

About Bristol Old Vic Theatre School, more about the role of Senior Voice & Dialect Tutor and the application process

Bristol Old Vic Theatre School's mission

Bristol Old Vic Theatre School's mission is to provide the highest quality education and training in drama for exceptionally talented and committed individuals so that they may achieve their full potential as practitioners, leaders and citizens of the world.

To achieve this we will:

- Attract and select individuals of outstanding talent regardless of background whose ambition is to make their career in the performing arts.
- Provide a learning environment that fosters creativity, curiosity and personal development.
- Promote diversity and inclusivity in all its forms.
- Continually enhance our artistic and educational practice within the context of our ever-changing world.
- Foster collaborative partnerships and initiatives within the creative community locally and globally.
- Be a role model for the future of our industry and serve as an initiator of ideas in the performing arts and arts education sectors.
- Continue to build a robust, sustainable and environmentally responsible organisation and business model.

Background to the School

The Theatre School will celebrate its 75th year anniversary next year. The School trains students in acting, design, costume, technical skills, writing and directing. It operates across three sites in Bristol: the main Downside Rd site in Clifton, its centre for Film, TV and Audio production at Christchurch Studios, and its scenic workshops in south Bristol.

Student productions take place across the City: along with those at Bristol Old Vic Theatre, they are also performed in local venues, including the Tobacco Factory theatres, Circomedia in St Pauls, the Redgrave Theatre in Clifton, and the Wardrobe Theatre in Old Market.

Until the present academic year, the School presented over 200 public performances each year in Bristol and on tour; including to primary schools in Bristol, playing to some 16,000 young people, and the West Country tour performed in 22 venues within a two hour drive of Bristol.

The School also has a thriving Sunday Youth Theatre group and runs a range of summer short courses in acting; it is a BFI academy regularly running short courses in Film Production training for 16-18 age students.

Some of the above will be less possible during the 2020-21 academic year due to the effect of Covid-19 but the School recognises how important these activities are and will plan accordingly as further Government guidance is issued.

For further information about the School, please visit: oldvic.ac.uk.

Governance at Bristol Old Vic Theatre School

In addition to the Council of Trustees there are sub-committees of the Trustees – the Audit Committee and the Finance committee. Terms of reference can be found at: oldvic.ac.uk/about-us/staff-governors.

Through its membership of the Conservatoire for Dance and Drama (cdd.ac.uk), there is a direct reporting line to the CDD Board of Governors in terms of academic standards, internal audit and financial year-end reporting. CDD is the Higher Education Provider registered with the Office for Students that enables BOVTS and the other five CDD member schools to operate within higher education. Information about the CDD strategy can be found at: cdd.ac.uk/about-us/how-we-work/strategic-plan-2019-24.

The School's current higher education courses are validated by the University of the West of England (UWE). The validation relationship with UWE is governed by an academic agreement renewed every five years and subject to regular reporting on academic standards. The School is an associate school of UWE.

In July 2020 the Theatre School's Board resolved that the Theatre School would leave CDD with effect from July 2023. The Board and Principal & CEO have created an Exit Plan for CDD, and are actively working towards finding the right Higher Education Provider which will truly reflect and enhance the Theatre School's mission, values and ethos.

More information about the role

The School is a busy and vibrant place with experienced and committed tutors and talented students. Students are told that their first day at the Theatre School is the first day of their professional career, and their training reflects this.

Over the last few years we have employed freelance voice teachers to work with our Head of Voice. However, now we have established our MFA Professional Voice Studies programme we are keen to welcome a permanent member of our team.

You will be highly experienced in all aspects of voice and dialect work. As well as teach, you will be able to provide pastoral care to students, schedule voice calls, communicate with directors, liaise with student stage managers and theatre venues.

You will be adaptable, flexible, patient, self-motivated and happy to step into a busy, chaotic and friendly workplace. All our staff are dedicated, hard-working and supportive of each other at all times. Their commitment gave the students who have recently graduated a very high level of training during lockdown and a level of support and care that enabled those students to remain happy, healthy and engaged.

Equality, Diversity & Inclusion

The School recognises that its Trustees and staff cohort is not representative of Bristol, and the 91 languages spoken in the city. On the student body, the acting courses have a 30% representation, however, technical and creative courses have as low as 5% representation.

Over the last few years the School has changed a lot of its practices, which include (but isn't limited to) introducing more visiting external tutors and lecturers from diverse backgrounds, discovering more modern and representative writers for the students to study, and providing extensive training to staff on helping under-represented groups express themselves whilst training in a creative environment.

The new Principal is most concerned that all students, but particularly those who are unrepresented in the School, feel that they belong in a City that is facing its own challenges through BLM and its history. They must also know that the School accepts that it has its own journey to take, and that we want and need them to join us on that journey.

An Equality, Diversity & Inclusion Action Group has been established, made up of staff and some of the Student Representation Group to work towards bringing about genuine, effective and long-standing change.

The application process

We hope you find this pack provides all the information you need in order to consider your application for this post. If, however, you have any further questions please contact Carol Fairlamb, Head of Voice, by emailing carol.fairlamb@oldvic.ac.uk

Applications must be received by **12 noon on Monday 19th October 2020**. If you decide to apply for this post, please download a copy of the Application Form and Equal Opportunities Monitoring Form from oldvic.ac.uk/jobs.

Application forms, with a covering letter no more than one side of A4 describing what attracts you to this role, your experience and how it relates to the opportunities and challenges presented by this post, should be returned by email to carol.fairlamb@oldvic.ac.uk

or by post to:

Carol Fairlamb
Bristol Old Vic Theatre School
1-3 Downside Road,
Clifton,
Bristol
BS8 2XF

Shortlisting

To ensure the fairness of the selection process, shortlisting will be based upon the information which you provide in your application and assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria set out in the job description.

Please also refer to the Equal Opportunities section of the job description, which explains the Theatre School's recognition of the positive value of diversity, promoting equality and challenging unfair discrimination.

All applicants will be notified of the outcome of the shortlisting process.

The interview process

The interview will take place over Zoom / at Bristol Old Vic Theatre School, 1-3 Downside Road, Clifton, Bristol BS8 2XF; we anticipate these being during the week beginning **26th October 2020**.

The appointment will be subject to satisfactory pre-employment checks.