact our friendly admin team on [recruitment@wiltshirecreative.co.uk](mailto:recruitment@wiltshirecreative.co.uk) or 01722 320117.



## How to apply for this post

The closing date for this vacancy is 8am on Friday 17<sup>th</sup> July 2026.

Interview dates will be either 3rd, 4th or 5th August with successful candidates going to second stage interviews consisting of a practical session on 7th August.

To apply please click the Apply button below and complete the online form. Please note that we will NOT accept CVs.

If you would like to submit your application in a different format (e.g. audio or video), please contact our friendly admin team on 01722 320117 or [recruitment@wiltshirecreative.co.uk](mailto:recruitment@wiltshirecreative.co.uk).

The questions in this form are also available in audio and BSL video format.

Please also complete our [Equality, Diversity and Inclusion Monitoring Form](#). A hard copy of this form is available on request. We ask for this data to monitor who our job adverts are reaching and who is applying for our roles. The data submitted is completely anonymous and will only be seen by the administration team and used to analyse the progress of our Equal Opportunities policy.

Your answers will not be linked to your application form in any way and will not be seen by the shortlisting or interview panels.

### Data Protection

The information you give in your application will be used to create a shortlist for interviews. Any data about you will be held securely, with access restricted to those involved in dealing with your application as part of the recruitment process. Your application will be kept on file for a maximum of six months, and then destroyed.

Should any job opportunities for which we think you may be suitable arise within the six-month period, we may send you details about the vacancy. We may also contact you for feedback on our recruitment processes.