



DULWICH COLLEGE
FOUNDED 1619

Information for Candidates

Director of Drama



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Welcome

Dear Potential Applicant

Thank you for applying to work at Dulwich College. I hope that you will find the prospectuses and web pages useful and feel that they provide a better understanding of our aims, values and ethos. I also hope this booklet makes you feel you might thrive here, would like to join us and make a great professional contribution.

At heart, the College's focus ensures the wellbeing, experience and achievements of our pupils. We want them to be happy, to flourish and to get the very best from their time here. These aims also allow us to have a positive relationship with our families, and uphold our reputation and strategic ambitions.

We have a large, diverse, dedicated and talented team of colleagues. It is a huge collective effort to achieve our annual and long-term goals, and we could not do this without everyone working together in a diligent and good-humoured manner.

As well as rewarding and fun, being part of the College is demanding at times and we have high expectations of all our colleagues. There are, however, many advantages and opportunities, which are better explained in this booklet. Put simply, we wish to get the best from everyone and we will seek to invest in you and develop you during your time with us. We recognise that many of our colleagues are professionally ambitious. We will certainly help you in your aims, through mentoring, professional development courses and career opportunities.

We are fortunate to have a large College community, with several career pathways and experiences available. We hope that you will enjoy working here, really understand the value the commitment shown by everyone and wish to play your part in the exciting life of Dulwich.

Mr Robert Milne
Master



The College

Dulwich College is an academically selective independent boys' school in south east London with a tradition of inspired teaching, genuine scholarship and co-curricular breadth.

Situated in 70 acres, yet only 12 minutes by train from central London, the College enjoys outstanding academic, co-curricular and sporting facilities, including The Laboratory, a RIBA National Award-winning Science and Arts building. There has also been an extensive refurbishment of its iconic Grade II* listed Barry Buildings and surrounding landscaping.

Further information about the College can be found on our website www.dulwich.org.uk



Vision, Values and EDI

Vision

Our vision is to be an outstanding school inculcating in every pupil an aptitude for work and study and a sense of service so they have the potential to make a positive difference in the world.

Values

Our values are purpose, kindness and joy and through these values we seek to encourage curiosity and creativity, compassion and open-mindedness, resilience and integrity, and a collaborative outlook and an appreciation of how we all benefit from living and growing in a diverse and inclusive society.

Equity, Diversity and Inclusion

We proudly celebrate the diversity that exists within our pupil and staff bodies, as well as in our alumni and parent communities, and recognise the important role that our rich array of backgrounds and experiences plays in building a vibrant, forward-looking community. As a result, Dulwich College stands firmly against discrimination and exclusion in all its forms.

We strive to build a supportive community that encourages a sense of social responsibility and which promotes the fundamental British values of democracy, individual liberty, respect and tolerance, and the rule of law. We will continue to work alongside members of our community to progress our inclusion work and embed our core values across all aspects of College life.

All staff have a responsibility to safeguard and promote the welfare of children. The post holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work with the safeguarding policies of the organisation.

As an employer we are committed to promoting and protecting the physical and mental health of our staff.



Emily Von Bergen
Design & Technology Teacher

As I prepared to leave university, I was adamant that an office job was not for me. I am now in my seventh year here at Dulwich and I can state, without hesitation, that joining this school has proved to be the best career decision I could have made. I joined a thriving department and soon after Dulwich sponsored me through my PGCE. My colleagues represent a diverse body of talent and experience that I feel privileged to learn from and be a part of. In any given week, I could find myself tackling complex projects in D&T, coaching sport, planning RAF adventures with the cadets, or helping with D of E. The end of a busy day usually sees me in the gym, with colleagues, using our superb facilities. Dulwich College offers so much to staff, and to our students, it really is a supportive, thriving environment.



Don Mackintosh
Head of Politics

After several years as a corporate lawyer followed by teaching in other schools, the College offers the most enjoyable working environment I have encountered. The friendliness of colleagues across the school is striking. My department is a hub of collaboration, advice, and humour. In my teaching practice I am given independence, while still receiving plenty of training and feedback to refine my pedagogy. Pupils are pleasant and hungry to learn. Something I have particularly appreciated is the way that co-curricular opportunities share an equal billing with academics. Some of my teaching allocation is given over to sport, rather than fitting it on top as an extra burden, which has given me space to develop my coaching skills as well as providing an ideal professional balance inside and outside the classroom.



Raj Joshi
Physics Teacher

Prior to joining Dulwich I worked in leadership roles in a number of state schools and MATs in South and East London. The College is an incredibly welcoming place to work, and assessments, schemes of work and performance management are well planned and communicated, and even the coffee is excellent! Senior staff are open and approachable and there is transparency and mutual trust. The pupils at Dulwich are well-rounded with a wide variety of abilities and from a huge range of backgrounds. The College's scholarship programme and the commitment to diversity and inclusion, along with its extensive outreach and partnership programmes mean that I feel I am able to make a difference to the lives of young people. Dulwich college is an open, supportive, and enriching place in which to work and I would encourage applicants from any background to consider a role here.



Mary-Jo Doherty
Director of Art

After graduating from the University of Ulster, I came to England to complete my Masters in Ceramics at the Royal College of Art. For many years I exhibited bespoke porcelain figurines across the world as part of the new wave of contemporary ceramicists. With the College's support I juggled this with a part-time teaching career and was eventually won over to a full-time role by the progressive thinking and enthusiasm of the students, and have led the Art Department since 2017. Challenge and imagination are embedded into the DNA of the College, and it has been a joy to be part of a community that strives to ensure diverse enrichment opportunities that appeal to students and teachers. With creativity at its core, it is exciting to be in an environment that supports and allows a journey into unknown territories, to discover a passion within the world of inclusive cultural possibility, which in turn helps all in the College community to gain confidence in our ability to take risks, problem solve and play to our strengths.



“We encourage the boys to question everything, to be as empathetic as possible and strive for excellence in everything they do.”

Sameer Tanna,
Head of Middle School

The role

DIRECTOR OF DRAMA

For Easter 2026 or September 2026

Dulwich College was founded by the Elizabethan actor, Edward Alleyn, whose links with Philip Henslowe and Christopher Marlowe placed him at the heart of London theatre. The archive that he left makes Dulwich College central to the study of early modern theatre. Since Alleyn's time, drama has remained an important and active part of life at the College, valued by pupils, parents and staff alike. Many former pupils have gone on to build careers in the creative industries, and our recent alumni include Oscar and BAFTA winners.

The College is committed to strengthening its reputation for drama locally, nationally and internationally, making the role of Director of Drama a key appointment. The postholder will lead the development, delivery and promotion of drama across the College, from DUCKS through to the Upper School. They will shape the Department's vision and strategy to provide a broad, inclusive programme for all pupils, while also contributing to the College's growing drama partnerships work.

The Director of Drama is managed by the Deputy Master Pastoral & Co-Curricular and leads and manages a team of staff which includes the Head of Academic Drama, the Head of Dance, and other specialist teachers, including those delivering an extensive LAMDA programme. There is also a full-time Theatre Manager and a Theatre Practitioner in Residence. The Department is housed in the Edward Alleyn Theatre, a 200-seat studio theatre with modern facilities including a recently refurbished foyer and upgraded lighting and sound rigs. This provides an ideal teaching space, similar to those found in many leading drama schools.

80+
clubs and societies
representing enthusiasm,
innovation and diversity

150
visiting speakers at the
College every year

200+
pupils at Dulwich have free
or subsidised places



The successful candidate will:

- Build on the Drama Department's excellent reputation in determining the vision and strategy for Dulwich drama.
- Provide a wide range of opportunities for all pupils – from our amateur dramatists to our most able performers – in which to engage;
- Champion drama and the creative arts, within the College community and beyond;
- Lead a diverse team of dedicated practitioners to ensure the delivery of an outstanding programme of plays, performances and other events.



Job description

Job title

Director of Drama

Reporting to

Deputy Master Pastoral and Co-Curricular

Period of employment

Permanent

Hours of work

Full time

Salary

The College has its own teacher salary scales, which are above those of the maintained sector and compare favourably with those at other independent schools of similar standing

The key responsibilities of the Director of Drama are:

Leadership

- To ensure best professional practice amongst all staff (including the LAMDA teachers) in the Department.
- To lead and draw on the best creative thinking in the Department, the College and beyond to ensure a vibrant and progressive programme of Drama for each academic year.
- To oversee the Drama programme, and manage responsibilities for, the plays, productions, and other events led by the Department each academic year, which currently comprises:
 - senior productions with James Allen's Girls' School
 - Middle School, Lower School and Junior School productions
 - House Drama competitions
 - contributions to Founder's Day and other key events in the College calendar
 - ad hoc pupil performances



- To contribute to the delivery of academic drama, teaching to GCSE and A level and collaborating with the Head of Academic Drama to promote high-quality teaching and learning in this area.
- To be present at the Department's plays, productions and other events during the academic year.
- To work with and oversee, with the Directors of Art and Music, collaborative projects across the creative and expressive arts.
- With the Director of Drama from James Allen's Girls' School, to lead the development and implementation of the joint drama programme, including the annual senior productions.
- To play a leading role in developing the department's partnerships work, both locally (for instance within the Southwark Schools' Learning Partnership) and further afield.
- To lead and work alongside the Senior Prefect with responsibility for drama to ensure that pupil voice is represented and acted upon.

Communication and admissions

- To be present at College functions for prospective parents.
- To develop strong drama links with local schools and the wider community.
- To ensure that the drama pages on the College website are well maintained
- To promote and celebrate the work of the Department dynamically on the College's social media platforms.

Recruitment, staffing and financial planning

- To lead on all matters for departmental staffing for both salaried and LAMDA positions, liaising with the Deputy Masters Pastoral & Co Curricular and Academic, and the College's Human Resources Department, as appropriate.
- To manage the department budget, setting this each January and the authorising invoices throughout the year.



Administration

- To establish frequency and effective communication within the department and senior management.
- To plan with the Department a vibrant and varied programme for each academic year.
- To ensure that all department dates are coordinated with key College offices and accurately entered into the College calendar.
- To ensure that all administration for plays and productions (including programmes and guest lists) is timely and accurate.
- To attend and occasionally lead annual Eton Group, Trinity Group and HMC Cluster Group meetings, as appropriate.

Safeguarding, health & safety and facilities

- To ensure that the Drama Department is kept fully up to date and compliant with the College's safeguarding policies.
- To ensure that the Theatre Manager reports regularly on the maintenance, health and safety compliance and upkeep of the Edward Alleyn Theatre.
- To ensure that the Drama Department handbook is kept up to date working with the Health and Safety Manager and Deputy Master Pastoral & Co-Curricular.
- To ensure that facilities in the College are maintained and are appropriate for the Drama curriculum and co-curricular programmes.

All staff have a responsibility to safeguard and promote the welfare of children. The post holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work with the safeguarding policies of the organisation.

All staff must take care of their own health and safety and that of others, observe applicable safety rules, follow instructions for the safe use of equipment and co-operate with managers on health and safety matters (including the investigation of any incident).

Person specification

Position: Director of Drama	Essential	Desirable	Assessment
Degree(s) in relevant subject area	Y		Application form
Teaching qualification		Y	Application form
A passion for the subject and its teaching	Y		Interview Lesson Observation
Willingness and ability to engage with professional learning, keeping up to date with relevant subject content and pedagogy	Y		Application form Interview
Ability to teach and enthuse pupils with a range of methods	Y		Interview Lesson Observation Pupil panel
Experience of teaching the subject in a school setting		Y	Application form
Experience of pastoral support in a school, for example as a form tutor or similar		Y	Application form
Experience of working with young people	Y		Application form Interview Pupil panel
Prior training in safeguarding and supporting the wellbeing of young people		Y	
Strong instincts for the safeguarding of young pupils	Y		Application form Interview
Ability and willingness to make a significant contribution both to subject-related activities and to the wider co-curricular life of the College	Y		Application form Interview Pupil panel
Ability to communicate effectively, both verbally and in writing, with staff, pupils, and parents	Y		Application form Interview Lesson observation
Ability to use relevant ICT effectively e.g.MS Office suite	Y		Application form Interview
Strong work ethic and high levels of personal organisation and integrity	Y		Interview
Ability to work collaboratively with others	Y		Interview

	Essential	Desirable	Assessment
Ability to work under pressure and to deadlines	Y		Interview
Enthusiasm, energy, initiative and a sense of humour	Y		Interview
Ability and willingness to lead a team effectively to deliver excellent teaching and learning across the department	Y		Application form Interview
Commitment to the ongoing development of own subject knowledge and relevant pedagogy, and that of the team	Y		Application form Interview
Ability and willingness to lead and develop supra-curricular activities in the department, including but not limited to outings, trips and expeditions, societies, and other events	Y		Application form Interview
Ability and willingness to develop an annual departmental development and lead on its delivery by the team	Y		Application form Interview
Ability and willingness to delegate fairly and appropriately	Y		Application form Interview
Ability and willingness to develop staff through initial teacher training and via ongoing professional learning and development	Y		Application form Interview
Ability and willingness to work effectively with senior leaders in the appointment of staff, appraisal and annual review, and the implementation of College policy and strategy	Y		Application form Interview

Employee Benefits Supporting Our Team



Help to make your money go further

A flexible pension /pay package

Join the TPS or flex your package and join the Group Pension scheme with lower pension contributions, but a higher salary

Lunches

Join colleagues for a free lunch at the school cafeteria, or pick up and take-away if you're busy

Fee remission

Receive significant discount on fees at Dulwich College, Alleyns, JAGs and DUCKS (normal admissions process applies) **Eat out at a discount** Sign up to a TasteCard to receive significant discounts at many high street and local restaurants, as well as coffee and pizza delivery discounts

Retail discounts

Retail discounts are available through SimplyHealth (automatic membership) and you can sign up to Costco and TasteCard membership for discounts at Costco and other high street retailers and major supermarkets

A hand with your wellbeing

SimplyHealth Cash Back Scheme

A scheme that gives cash back to cover some health expenses, including dental, physio, eye exams and prescriptions

Telephone GP Support

24/7 access to online GP consultations, providing advice, diagnosis, referrals and ongoing support

EAP (Employee Assistance Programme)

A 24/7 counselling and advice helpline offering guidance on emotional, financial and relationship matters

Membership of our sports club

Free family membership at Dulwich College Sports club

Eye tests

Free tests for regular computer users and a contribution to glasses needed as a result of VDU use

Flu vaccinations

Free seasonal flu vaccinations, delivered on site

Support for your life outside Dulwich College

Enhanced family leave

To support your family when you welcome a new addition

A new baby perk

A cash contribution from SimplyHealth when you welcome a new baby to your family

Time off for IVF and assisted conception

Up to 5 days off to attend key appointments

Help should the unimaginable happen

Life insurance

Everybody in one of our pension schemes has life insurance automatically, should the worst happen

Accident insurance

A policy that pays benefits following an accident resulting in permanent disability or dental damage

Help with your commute

Bike to work

A tax efficient way to buy a new bike for your commute

Onsite parking

If you need to drive to work, you'll find free parking onsite

A boost to your social life

Social activities

Social activities run throughout the year ranging from Burns nights to book clubs, from a summer party to staff quizzes

Free entry to Dulwich Picture Gallery

Show your staff pass for free entry to the Picture Gallery

Discount at Dulwich Golf Club

Show your staff pass to receive the discounted 'Member's guest' rate

Discounts for private functions

Significant discounts for events are available (dependent on availability)

“If your child is gifted in one area, they will soar here. If they are a good all-rounder they will be encouraged to be a great all-rounder.”

Parent,
The Good Schools Guide

Application Procedure

To apply for this role please visit our [vacancies page](#)

Closing date

9.00am on Wednesday 12 November 2025

Interview date

1st round interviews will take place on site on Monday 17 November 2025

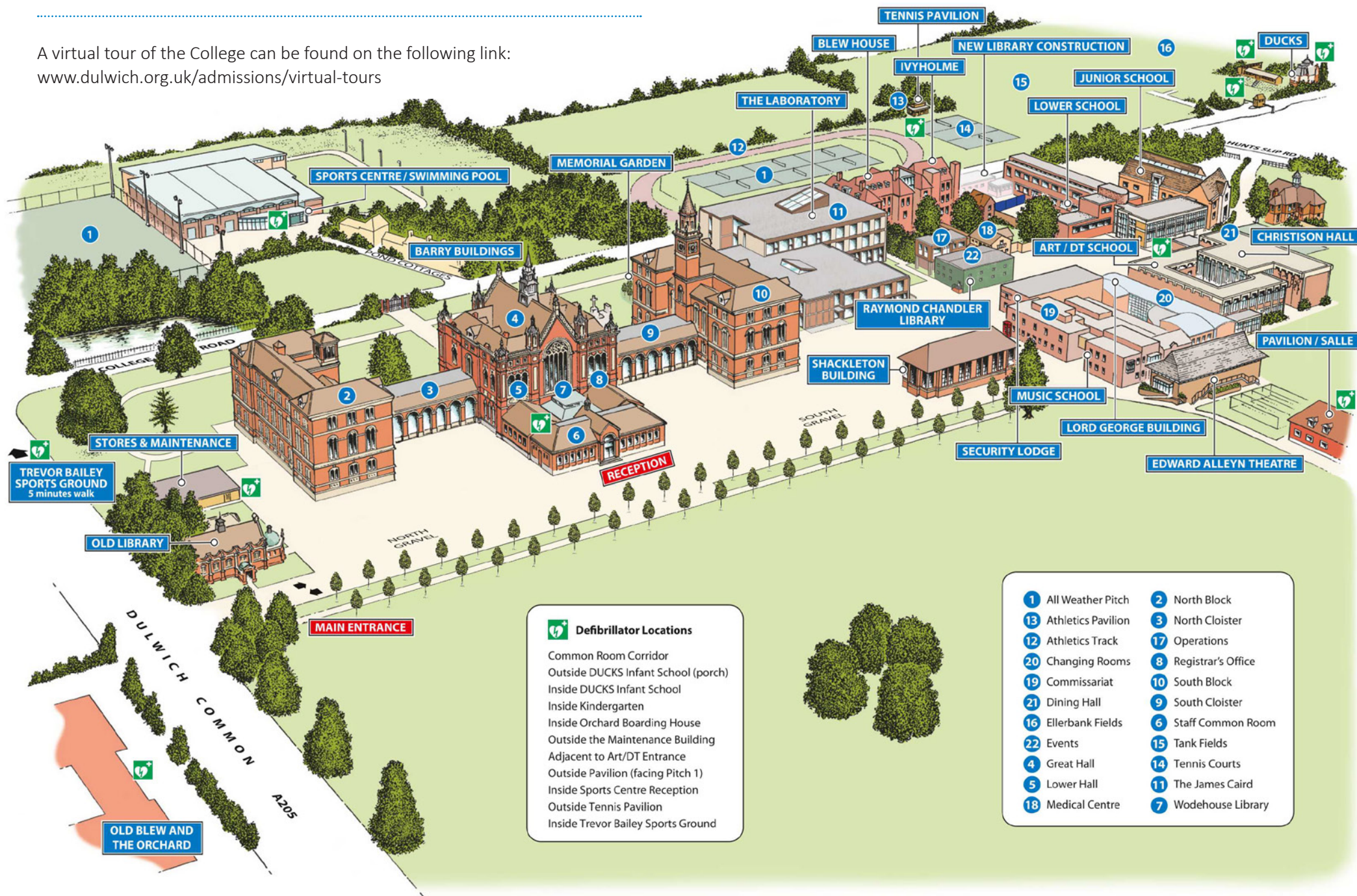
2nd round interviews will take place on site on Friday 21 November 2025

We may close this vacancy early if a suitable candidate is identified: early applications are therefore encouraged.

We are committed to safeguarding and promoting the welfare of children. This is the responsibility of the whole College community. We all remain vigilant about safeguarding at the College and we never think that child abuse could not happen here or to our pupils. A DBS Disclosure is required to Enhanced level. The DBS Code of Practice and the Standard and Enhanced DBS Privacy Policy can be found on our website. Charity 1150064

Campus map

A virtual tour of the College can be found on the following link:
www.dulwich.org.uk/admissions/virtual-tours



Defibrillator Locations

Common Room Corridor
 Outside DUCKS Infant School (porch)
 Inside DUCKS Infant School
 Inside Kindergarten
 Inside Orchard Boarding House
 Outside the Maintenance Building
 Adjacent to Art/DT Entrance
 Outside Pavilion (facing Pitch 1)
 Inside Sports Centre Reception
 Outside Tennis Pavilion
 Inside Trevor Bailey Sports Ground

- | | |
|-----------------------|----------------------|
| 1 All Weather Pitch | 2 North Block |
| 13 Athletics Pavilion | 3 North Cloister |
| 12 Athletics Track | 17 Operations |
| 20 Changing Rooms | 8 Registrar's Office |
| 19 Commissariat | 10 South Block |
| 21 Dining Hall | 9 South Cloister |
| 16 Ellerbank Fields | 6 Staff Common Room |
| 22 Events | 15 Tank Fields |
| 4 Great Hall | 14 Tennis Courts |
| 5 Lower Hall | 11 The James Caird |
| 18 Medical Centre | 7 Wodehouse Library |



DULWICH COLLEGE
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Independent School of the Year 2022
for Contribution to Social Mobility

