

Working at The Watermill

THE
WATERMILL
THEATRE

www.watermill.org.uk

Registered Charity no. 261430



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**ARTS COUNCIL
ENGLAND**

Whistle Down The Wind.

Photo: Pamela Raith.

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Camp Albion.
Photo: Pamela Raith.

About Us

The Watermill Theatre is a regional powerhouse, consistently making an innovative contribution to the vibrant and diverse landscape of UK theatre with work that frequently reaches far beyond the 200 seats of the theatre itself to tour across the country or transfer to the West End. The Watermill Theatre was awarded the title of The Stage's **Theatre of the Year** 2024.

One of the most beautiful theatres in the country, we can be found nestled on the banks of the River Lambourn, in the hamlet of Bagnor, just outside Newbury, Berkshire. The theatre sits at the heart of our local community and offers a diverse programme, nurturing emerging talent, investing in new drama and musicals and engaging with thousands of people through a thriving Outreach programme.

Our mission is to make theatre that is surprising, inventive and exciting, and to make it for everyone. We nurture and celebrate talent and creativity in our company, community and in the sector, and we hold wellbeing, equity and sustainability at the heart of our culture.

“

A paradigm of what a regional theatre should be.

Stephen Sondheim, 2020. ”



Brief Encounter.
Photo: Pamela Raith.

Our Onstage Work

Our work is characterised by an enduring pursuit of artistic innovation and the weaving of actor-musicianship through new writing and reinvigorated classics, with a central ethos to commission, discover and amplify new voices to create work that excites audiences now and will become part of the theatrical canon in future. We create the environment for actors and creatives to take risk, we tell stories on stage which reflect diverse lived experiences and we discover new ways to connect our annual audience of 55,000, with live theatre that truly resonates.

World premieres, revivals and reinvigorated classics

We produce around 7 productions at our 200-seat home in Newbury each year, while remaining at the forefront of integrated and accessible live theatre-making by embedding BSL, captioning, audio description and relaxed performances into our homegrown and toured work.



A life beyond the Watermill

Building on our strong network of partners in the subsidised and commercial sectors, we aim to make work that has a life beyond the Watermill stage. We have a long-standing track record of our work transferring to the West End and to our other theatres, across the UK and internationally. Most recently these include *The Lord of the Rings: A Musical Tale* (International runs in Chicago, New Zealand and Australia), *Calamity Jane* (UK tour), *Spike* (UK tour) and *Bleak Expectations* (West End).



Developing emerging artists

We act as an incubator of talent and the development of work, supporting artists and actors from historically underrepresented backgrounds to develop their craft and innovate in the sector. We also connect emerging artists and creatives with experienced and highly skilled industry leaders who can mentor and support their work. Our mentorship programme 'Elemental' supports four early career artists every year, investing in creatives across all elements of theatre production with a focus on providing opportunities for those in under-represented groups.



Rapunzel in rehearsals.

Photo: Ben Wilkin.

Outreach

Delivering Impact for Communities

With a core belief in the transformative power of the arts, we open up opportunities for adults and children of all ages that inspire creativity, expand confidence and bring the community together. Our outreach programmes engages 13,000 people each year, in the theatre, schools and other community settings. We engage with those who are underrepresented, hard to reach or at risk and we drive long term impact for communities.

We work with children and young people through a range of regular groups, as well as workshops and holiday courses. Anyone participating in a regular group can audition for our Youth Ensemble shows, which give theatre makers of the future the chance to perform on The Watermill's stage in a professionally-led production.

We are also committed to building pathways into the creative industries for young people, creating multiple work experience opportunities each year and delivering projects like Careers in the Arts in collaboration with Corn Exchange Newbury (funded by Greenham Trust).

The Watermill is a proudly inclusive environment with access support widely available for anyone who needs it. We offer specialist provision for participants who are home educated, have autism, are deaf or hard of hearing or have added complications in their lives. This specialist provision extends to our Youth Ensemble, where the young people learn to create BSL integrated, captioned and audio described performances.

In 2024 our work was recognised in the Greenham Trust Awards where we won Community Charity of the Year.



The Youth Ensemble in rehearsals.

Photo: Ben Wilkin.



People

Working at The Watermill brings with it a true sense of community. While the small size of the site makes it easy to collaborate with others in person, there is also an embedded culture of flexible working, with many team members able to split their time between home and office.

We have around 50 permanent staff split across departments such as Finance, Marketing, Production and Technical, Development, Outreach and Box Office. We regularly welcome freelancers such as facilitators, performers, technicians, designers and stage managers, who often choose to return to The Watermill on multiple projects, as well as working closely with volunteer teams. Every one of these teams is vital to our work.

Regular company meetings are chaired by the Artistic and Executive Directors and are open to all staff members. Staff are also offered complimentary tickets, invited to meet new creative teams on the first day of rehearsals for new productions and can attend several other social events throughout the year, as well as other benefits listed on the separate job description.

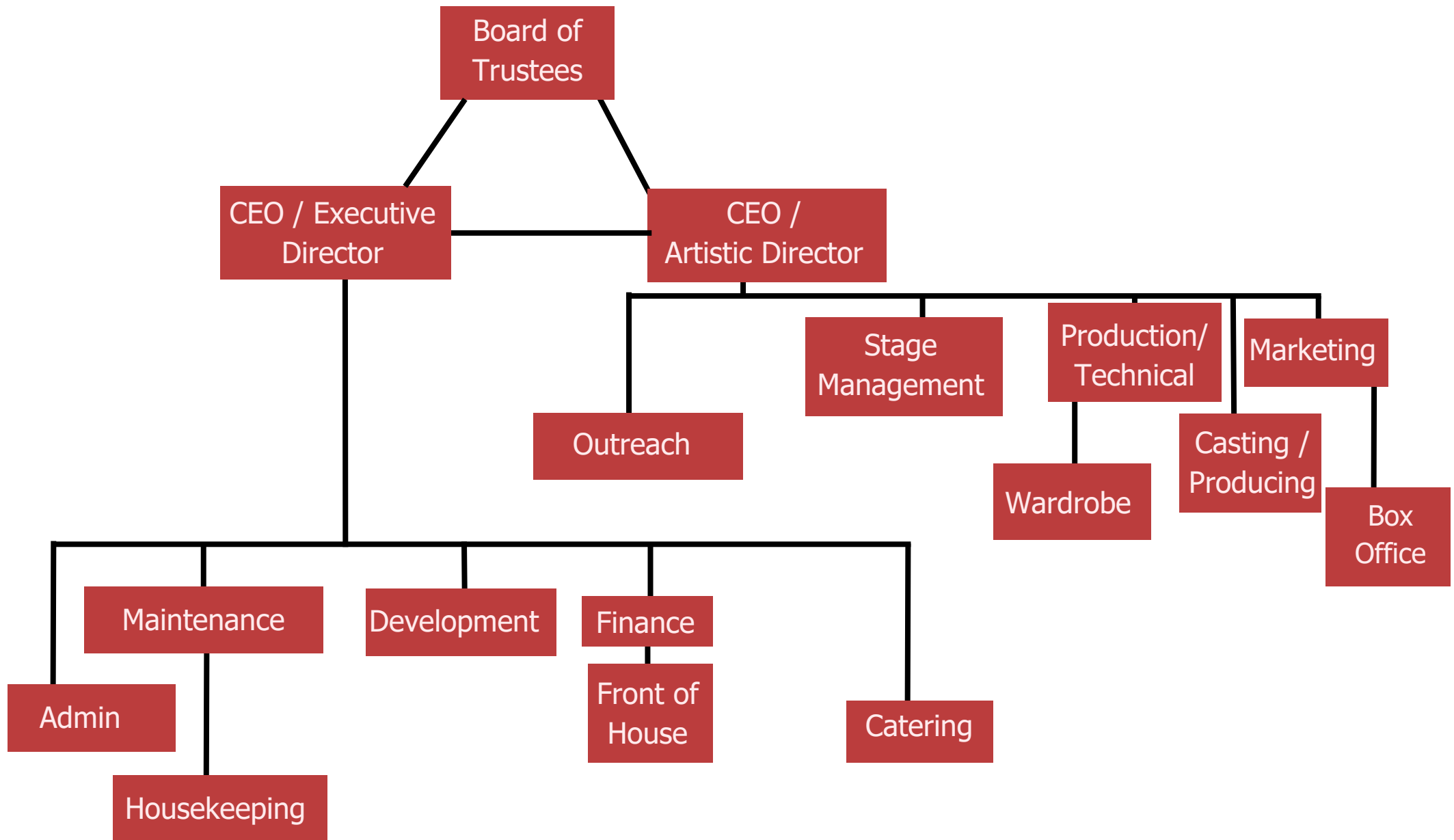


As You Like It in rehearsals.
Photo: Pamela Raith.



Kiss Me, Kate.
Photo: Pamela Raith.

Organisational Structure



Our Site

The Watermill can be found nestled in the banks of the river Lambourn in the idyllic village of Bagnor, about 2 miles from the centre of Newbury, West Berkshire. Newbury is a bustling market town with good transport links to Reading and London and is home to historic sites such as Donnington Castle and Highclere Castle as well as a range of arts venues, shops and restaurants.

While The Watermill first opened as a theatre in 1967, there has always been a watermill in Bagnor, with its existence first recorded in the Domesday Book. The theatre you can see today is housed in a Grade II listed 19th century mill building, with the original waterwheel visible to your left as you enter the stalls.



We run our own restaurant and bar from the beautifully converted and refurbished 18th century tithe barn adjacent to the theatre. The Riverside Restaurant serves fresh, home cooked and (where possible) locally produced food for our audiences and other guests and is available to hire for parties, wedding receptions, meetings and seminars.

As well as the theatre and restaurant, our two rehearsal studios, staff offices and (a particular quirk of The Watermill) onsite accommodation for our visiting casts and creative teams are all hosted onsite, creating a uniquely collaborative atmosphere amongst everyone working at the theatre.

The unique rural setting of The Watermill gives us a particular impetus to consider our environmental responsibilities in the face of climate crisis. We have introduced measures such as an EV charging points, energy-efficient lighting rig, electric company vehicles, additional recycling facilities, zero-waste cleaning supplies and an onsite herb garden and have a sustainability plan to ensure that we continue to advance in this area.

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.

We are a Disability Confident Committed Employer and actively encourage applications from people from a variety of backgrounds, with a range of experiences and skillsets. We want to particularly encourage applications from candidates who have previously been underrepresented within arts and culture due to barriers linked to ethnicity, class, disability, gender, or geography.

To help us monitor our progress in having a diversity of perspectives represented across the organisation, we ask all candidates to complete the confidential Equal Opportunities Monitoring Form (linked in the separate job description) alongside your application.

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, for example meeting on Zoom or providing an interpreter.



Our Man in Havana.
Photo: Pamela Raith.



*you belong here,
this is your place.*



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The Jungle Book.

Photo: Pamela Raith.