

Egg Trainee Creative

Engagement Department
Fixed term

THEATRE
ROYAL
BATH

the egg



Egg Trainee Creative

The Egg, based at Theatre Royal Bath

Dear Applicant,

Thank you for your interest in this role. We are delighted to be advertising this position and welcome applications from passionate and creative individuals to join our team at The Egg Theatre.

At The Egg, we are committed to fostering a diverse and inclusive workforce and we strive for equity in our recruitment and employment practices. In order to inspire and engage more people from underrepresented backgrounds, we are actively working to remove barriers and create fairer opportunities.

We aim to diversify our workforce by 20% by 2026 and are therefore taking **positive action**¹ to encourage applications from individuals who identify as Black, Brown or from other **global majority**² backgrounds, who are currently underrepresented in theatre-making and creative roles. We also encourage applicants from those who have experienced barriers to career development due to **protected characteristics**³. **All final appointments will be made on merit.**

This opportunity is part of The Egg's Pipeline Programme: *New Voices Awards*, which will support six early-career theatre creatives (two per year across three years) through a paid freelance training opportunity.

The **Egg Trainee Creative** will develop their creative practice in rehearsal rooms and across community-based arts projects. Which will include the recently approved Secret Gardens project. Main engagement will be **January to March and May to July**.

If you wish to apply, please complete the [Equal Opportunities Monitoring Form](#) and email your CV and responses to the four questions below to the Engagement Administrator Tracey Cook: tracey.cook@theatreroyal.org.uk / 01225 823 409.

We are happy to make-reasonable adjustments to help applicants feel confident throughout the recruitment process, please don't hesitate to let us know how we can help.

We enclose the following documents:

1. Background to The Egg at Theatre Royal Bath
2. Job Description and Person Specification
3. Egg Trainee Creative Application Procedure

The application process will include a formal interview, and your responses to the questions outlined on the application procedure page.

Details of how to complete the questions can be found on the last page of the **Egg Trainee Creative** job pack.

Please ensure applications reach us no later than 12 o'clock (noon) on **6th October 2025**

Thank you for your interest in Theatre Royal Bath and I look forward to receiving your application.

Yours sincerely,

Janine Solomon-Gardner
Head of Engagement

¹ **Positive action** – refers to clause 159 of the equalities act 2010 where (a) persons who share a protected characteristic suffer a disadvantage connected to the characteristic, or (b) participation in an activity by persons who share a protected characteristic is disproportionately low. With the aim of enabling or encouraging persons who share the protected characteristic to—(a) overcome or minimise that disadvantage, or (b) participate in that activity.

² **Global Majority** - refers to the majority of the world's population who are not white, and who are often racialized or considered to be ethnic minorities. This includes Black, Asian, Brown, dual-heritage, indigenous, and other ethnic groups.

³ **Protected Characteristics** – refers to nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.



Egg Trainee Creative Job Description

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|-----------------------|---|
| Job Title: | Egg Trainee Creative |
| Department: | Engagement, The Egg |
| Hours: | 44 days, January – July 2026 (working some evenings and sometimes over school holidays) inclusive of attendance at an artistic retreat 8th & 9th November 2025 |
| Contract: | Freelance Fixed Term (between Jan-March & May-July 2026) |
| Freelance fee: | £5000 |
| Reporting to: | Head of Engagement |
| Location: | Theatre Royal Bath - primarily office based |

About you:

- You will be aged 18+. The Pipeline programme is committed to life-long learning, from school leavers to career changes.
- You will have experienced barriers to career development e.g. identify as Black British or Brown British/ global majority*.
- You will be southwest based. If you live further than 25 miles away, we can have a discussion with you about travel expenses.
- You will attend in person at The Egg theatre, for 42 days (following 2 days attendance at the artistic retreat weekend) between January 2026 and July 2026. Your attendance can fit around your other commitments.
- This is a supported training role for someone passionate about making theatre with young people.
- You may have experience or training in a specific production department (such as Writing, Directing, Design, Lighting, Sound or Stage Management)
- You may be an early career theatre maker or artist, or you may be looking to move into the theatre sector.
- You will be working with the Egg's Engagement team (The Egg Director, Head of Engagement and Project Producer and production freelancers working on the Engagement productions.
- Your training will consist of hands-on experience, you will be in rehearsal rooms, production meetings, and be in direct contact with venue staff and production creatives.
- There will also be the opportunity to learn by doing (for example, leading warm-up exercises, or helping with practical elements).

If you require this information pack in another format (e.g. Large Font, audio recording) please contact the Egg on 01225 823 409.

The Egg at Theatre Royal Bath

About us

Egg Mission Statement

The Egg is a theatre for curious and young minds, where we explore the joy of being human through shared theatrical experiences.

The Egg

The Egg, part of Theatre Royal Bath, is one of the country's most established theatres dedicated to children and young people. Since opening in 2005, it has presented over 900 plays, programming 60 different professional productions each year for audiences aged 0-18, hosting hundreds of theatre companies and introducing thousands of young people to live theatre.

The Egg team works with many organisations to extend the role that arts and cultural venues play in young people's lives, and fosters careers in the arts through: a partnership with Bath College delivering the Level Three qualification in Performing & Production Arts; apprenticeships; a Youth Theatre for ages 5-18; creative participation for 18+; strong links with Bath Spa University and Bath Cultural Education Partnership; a new Pipeline project offering work-based learning opportunities to people from backgrounds and heritage who experience systemic under-representation in the theatre industry; and the Incubator, the Egg's ideas development programme.

The Egg operation broadly falls into two subsections, which we sometimes call departments, but we share the same office and are viewed as a single entity. These are:

Building and Productions (The Egg). The toured-in programme, producing, touring and all things Theatre for Young Audiences. Consists of Egg Director, Egg Manager and Audience Development Officer.

Engagement. This department broadly covers all participation, education and engagement activity. This includes the delivery of Level 3 Performing Arts, schools' liaison, delivery of all out-of-school creative learning including our youth theatre, digital experiences, early years provision and adult creative learning. Consists of Head of Engagement, Education Producer, Education Coordinator, Participation Programme Producer (Young People), and Head of Community Engagement (Adults).

The Egg also has a full time Administrator and makes use of casual receptionists, front of house, workshop assistants and freelance practitioners.

Our Funding Model

TRB is a charity organisation with three auditoria: The Main House, Ustinov Studio and Egg Theatre. It also has a commercial trading subsidiary that produces and tours commercial work around the country and in the West End. Therefore, TRB is not reliant on Arts Council England funding for its existence. The Egg is funded by the profits made by TRB Productions.

Although part of The Egg, Bath Theatre Academy is mainly funded by a collaboration with Bath College.



Egg Trainee Creative Application Procedure

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|-----------------------------------|---|
| Deadline for applications: | 12 noon 6 th October 2025 |
| Interviews: | 14 th & 15 th October 2025 |
| Project launch: | 8 th and 9 th November |
| Start Dates: | To be negotiated (Engagement is between Jan-March & May-July) |
| End date: | July 2026 |

Any offer to a successful candidate will be conditional upon:

- Receipt of at least two independent written references, which are satisfactory to Theatre Royal Bath. N.b: References produced by candidates will not be accepted.
- Verification of identity and Right to Work in the UK to be produced at interview stage.
- Returning a satisfactory DBS check.

Application Procedure

If you wish to apply, please complete the [Equal Opportunities Monitoring Form](#) and submit an up-to-date CV (2 pages max, PDF format) and respond to the four questions below.

We are interested in what you say rather than how you say it. Please apply in the format that best suits you and enables you to respond fully to the role. This could be written English, video (BSL/spoken, English/SSE), or an audio recording. We recommend using WeTransfer to send video files.

Email your CV and responses to the four questions below to the Engagement Administrator quoting Egg trainee Creative in the subject line to, Tracey Cook: tracey.cook@theatreroyal.org.uk / 01225 823 409

Questions

If answering in written form, please use no more than 200 words per question.

If answering in audio form, please ensure recordings are no longer than 1 minutes per question.

If answering in video form, please ensure recordings are no longer than 1 minutes per question.

1. What form of creative expression are you interested in/excited by? We are asking this question to learn more about your creative trajectory to this point.

2. What would you like to gain from this experience? We are asking this question to understand what drives your personal development plan.

3. Describe yourself in a sentence (max 14 words).