

Engagement and Partnerships Lead

Person Specification

Essential Experience & Knowledge

This role is a member of the management team and requires demonstrable and sustained experience of the areas listed below. If you have not led a department before please clearly indicate transferable skills and experience that relate to the delivery of this role. If there are specific areas where you would wish to develop skills through training or professional development please highlight.

Strategic Leadership & Delivery

- Demonstrable/Sustained Experience of leading engagement, learning or participation programmes within a cultural, education or community context.
- Proven ability to set the vision, strategy and delivery of an engagement department.
- Experience of translating organisational strategy into clear, deliverable plans with artistic, social and financial outcomes.
- Experience of working at a management level or freelance equivalent, contributing to organisational planning and decision-making.
- Budget setting, managing and reporting.
- Strong experience of inclusive practice, safeguarding, and working ethically with children, young people and communities.
- Experience of leading on safeguarding practice with young people and vulnerable adults.
- Staff management of a team including leading regular team meetings, objective setting and annual appraisals.
- Professional development.

Income Generation & Partnerships

- Demonstrable experience of developing and managing earned income through partnerships, contracts or paid programmes.
- Experience of negotiating and managing relationships with external partners such as schools, FE/HE institutions, local authorities, cultural organisations or businesses.
- Experience of developing costed programme proposals, pricing offers, and working with finance teams to ensure sustainability and value for money.

- Utilised an entrepreneurial approach to identify and secure new opportunities aligned to organisational mission.
- Build and sustain strategic partnerships locally, regionally, nationally and internationally.
- Act as an advocate for Live Theatre's engagement practice, representing the organisation in sector networks.

Programme Quality, Impact & Evaluation

- Experience of designing high-quality engagement or learning programmes that are artistically rigorous, relevant and responsive to participant needs.
- Strong track record of monitoring, evaluation and reporting, including use of data to evidence impact and inform development.
- Ability to advocate for and articulate social, educational and cultural impact clearly to funders, partners and stakeholders.

Essential Skills & Abilities

- Inspirational and supportive leadership style, with the ability to motivate, manage and develop staff, freelancers and volunteers.
- Excellent communication and relationship-building skills, able to work confidently across artistic, educational, civic and commercial contexts.
- Strong organisational and project management skills, with the ability to manage multiple priorities and deadlines.
- Financial awareness and confidence working with budgets, targets and performance reporting.
- Ability to think strategically while remaining hands-on and delivery-focused.
- Confidence representing an organisation externally and acting as an advocate for its work and values.
- Strong written skills, including reporting, proposals and partnership documentation.
- Digital confidence, including use of data, CRM or reporting systems to support insight and decision-making.

Values & Behaviours (Essential)

Candidates must demonstrate alignment with Live Theatre's values:

Care

- A people-centred approach that prioritises wellbeing, safeguarding, inclusion and respect.
- Commitment to nurturing participants, artists, colleagues and communities.

Integrity

- Honest, ethical and transparent approach to partnerships, contracts and decision-making.
- Commitment to fairness, accountability and high professional standards.

Adventure

- Appetite for growth, innovation and taking thoughtful risks.
- Willingness to challenge assumptions and explore new models for engagement and income.

Openness

- Curious, reflective and open to new ideas, influences and ways of working.
- Commitment to learning, listening and continuous improvement.

Other Requirements

- Commitment to equality, diversity and inclusion in all aspects of work.
- Willingness to work flexible hours, including occasional evenings and weekends.
- Enhanced DBS clearance (or willingness to obtain one).

ENDS