



Vital Xposure

Sharing vital stories, exposing hidden truths

**ARTISTIC DIRECTOR
APPLICATION PACK**

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www.vitalxposure.co.uk

LETTER FROM THE CHAIR

Dear Applicant

Thank you for your interest in the role of Artistic Director/s at Vital Xposure. You'll find information in this pack about the company and the role.

We're looking for a visionary and inspirational artist/s, who wants to lead the next chapter of Vital Xposure's artistic journey. An individual/s who has ambition and who wants to explore and push the boundaries of new artistic approaches and deliver high quality, accessible work.

This is an exciting time for Vital Xposure and you will join the company in time to shape and develop its next National Portfolio Organisation application in June/July 2025.

We are seeking individual/s who are team players, who enjoy creative problem solving and, with effective communication skills, are willing to share, advocate for and influence positive change across the wider arts sector.

We are open to hearing from individuals or, from those who wish to share the role and make a joint application. We will consider flexible working hours, office/remote working and other working arrangements.

We are fully committed to equity, equality and inclusion and seek candidates from a diverse range of backgrounds.

If you feel this could be the role for you, you can find out more on VX's work and our future plans, on our website or you can book a 15 minute slot for a 1:1 conversation. All the details are in this pack.

We hope you wish to find out more about us and this role, either on your own or as a job share and choose to pursue an application.

Best wishes,



Sue Williams

Chair

If you require information in an alternative format, please contact us:

intouch@vitalxposure.co.uk / 020 8123 9945 / 07432 421825 (voice/texts/WhatsApp)

These formats will be available upon request and we will ensure they are suitably tailored to support the applicant's access requirements.

JOB DESCRIPTION

The Artistic Director is a Vital Xposure Board appointment

Reporting to: Chair of Trustees

Responsible for: Creative teams and freelance artists

TERMS AND CONDITIONS:

Hours of work: Permanent, part time : 0.6 F/T equivalent

Salary: £49,595 – £ 54,678 pro-rata

Location: Hybrid working, including Vital Xposure's offices located at Empire 2, Hackney Empire, 291 Mare Street, London, E8 1EJ

Vital Xposure (VX) wants to work with an ambitious and visionary disabled, d/Deaf or Neurodivergent Artistic Director, who will be at the forefront of developing and delivering the Company's artistic vision, mission and programme.

Building on the foundations of the Company's history and philosophy, the individual or individuals will work in collaboration with the VX Team, to develop and deliver new, innovative artistic platforms, partnerships and plans.

The VX Team work collaboratively, with everyone contributing to the Company's overarching ambitions and plans, with an intersectional approach, viewed through a disability lens.

Collaboration, coproduction and partnerships are central, seen through our work with a broad range of artists, arts and non-arts organisations.

OTHER BENEFITS:

Pension: Up to 5% employer contribution

Flexible working: Hybrid working arrangements negotiable

Professional Development: VX encourages and supports professional development opportunities within the role such as further training and mentorship, linked to appraisals

Mentoring: Mentoring support negotiated

BACKGROUND INFORMATION

Vital Xposure was founded in 2011 by disabled artist and activist, Julie McNamara. As a disabled-led theatre company, whose ethos is underpinned by the Social Model of Disability, we have an exciting track record of creating and touring work informed by stories from hidden voices. Based in London, we have national reach, engaging with audiences and participants often who have been ignored. We present inclusive theatre, new work, supporting artists' creative development.

Currently there is a range of work in various stages of development, including a VX Labs delivery and a national tour of **...blackbird hour** during February and March 2025.

... blackbird hour is a visceral and moving exploration of a queer Black woman's call to arms for loving oneself when love has made itself scarce. Making its world premiere at the Bush Theatre, **babirye bukilwa's** profound insight into caring and belonging serves as a continuation of their critically acclaimed playwriting debut **...cake** (Theatre Peckham).



Image design by Kieron Lewis

Following a four-week run in London (Bush Theatre), the show will tour to Bristol (Bristol Old Vic), Leeds (Leeds Playhouse) and Newcastle (Live Theatre)

Informed by national consultation, a 3-year programme, supported by an ACE funding uplift, is enabling us to grow partnerships and broaden and innovate disabled-led creative practice and access.

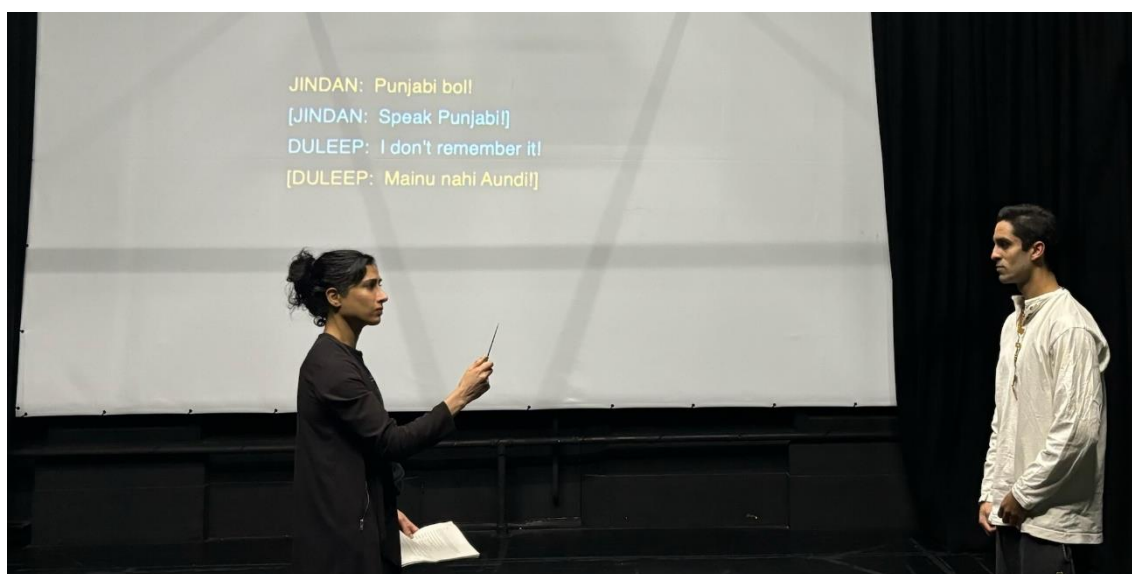
A platform for examination, experimentation and exploration, the **VX Labs** are a celebration of intersectionality, experimentation, investigation of creative access and interrogation of theatre making from a disabled perspective. The **VX Labs** seek to remove existing barriers for artists and audiences and, importantly, will see the outcomes provide a legacy by sharing new practice and debate with the wider arts sector.

In March 2025, we will be delivering a VX Lab: **Decolonising Disability** in partnership with Bristol Old Vic, and during 2025-26, three VX Labs will be delivered:

- explore access for young audiences in partnership with Z-Arts
- Trans-Disabled performers with Derby Theatre
- Neurodiversity lab in collaboration with Oxford University TORCH (The Oxford Research Centre for the Humanities)

Building on the learning and success of **Wellspring**, our three year professional development programme that supported and showcased new work by 16 London-based disabled, d/Deaf and Neurodivergent playwrights, we will be designing the next iteration of VX's support to theatre-makers across England. We want to extend the programme's legacy of partnering with acclaimed new writing theatres (Bush Theatre, Paines Plough, Theatre503, Hampstead Theatre, Soho Theatre), into co-design and co-delivery with regional partners to support artists locally and help them in their next professional steps into the sector.

Read more about Vital Xposure's activities and history: www.vitalxposure.co.uk



VX Labs – Creative Captioning in bilingual plays: Punjabi – English

Vital Xposure is proud to be an Arts Council National Portfolio Organisation and in summer 2025, the incoming Artistic Director will be working with the team to develop and articulate the company's artistic programme to inform the company's proposals for the next funded period from 2027.

Our small, committed Team are at the centre of the workings of the company, supported by a dedicated Board of Trustees. Vital Xposure is a registered charity and a company limited by guarantee.

Our Vision:

A future where marginalised people are recognised, celebrated and empowered as leaders, audiences, participants and artists.

Our Mission:

- We champion unheard stories to broad audiences.
- We challenge preconceptions of disabled-led performance.
- We pioneer collaborative research to expand the future of disabled-led work.
- We develop new disabled artists, validating their complex individual identities.
- We demand access for artists, audiences and participants.

Values:

Excellence: We are a professional theatre company which makes exceptional work and develop remarkable people.

Social Justice: We promote equity for all and challenge the injustice of systemic barriers and personal prejudices which exclude disabled people.

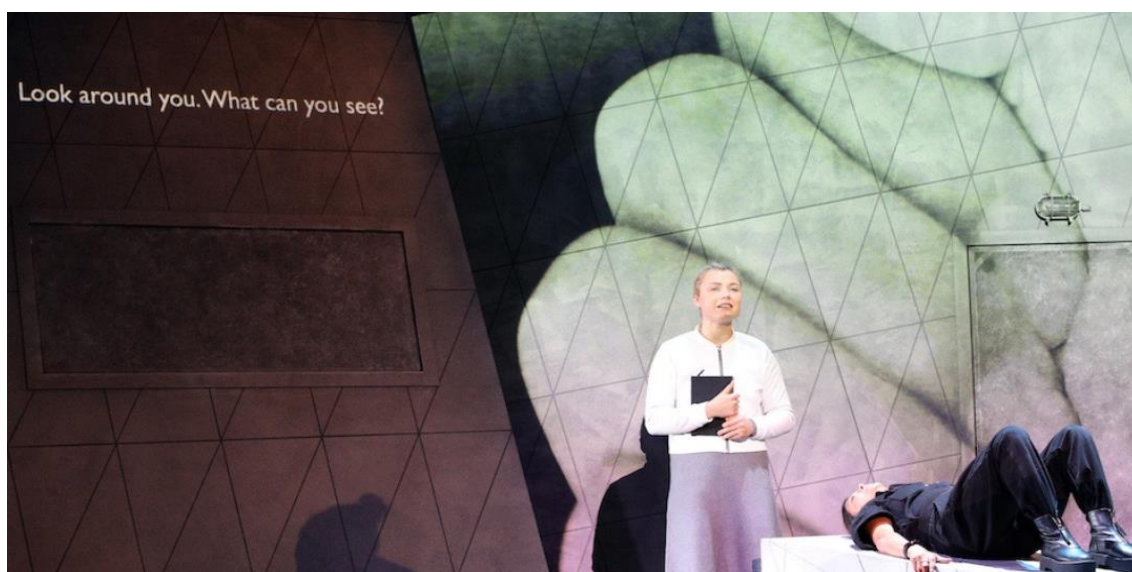
Access: We strive for our work and processes to be accessible. We are committed to ongoing investment in access, exploring new options and evolving our own understanding.

Innovation: We tell stories in new, ambitious ways. We celebrate disabled perspectives. We establish academic partnerships to dismantle regressive structures.

Appreciating Complexity: We do not live single issue lives. Disabled people are not single labels. Too many have been left behind by reductive thinking.

PURPOSE OF THE ROLE

- Provide the artistic leadership to grow Vital Xposure's artistic programme and develop and deliver Vital Xposure's artistic vision, mission and aims. We are looking for individual/s who is the forefront of speaking up for disabled artists and Vital Xposure and is committed to making positive change
- To lead on shaping the artistic programme to inform the [ACE NPO application 2027 - 2030](#). Deadline for submission: July 2025
- Develop and grow existing and national new partnerships, including co-productions to support the national touring of the company's work
- Work with the VX team to plan and deliver the strategic artistic direction of the company, ensuring Vital Xposure is an organisation that is a leader, a listener, a partner, is creative, transformational and shares knowledge. We are looking for a collaborator. who is inquisitive, bold and ambitious
- Oversee all aspects of Vital Xposure's artistic programming. We are looking for an organised and knowledgeable creative artist
- Promote Vital Xposure, its work and artists. We are looking for individual/s who will confidently speak out and grow partnerships



Quiet Rebels Tour 2022. Photo by Rehan Jamil.

Responsibilities:

Artistic Development, Programming and Productions

- Develop, implement and articulate VX's artistic policy through a clear vision and aims.
- Lead and guide the artistic direction that will underpin the success of the company
- Oversee the artistic and creative development of the VX Labs programme, working with the VX Labs Project Manager to ensure their successful delivery. Develop ways the evaluation and key outcomes are shared with the wider theatre sector. Make recommendations to the Board on the future life of the LAB Programme.
- Lead on exploring and developing innovative new artistic projects and touring productions supported by co-production, partnerships and other cultural allies
- In consultation with VX Team and artists, shape, develop & manage an artistic programme that will excite, innovate, engage, expand audiences and grow VX's national profile
- Seek out and nurture new, diverse talent. Lead on and oversee VX's artists' development, with programmes that create opportunities for their artistic practice, with pathways to employment, engaging partners where appropriate
- Explore and include innovative creative access across the artistic programme, enabling artists, audiences & participants to engage in all strands of VX's work
- Establish and grow artistic partnerships, collaborations, investigations and co-productions that will advance arts and disability nationally
- Working with the team, expand and develop VX's audiences through innovative ways of engagement and participation
- Research and recommend ways in which digital strategies can be developed within the artistic programme
- In collaboration with VX Team and artists feed into the evaluation of projects and productions to inform the company's future work and practice

Strategic

- Contribute to growing understanding of innovative practices for VX's Board and staff
- Contribute to policy development, business planning, funding applications as required
- Keep Board and management informed of artistic plans, attending meetings and with written reports as required
- Maintain good relationships with current and potential funders, acting as an exemplary ambassador for VX.

Finance

- Contribute to budget creation and income generation by timely artistic planning with clarity of purpose, writing appropriate copy as and when required

Communication

- Advocate for disabled-led work and VX
- Contribute to VX's communication strategy, inputting information on project and artistic developments
- Jointly lead with the Executive Director on external public relations with clear articulation of the VX vision and ambition
- Play an active role in meeting partners and representing VX at events
- Encourage partners and individuals to engage in the work of VX
- Maintain an up to date understanding of current affairs, cultural and creative developments that will feed company knowledge and growth and positively impact on VX's work

Management

- Responsible for the welfare of creative team and artists with line management responsibility for creative and artistic freelancers, stage managers and shared line management responsibility with the Executive Director for production management
- To maintain an energised environment, working collaboratively to engage with and create an atmosphere that is inclusive and enables the best from all involved
- To adhere to and actively implement VX policies

General

- Attend internal and external meetings, artistic events as required Attendance at company performances and events.

After 12 months, we expect the Artistic Director/s will have successfully:

- Shaped an artistic programme as part of Vital Xposure's application for ACE National Portfolio funding 2027 - 2030, that will inform an updated business plan, fundraising strategy and communication plan
- Finalised the programming and research areas of the 2026 —2027 VX Labs, evidencing regional consultation, arts and non-arts partnerships and which engages with diverse artists
- Programmed audience facing work for the remainder of the current NPO period (until March 2027) suitable in scale and ambition, which meets VX's funding commitments and is in line with the company's vision, mission and values
- Provided evidence of raising VX profile through national work and building of partnerships



**VX Labs – Creative Captioning in bilingual plays: Urdu – English
With Phizzical Productions**

PERSON SPECIFICATION

ESSENTIAL

- Vision, imagination and curiosity, who is flexible, with a passion to artistically lead VX through its next phase of exploration and creativity
- Proven experience of creating theatre within the d/Deaf and disability arts sectors
- Confidence in taking creative risks with experience of delivering bold and inclusive theatre.
- An effective, collaborative team worker who will consult, listen, motivate and inspire
- Experience of supporting creative teams and being sensitive to creative processes
- Experience of nurturing talent and potential in artists and theatre makers
- A positive attitude, problem solver, self-motivated and ability to work on own initiative.
- Ability to form and maintain effective partnerships
- Ability to develop and promote VX and raise its profile
- Knowledge of the arts funding system and fundraising (desirable), budgeting and financial control
- Knowledge of equality in an arts context
- Knowledge of disability arts and arts and disability
- Wide ranging contacts in the creative sectors, particularly in theatre and disability arts
- Excellent & effective communication skills
- Values driven with integrity and a commitment to equality and inclusion, with a desire to broaden access to the arts
- Good organisational and time management skills, working to deadlines

DESIRABLE

- An interest in digital opportunities in the arts
- Understanding of marketing processes and audience development

HOW TO APPLY

To get to know more about the role and our company, 1:1 conversations can be arranged: week commencing **February 3rd 2025**

To book a conversation email: office@vitalxposure.co.uk (Artistic Director 1:1 booking)

Application deadline: Monday 17th February 2025 at 12.00 midday

First Round Interviews: Wednesday 26th February 2025 (in person)

Second Round Interviews: Thursday 6th March 2025 (in person)

To apply please provide:

CV and covering letter (no longer than 2 sides of A4), telling us who you are, what your vision is for VX, how you would lead the artistic programming and use the **VX Labs** to inform the work and share the knowledge gained across the wider arts sector.

Where a job share application is being submitted, provide 2 CV's and clearly explain what each of your skills bring to this role.

Complete and return the **equal opportunities monitoring form**.

Provide the **names and contact details of two referees** (one of whom should be your most recent employer). We will only contact referees on offer of employment.

We're **not** looking for extensive essays, but clear and concise wording on:

- why you want this role
- what you will bring to the company and how you will grow the work and the vision of VX
- how you work in a team and engage with diverse groups of people

We welcome applications in different formats that are accessible for you such as audio or video (in British Sign Language, Spoken English or other). We would expect an audio or video submission to be up to 5 minutes long. Please ensure your submission includes all required information (see above).

If you require information in an alternative formats, please contact us:

intouch@vitalxposure.co.uk / 020 8123 9945 / 07432 421825 (voice/texts/WhatsApp)

These formats will be available upon request and we will ensure they are suitably tailored to support the applicant's access requirements.

Send your application to chair@vitalxposure.co.uk to arrive no later than **12.00 midday on Monday 17th February 2025** marked "**Application Artistic Director**".

Please advise in your covering letter if you have any problems with your availability for the two interview dates.

Vital Xposure strives to be an Equal Opportunities employer and ensure that any risk of unconscious bias or discrimination is removed during its recruitment and selection procedures.

We look forward to receiving your application and thank you for your interest in Vital Xposure.



Wellspring Writers Industry Showcase, 2024. Photo by Stephen Rudder.