

THE WATERMILL THEATRE, NEWBURY

ELEMENTAL

ARTIST DEVELOPMENT PROGRAMME

APPLICATION PACK 2024

OVERVIEW

Elemental is for early career artists, who are looking for their next step into the industry. This year-long programme will provide four artists with a connection to The Watermill Theatre, to develop expertise in their creative discipline, build industry knowledge, and fuel personal development and practice.

Elemental is part of The Watermill Theatre's ongoing commitment to creating long-term, meaningful investment in artists and creatives.

Our unique programme spans the spectrum of creatives roles. We particularly welcome applications from those who are under represented in the industry.



The Watermill Theatre



The Lord of the Rings

The Watermill Theatre is an independent charity and this initiative has been made possible thanks to core funding from Backstage Trust.

WHO IT'S FOR

We are looking for:

- Designers
- Lighting Designers
- Sound Designers
- Movement Directors
- Musical Directors
- Directors

Artists should be passionate about making great theatre, with the ability to communicate that passion with others. We are looking for people who are responsive to our communities, flexible in their approach, and willing to challenge and drive change through their artistic vision. We are keen to hear from artists who share The Watermill's values and want to engage in a collaborative learning environment.

Artists will have begun to make their own work or have gained experience in the industry as an assistant. They will be at a stage where sharing practice with peers, as well as receiving mentorship, would be of great benefit.



Much Ado About Nothing (rehearsals)

STRUCTURE

Our collaborative ethos and unique set-up provides a space where artists can explore their practice and develop as artists in a safe and nurturing environment. Artists will become embedded in The Watermill's wider work, with the opportunity to work closely with all departments to fully understand the inner workings of a producing theatre.

The programme will be made up of the following elements:

- Six sessions with industry practising mentor in your relevant field, providing one-to-one support, advice, and networking opportunities.
- The opportunity to work on a main house show at The Watermill during our 2024-25 season. This role would be as an assistant artist, working directly with a creative as part of the show's team.
- Tickets to watch all Watermill shows throughout the year to build connections and widen cultural experience.
- Tailored support and resource to develop your practice further through continued professional development.



FEES AND FUNDING

Elemental artists will be paid a fee of £5200. This will cover their commitment to mentoring sessions and work on a Watermill main house show. Funding may be available to support travel and access costs, to help remove barriers for artists.



The Lord of the Rings

HOW TO APPLY

To apply, please write a short two-page cover letter or submit a video/audio recording (max. 5 minutes) explaining:

- Why you want to apply for The Watermill's Elemental programme.
- How the programme will benefit you at this stage of your career.
- Relevant experience that you will bring to the opportunity.

Please send, along with your CV and completed Equal Opportunities monitoring form (details below), to Emily Beck (Theatre Administrator) via admin@watermill.org.uk.

Closing date for applications: Monday 8 July.

First round interviews will take place in the week commencing Monday 29 July.

For further information about The Watermill, please take a look at our [Working at The Watermill](#) guide.



EQUAL OPPORTUNITIES

The Watermill Theatre is committed to equal opportunities for all. We believe that a diversity of perspectives enriches our work, and we have an equality of opportunity approach that aspires to give everyone the chance to achieve their potential.

Please find our Equal Opportunities monitoring form here. This information will be used to enable us to continue to develop policies and procedures regarding diversity and to submit required data to our funders. The information you supply will not be made available to anyone, including recruiting managers, in any form other than anonymous data.

We are a Disability Confident Committed employer and will guarantee an interview to any applicant who self-identifies as deaf or disabled, and meets the application criteria. If you want make use of this guarantee, please explain clearly on your cover letter.

If we can support your application by offering an alternative format, please do let us know by contacting admin@watermill.org.uk. Likewise, we want to ensure interviews are as accessible as possible, so please do let us know in your application if there is anything we can do to support this.



WATERMILL.ORG.UK/ELEMENTAL



Photography by Pamela Raith, Jamie Ledwith, Mark Senior and Eden Harryy

Much Ado About Nothing