

JOB DESCRIPTION

Production and Theatre Manager



HARROW
SCHOOL

DEPARTMENT:	Ryan Theatre
REPORTS TO:	Director of Drama
RESPONSIBLE FOR:	Theatre design team x3, Technician, and freelancers.
Working Pattern:	40 hours per week, all year round. To be worked flexibly according to the needs of the Ryan Theatre, including evenings and weekends.
Date of Issue:	January 2026

BACKGROUND

The Department

Harrow School is immensely proud of its drama programme, and the opportunities it offers its pupils to develop performance and production experience. Harrow's thriving theatre scene has inspired many former pupils to develop successful careers in the fields of arts and entertainment. The School's Ryan Theatre is equipped to industry standards, and seats over 300 at stalls and balcony level. In addition to Drama teachers, the department comprises six technical, creative and administrative staff who mentor pupils in production, design and technical aspects of theatre-making. Pupils stage-manage and crew all shows.



Curricular and Co-curricular opportunities

The department stages around twelve full-scale productions each year, encompassing a wide variety of styles. All boys in their first year at the School follow an introductory taught course in Drama. Boys can opt to study GCSE and then A level Drama in subsequent years. Every boy performs during their first term at the School in the annual Shell Drama Festival, and there are regular opportunities for boys to mount their own creative projects. The department runs regular theatre trips to London, and hosts workshops and lectures from leading practitioners. The School offers Drama Scholarships to pupils demonstrating outstanding commitment and potential as performers, practitioners or technicians, and who exhibit skills relating to the department's core values: ensemble, empathy, clarity and discipline.

We encourage you to find out more about Drama at Harrow, and to browse a gallery of recent production images at the School website here: <https://www.harrowschool.org.uk/learning-2/arts-and-culture/drama>.

Partnerships and Community

The department runs a developed programme of partnership and outreach work. Community groups regularly make use of theatre facilities, and the department mounts a series of projects in which pupils collaborate with peers from partner schools. Managed in partnership with Shakespeare's Globe Theatre, the Jeremy Lemmon Project enables pupils from Harrow and local partner schools to work together with mentoring from the Globe's actors, and with annual performances on its stage. In April 2022, as part of the School's 450th anniversary celebrations, the department staged a major production of Benjamin Britten's *Noye's Fludde*, bringing together more than 150 performers from ten schools and community groups in the London Borough of Harrow.

The School

Harrow School is one of the world's most famous schools. Founded in 1572 by a local yeoman farmer, John Lyon, under a Royal Charter granted by Queen Elizabeth I, it is located on a 324-acre estate encompassing much of Harrow on the Hill in north-west London. Around 830 boys aged 13 to 18, who come from all over Britain and across the world, live in the School's 12 boarding Houses, and there are about 120 teaching staff and over 500 non-teaching staff. All members of staff work to a single, uniting purpose: to prepare boys with diverse backgrounds and abilities for a life of learning, leadership, service and personal fulfilment.

THE ROLE

To take overall responsibility for the daily operation and supervision of the Ryan Theatre, ensuring it is well-managed, safe, and supportive of high-quality creative work by staff and students.

The Production and Theatre Manager will play a central role in managing the planning, coordination and technical delivery of the Ryan Theatre programme. The post holder will manage all production requirements in the theatre and ensure production equipment and spaces are well maintained, meeting health and safety and legislative requirements.

The Production and Theatre Manager will also line manage all production support staff (including technical contractors) operating in the Ryan Theatre.

KEY RESPONSIBILITIES AND DUTIES

This job description reflects the core activities of the role and is subject to change as the department and the post holder develop. The School expects that the post holder will recognise this and will adopt a flexible approach to work. In addition, the post holder will be expected to undertake other duties within the scope of the role that the Director of Drama may require.

Leadership and Line Management

- Lead the day-to-day operations of the Ryan Theatre.
- Line manage permanent and freelance theatre staff, nurturing, allocating workload, supporting and developing their work.
- Conducting staff and freelance recruitment, carry out staff appraisals, manage rotas, annual leave requests, absence and TOIL (time off in lieu).
- Run training and briefings for theatre technical staff as required.
- Oversee technical staffing requirements for production schedules and performance events, managing staff hours and maintaining appropriate records.

Collaboration and Liaison

- Working closely with Harrow School Enterprises Ltd, engage with external organisations and internal departments to manage community or commercial use of the Ryan Theatre during term time and holidays.
- Provide comprehensive support to the Drama and Music Departments in the preparation, rehearsal, and execution of School productions, concerts, and events.

Facilities, Equipment and Safety

- Oversee the maintenance, refurbishment, and technical upgrades of theatre and drama facilities, working with the Estates team and external contractors as needed.
- Advise the Director of Drama on equipment purchases, improvements, and repairs.
- Ensure that all performance and teaching spaces meet high safety standards.
- Create and regularly update risk assessments for all productions and events.
- Ensure all health and safety and regulatory documentation is complete and current.
- Supervise inspection processes, including PAT testing and the annual cleaning of equipment.
- Manage the theatre's technical inventory and maintain accurate records.
- Produce standing and event-specific risk assessments and ensure they are reviewed regularly.
- Promote and implement best practice in theatre safety and maintenance across all work areas.
- Take a lead role in organising the designing, rigging, and operating lighting and sound systems for school productions, concerts, and events.

Production and project delivery

- Manage production budgets, maintain detailed expenditure records, and generate reports for individual events.
- Work with the Theatre Administrator in overseeing the day-to-day scheduling of theatre spaces, ensuring teaching, rehearsals, and production needs are consistently met.
- Work with the Director of Drama to plan and manage capital expenditure, including bids, approvals, purchasing, and liaising with the finance team.
- Alongside the Theatre Administrator, monitor and maintain financial records, ensure timely payment of invoices, and manage procurement of equipment.
- Oversee front-of-house coordination and theatre bookings, in partnership with the Theatre Administrator.
- Assist with the construction and oversight of the annual theatre budget in consultation with the Theatre Administrator.

- Remain up to date with relevant legislation and theatre industry best practices, ensuring compliance and quality across operations.

Stakeholder management

- Oversee education, training and supervision of pupils following technical theatre pathways for curricular drama courses – liaising with the Head of Curricular Drama as required;
- Oversee filming and formatting of drama performance work for curricular purposes – liaising with the Head of Curricular Drama;
- Meet weekly with the Director of Drama to review progress on current projects;
- Attend production, departmental and other School staff meetings as required;
- Maintain excellent communication and collaboration with other internal departments, suppliers and external organisations;
- Undertake any other tasks reasonably requested by the Director of Drama.

Harrow School is committed to promoting and safeguarding the welfare of children and young people and expects all staff and volunteers to adhere to and ensure compliance with the School's Safeguarding and Child Protection policies and procedures at all times.

In the event of a successful application, candidates will be required to undergo child protection screening appropriate to the post, including, but not limited to, reference checks with past employers, an Enhanced Disclosure and Barring Service check (including Children's Barred List information) and prohibition checks. This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions and cautions, reprimands and final warnings (including those which would normally be considered as "spent" under the Act) must be declared, subject to the DBS filtering rules. It is a criminal offence for any person who is barred from working with children to attempt to apply for a position at the Harrow School. Please refer to the School's Recruitment, Selection and Disclosure Policy for more details.

PERSON SPECIFICATION

QUALIFICATIONS, EDUCATION AND TRAINING

ESSENTIAL

- An education to GCSE level
- Extensive knowledge of the theatre industry and a thorough understanding of all the creative and technical processes of the theatre.
- Excellent knowledge of and interest in the arts.

DESIRABLE

- Degree-level training in an aspect of theatre production, or significant professional experience.
- Experience of working with young performers, practitioners and technicians.

KNOWLEDGE AND EXPERIENCE

ESSENTIAL

- A proven track record of working in a theatre venue at managerial level on artistic events.
- Project management experience.
- Experience in leading and managing technical teams in a variety of disciplines.
- Experience of and an understanding of the importance of managing health and safety issues.

DESIRABLE

- Experience of managing budgets.

SKILLS AND ABILITIES

ESSENTIAL

- High level of technical theatre skills, including knowledge of sound and technical equipment
- The ability to lead, develop, coach, support and mentor individuals and teams.
- Excellent and clear communication skills.
- The ability to create a supportive and stretching environment for team members to maximise their potential.
- The ability to manage projects, risk, finances and resources effectively.

DESIRABLE

- A high degree of computer proficiency.

OTHER REQUIREMENTS

- A flexible approach with the ability to work weekends and evenings.

SCHOOL VALUES AND BEHAVIOURS

All staff are expected to conduct themselves in line with the School's values which are: **Courage, Honour, Humility and Fellowship**. While the School's values set out what matters most to us, the behaviours below are intended as a shared set of expectations to refer to, and standards to aspire to, in our dealings with others. They are the practical application of our values.

COURAGE

- We remain optimistic and purposeful in a disrupted world.
- We take responsibility for our decisions, even the hard ones.
- We always challenge poor behaviour in ourselves and others.
We are open to new ideas, and seek fresh challenges.

HONOUR

- We keep our promises.
- We act with integrity – doing the right thing, even when it is difficult or when no one is watching.
- We respect and value our traditions whilst setting them in the context of today.

HUMILITY

- We work hard to serve others within the School and across our wider communities where possible putting their interests before our own.
- We give and seek honest and appropriate feedback, reflect on our failures and learn from them.
- We support each other through challenges and whatever the outcome, we celebrate those that took part.

FELLOWSHIP

- We respect each other and value our differences, knowing that we are more effective and more resilient working together.
- We are kind and inclusive; we value the contribution that each of us makes.
- We role model the behaviours that we would like to see in others; we ask only of others what we would be prepared to do ourselves.