

WILDWORKS

CREATIVE DIRECTOR RECRUITMENT PACK

Wildworks is the UK's leading
landscape theatre company



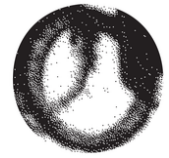
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**CORNWALL
COUNCIL**
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Photographs by Steve Tanner
and Ian Kingsnorth

JOIN US



Thank you for your interest in becoming the Creative Director of Wildworks. We have laid out the full scope of the role, but if you feel you have relevant exciting experience to offer but don't tick every box, do put in an application.

Wildworks is entering an exciting new chapter in the organisation's history. Building on more than twenty years of pioneering artistic practice, the organisation is looking to the future with confidence and ambition. As we prepare our next National Portfolio Organisation application (for five years of funding until 2033) we are seeking an exceptional Creative Director to build on a remarkable legacy while helping to shape the next chapter for Wildworks. The new Creative Director will develop a bold long-term artistic vision that will strengthen our role as the UK's leading creators of landscape theatre.

Working alongside our Executive Director, the Creative Director will jointly lead Wildworks, providing artistic vision, creative leadership and strategic direction. Together, they will ensure that Wildworks remains one of the UK's most distinctive and innovative arts organisations, producing work that is artistically ambitious, socially relevant and rooted in meaningful relationships with people and place.

We are looking for a leader who combines artistic imagination with collaboration, innovation and generosity; someone who can inspire artists, communities, partners, funders and audiences alike.

In a world marked by growing inequality, environmental fragility, polarisation, and profound isolation, Wildworks makes work to bring people back into connection; with each other and with our natural world.



ABOUT WILDWORKS

Wildworks is the UK's leading landscape theatre company. From our base in Cornwall we make site-specific theatre and multi-disciplinary art with communities locally, regionally, nationally and internationally. Everyone is invited.

We're to be found on beaches and in woodlands, caverns and disused quarries, anywhere from tin mines to racetracks, and from refugee camps to castles. Collaboration and partnerships are central to our process where the social and cultural values of the place are embedded in the project from the very beginning. Lived experience of local people is often at the heart of our work. Our process starts with conversations, often with marginalised communities, who help us shape the telling of everyday human stories in ways that are familiar and re-imagined.

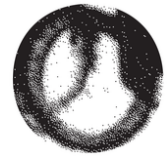
We are rooted in Cornwall with a national and international outlook. Many of our company members and artists live here and we draw inspiration from the extraordinary natural and post-industrial landscape. We continue to build on Cornwall's long history of working outdoors, turning the lack of theatre infrastructure into a positive, by working in the landscape rather than traditional venues. Our practice is shaped by the defining features of Cornwall; a place in which artists naturally collaborate across artforms and with communities; a peninsula somewhere on the edge that looks outwards to the world.

Our work includes site-specific live performances, one-off events, installations, exhibitions, film and digital media. We tell stories in ways that are highly visual, making use of diverse media. Our work resonates with people across all the ages and cultural backgrounds. Everything we do is measured against our values – brave, experimental, fluid and human.

Our work appeals to people of all backgrounds and ages and attracts diverse and new audiences. We invite participants to join us in familiar spaces, from all ages and backgrounds. We are committed to breaking down barriers for communities to access art and culture, and working towards a more equitable and just society. We want to be accountable and transparent about who we are, how we work, and who we work with.



THE OPPORTUNITY



This is a rare opportunity to help shape the future of one of the UK's most distinctive arts organisations. We are looking for someone who can honour Wildworks' remarkable history while helping us imagine what comes next.

As Creative Director, you will become the principal creative leader of Wildworks. Working alongside the Executive Director, you will shape and champion the artistic vision of the organisation, oversee the development of the creative programme and support the growth of artists, collaborators and creative teams.

You will be responsible for ensuring that Wildworks continues to create outstanding artistic work while responding to the opportunities and challenges of a changing cultural and economic landscape.

This role offers the opportunity to:

- Contribute to the strategic leadership of the organisation as part of a co-leadership model.
- Shape the future artistic direction of a nationally renowned arts organisation.
- Develop and deliver ambitious new artistic projects.
- Lead and support a talented network of artists and collaborators.
- Work with diverse communities to create meaningful and transformative experiences.
- Build on Wildworks' reputation for innovation, participation and artistic excellence.

A woman with curly hair, wearing a long-sleeved, floor-length dress covered in bright blue and silver sequins, stands on a dark, rocky shore at night. She is looking out towards a body of water under a warm, golden light, with her right hand raised in a gesture. The background is a soft, hazy glow of light reflecting off the water.

*With the power of collective experience
our work invites people to step outside
the ordinary, to gather in unusual places,
and to see the world and each other with
fresh eyes.*

*We make work because stories, held in
land, memory and imagination have the
power to radically change us.*



ABOUT THE ROLE

The Creative Director will jointly lead Wildworks with the Executive Director, creating, leading and championing a bold artistic and strategic vision for the organisation.

The Creative Director will:

- Lead the development and delivery of Wildworks' artistic vision and creative strategy.
- Shape and oversee the organisation's programme of artistic activity.
- Develop new projects, partnerships and creative opportunities.
- Support and nurture artists, Associate Artists and creative collaborators.
- Ensure the highest standards of artistic quality across all activity.
- Provide artistic leadership across the organisation, including directing selected productions where appropriate.
- Represent Wildworks nationally and internationally.
- Contribute to strategic planning, fundraising and organisational development.
- Champion Wildworks' commitment to equity, inclusion, environmental responsibility and community engagement.



WHO WE ARE LOOKING FOR

We are seeking a creative leader who combines artistic excellence with collaboration, innovation and strategic thinking.

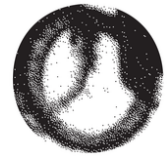
You may come from theatre, performance, visual arts, socially engaged practice, interdisciplinary arts or another creative discipline. What matters most is your ability to articulate a compelling artistic vision and bring people together to realise it.

You will bring:

- Significant experience of leading or developing ambitious artistic projects.
- A strong commitment to place-responsive and community-engaged practice.
- Experience of developing artistic programmes and creative partnerships.
- A collaborative approach to leadership and decision-making.
- The ability to inspire artists, participants, audiences and stakeholders.
- Experience of nurturing creative talent and supporting artistic development.
- Excellent networks and contacts, either in the artistic community in Cornwall, nationally or internationally.
- Proven experience of leading a culture of inclusion and working towards better representation.

If that sounds like you, we'd love to hear from you! We particularly welcome applications from individuals whose experiences, perspectives and backgrounds are currently underrepresented within the cultural sector.

OUR VALUES AND MISSION



Wildworks is an internationally recognised creator of landscape theatre, known for producing ambitious, transformative artistic experiences that bring people together. The company remains rooted in Cornwall, while creating work that resonates nationally and internationally.

We not only make extraordinary art, but also exemplify how art can strengthen communities and contribute to a more compassionate and connected world. We reimagine what theatre can be; working outside of theatre buildings, blending art forms, embracing risk, and celebrating experimentation. We forge creative connections between communities, artists and landscapes. We champion environmentally and socially responsible ways of making and touring our work, proving that creativity and sustainability can co-exist.

We use our values to help make decisions about projects and company development. The work we make constantly evolves as new collaborations take us into different places. 20 years on from the company's inception we continue to be the exemplar in British landscape theatre and community-engaged practice. We are constantly innovating artistically and technologically and we produce our work as sustainably as possible. We strive to become the ambassadors; sharing our knowledge and experience and inspiring future generations of theatre makers.





OUR VALUES ARE:



BRAVE

We have an appetite for risk and make difficult, bold decisions. We are outsiders, we work outdoors, and we embrace the opportunities and challenges that brings.



FLUID

We are shapeshifters. No two projects are the same. We are always evolving and adapting to the world around us. We can change direction quickly and without hesitation if we need to.



EXPERIMENTAL

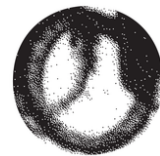
We create a playground for new ideas, to try new techniques, work with new people and explore complicated conversations. We are prepared for some of our experiments to work and others to fail.



HUMAN

People are at the heart of everything we do. We break down barriers and work towards equality. We want to be accountable and transparent about who we are, how we work and who we work with. We listen to those voices not always heard and we use our work to give space for those voices.

JOB DESCRIPTION



CREATIVE DIRECTOR

Reports to: Board of Trustees through the Chair of the Board (jointly with Executive Director)

Contract: Full Time and permanent (5 days per week)

Salary: £48,000

Holiday: 34 days pro rata (including bank holidays)

Location: Wildworks Studio, Mount Pleasant Eco Park, Cornwall. National and international travel as required.

PURPOSE OF THE ROLE

The Creative Director is jointly responsible, with the Executive Director, for the leadership, strategic direction and long-term development of Wildworks. The Creative Director holds lead accountability for Wildworks' artistic vision, creative strategy, programme identity, artistic quality and creative ecology. They will shape and champion ambitious, place-responsive, community-engaged and socially relevant work, ensuring that Wildworks continues to create exceptional artistic experiences with and for diverse communities. Working in partnership with the Executive Director, the Creative Director will ensure that the company's artistic ambition is aligned to organisational capacity, financial stability, environmental responsibility and Wildworks' charitable purpose.

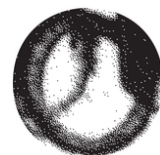
As custodian and shaper of Wildworks' artistic DNA, the Creative Director will develop and oversee the programme of work, nurture artists and creative talent, and champion the company's distinctive practice in landscape theatre: working with site, landscape, and communities to create ambitious, innovative, accessible and environmentally conscious work of the highest quality. They will ensure that all creative activity reflects Wildworks' values, strategic objectives and commitment to excellence.

CO-LEADERSHIP AND ACCOUNTABILITY

The Creative Director and Executive Director are parallel, equal-status roles, jointly accountable to the Board of Trustees through the Chair. Together, they share responsibility for Wildworks' strategic direction, organisational culture, public leadership, values and long-term sustainability.

The roles are intentionally interdependent. The Creative Director leads on artistic vision, creative strategy, programme development, artistic quality, artist development and creative partnerships. The Executive Director leads on finance, governance, fundraising, operations, people, compliance, reporting and organisational systems. Both Directors are expected to work in close partnership, bringing constructive challenge, shared judgement and mutual support to major organisational decisions.

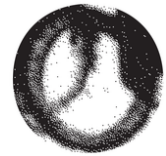
Where responsibilities overlap, accountability sits with the relevant lead Director, with the other Director actively contributing, advising and supporting. This model is designed to ensure that Wildworks' artistic ambition and organisational resilience are developed together.



Area	Creative Director	Executive Director
Artistic vision and creative strategy	Lead accountable	Strategic partner
Creative programme	Lead accountable	Resourcing and viability partner
Artistic quality	Lead accountable	Supports through planning, risk and resources
Artist development	Lead accountable	Supports through organisational and workforce planning
Organisational strategy	Joint	Joint
Organisational culture and values	Joint	Joint
External representation and profile	Joint, with artistic-sector emphasis	Joint, with funder /stakeholder emphasis
Business Planning	Shapes artistic priorities	Lead accountable
Finance and reserves	Contributes/consulted	Lead accountable
Fundraising	Leads artistic narrative and creative case	Lead accountable
Governance and compliance	Supports	Lead accountable
EDI and accessibility	Leads with creative practice and programme	Leads within organisational policy and systems
Environmental Sustainability	Leads with creative practice	Leads within organisational operations

LEAD RESPONSIBILITIES

SUPPORTED BY THE EXECUTIVE DIRECTOR



1. Creative Vision and Artistic Leadership

The creative director leads the development and delivery of Wildworks' artistic vision and creative strategy, with support from the Executive Director.

They will:

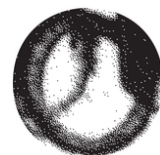
- Lead the development and delivery of Wildworks' artistic vision and creative strategy with support from the Executive Director.
- Ensure that all artistic activity reflects the values, ethos and ambitions of the organisation.
- Champion excellence, innovation and experimentation across the creative programme.
- Lead the development of new artistic ideas, projects and commissions.
- Ensure Wildworks remains at the forefront of ambitious landscape theatre and community-based arts practice.
- Inspire and support artists, collaborators and creative teams to produce exceptional work.
- Oversee artistic quality across all projects and programmes.
- Create opportunities for reflection, learning and artistic development within the organisation.
- Provide artistic leadership across the programme, including the directing of Wildworks productions where appropriate, supporting Guest Directors/Lead Artists and creative teams to realise ambitious, high-quality work aligned with the organisation's artistic vision and creative strategy.

2. Creative Programme Planning and Development

The Creative Director leads the conception, planning and development of the organisation's programme of work, with support from the Executive Director.

They will:

- Lead the conception, planning and development of the organisation's programme of work with support from the Executive Director.
- Ensure the programme is achievable and aligns with strategic priorities.
- Identify opportunities for artistic innovation.
- Steer the development of new projects from concept through to delivery.
- Ensure projects maximise creative, social or environmental impact.
- Work collaboratively with producers and project teams to realise creative ambitions.
- Ensure the creative programme reflects Wildworks' distinctive practice in working with site, landscape or unusual spaces, lived experience and diverse communities.



3. Artist Development

The Creative Director leads Wildworks' approach to artist development, creative talent and the wider creative ecology of the organisation.

They will:

- Recruit, support and nurture artists and creative collaborators.
- Build and maintain strong relationships with creative practitioners and networks.
- Create opportunities for emerging and established artists to develop their practice.
- Lead artistic talent development and creative practice development.
- Lead Associate Artist relationships and develop the Associate Artistic team
- Encourage artistic collaboration across disciplines and sectors.
- Support the professional growth of the wider creative team.
- Develop organisational capacity through training and professional development.

SHARED LEADERSHIP RESPONSIBILITIES

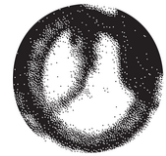
WITH THE EXECUTIVE DIRECTOR

The Creative Director and Executive Director share responsibility for Wildworks' strategic leadership, organisational culture, external profile and long-term sustainability.

Together, they will:

- Act as co-leader of the organisation, contributing equally to strategic decision-making, organisational culture and external representation.
- Provide visible and inspiring leadership for the organisation.
- Foster a culture of openness, collaboration, creativity, inclusion and mutual respect.
- Act as a public ambassador for Wildworks locally, nationally and internationally and represent the organisation within the wider arts and cultural sectors.
- Support organisational resilience, innovation and long-term sustainability, ensuring projects and programmes are ambitious, achievable, well-supported and aligned with Wildworks' values, charitable purpose and strategic objectives.
- Ensure projects and programmes are ambitious, achievable, well-supported and aligned with Wildworks' values, charitable purpose and strategic objectives.
- Contribute to business planning, income generation and the development of organisational culture, values and ways of working.
- Champion meaningful engagement with diverse communities, including people who may experience barriers to participation.
- Champion environmental sustainability across Wildworks' artistic practice, organisational culture and ways of working.

KEY RELATIONSHIPS AND DECISION MAKING



The Creative Director will work in close partnership with the Executive Director, with both roles jointly accountable to the Board of Trustees through the Chair.

The Creative Director will hold lead responsibility for artistic decisions, including Wildworks' creative vision, programme identity, artistic quality, artist development and creative partnerships. The Executive Director will hold lead responsibility for financial, operational, governance, fundraising and organisational systems. Major strategic decisions will be developed collaboratively and taken in line with the accountability framework set out above.

Key relationships will include:

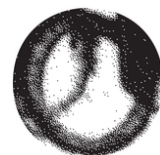
- Executive Director
- Board of Trustees and Chair
- Producers, Finance Manager and core staff team
- Associate Artists, Guest Directors, Lead Artists and creative collaborators
- Freelancers, project teams and production teams
- Communities, participants and local partners
- Commissioners, venues, festivals, funders and cultural organisations
- Local, national and international sector networks

The Creative Director will be expected to bring strong judgement, openness and constructive challenge to shared decision-making, ensuring that Wildworks' artistic ambition, values, financial sustainability and organisational responsibilities are held together.

PERSON SPECIFICATION

Essential Experience

- Significant experience of leading, directing, producing or developing ambitious site-responsive artistic projects.
- A strong track record of creating place-responsive, community-engaged interdisciplinary work with diverse communities.
- Developing artistic programmes, projects and creative partnerships from concept through to delivery.
- Working collaboratively with artists, creative teams, communities and stakeholders.
- Nurturing, mentoring and developing artists and creative practitioners.
- Working strategically within a cultural organisation.
- Building and maintaining productive relationships with commissioners, partners, funders and stakeholders.
- Managing creative projects within agreed budgets and resources.
- Advocating for artistic work and organisations.
- Knowledge of the UK arts funding landscape, including Arts Council England.



Essential Knowledge and Skills

- Ability to articulate and lead a compelling artistic vision.
- Excellent creative leadership and collaborative decision-making skills.
- Strong understanding of contemporary arts practice, participatory practice and audience engagement.
- Ability to conceive, shape and develop new artistic projects and programmes.
- Storytelling – ability to inspire and motivate funders and partners by communicating the magic and impact of the work.
- Excellent relationship-building, networking and partnership-development skills.
- Strong communication and presentation skills, both written and verbal.
- Ability to inspire and motivate artists, collaborators and teams.
- Understanding of fundraising environments and the ability to contribute to developing funding proposals and partnership opportunities.
- Ability to balance artistic ambition with organisational capacity.
- Commitment to environmental sustainability.
- Strong understanding of equity, diversity, inclusion and accessibility within creative practice.
- Ability to act as a visible artistic ambassador for Wildworks locally, nationally and internationally.
- Excellent networks and contacts, either in the artistic community in Cornwall, nationally or internationally.

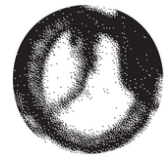
Essential Personal Qualities

- Committed to Wildworks' values and mission.
- An inspirational, generous and collaborative leader.
- Curious, imaginative and ambitious in their artistic thinking.
- Open-minded and receptive to new ideas, perspectives and approaches.
- A strong collaborator who values co-creation and collective creativity.
- Resilient, adaptable and comfortable working outside and in unusual environments.
- Committed to creating opportunities for emerging artists and creative talent.
- Proven experience of leading a culture of inclusion and a commitment to widening participation and working towards better representation.
- Passionate about the role of creativity in strengthening communities, relationships and connection to place.

Desirable Experience

- Creating large-scale site-responsive theatre.
- Leading multi-partner cultural projects.
- Working nationally and internationally.
- Supporting work led by other artists.
- Working with communities and people with lived experience as co-creators.
- Experience of contributing to organisational strategy and business planning.

SUCCESS IN THE ROLE



18 MONTH TARGETS

These criteria provide a framework for review during the first 18-months in post and should be read alongside the accountabilities set out above.

Creative Director

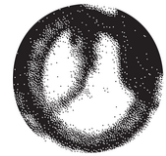
Area	Evidence of Success
Artistic Vision	A clear artistic vision and creative strategy agreed with the ED and Board.
Programme	A realistic 2-3 year programme pipeline developed, costed and prioritised.
Artistic Quality	Clear artistic quality framework in place, including review, reflection and learning.
Artist Development	Associate artists, guest directors or creative collaborators identified and supported through a coherent development approach.
Partnerships	New or strengthened creative partnerships with venues, commissioners, festivals, communities or artists.
Organisational contribution	Artistic plans demonstrably aligned with business planning, fundraising, capacity and sustainability.

Shared areas

Area	Evidence of Success
Co-leadership	Board, staff and partners understand the respective authority of each role.
Strategic Alignment	Creative ambition and organisational capacity are integrated in planning and decision-making.
Culture	Staff and freelancers experience consistent, collaborative and values-led leadership.
External reputation	Wildworks' profile, partnerships and influence are strengthened.
Sustainability and inclusion	Environmental sustainability, EDI and accessibility are embedded in both creative and organisational practice.

The Creative Director will ensure that Wildworks continues to produce outstanding artistic work, develops a vibrant and sustainable artistic programme, nurtures artists and collaborators, and strengthens its position as one of the UK's most distinctive creative organisations.

TEAM, MANAGEMENT AND GOVERNANCE



Wildworks has a light organisational footprint to ensure the highest proportion of budgets find their way to the work. Currently the Company is based in a small office at the at the Eco Park in Porthtowan and also an industrial unit near Redruth.

We are proud to be a National Portfolio Organisation (NPO), with regular funding from Arts Council England, confirmed until 31st March 2028. We are also part of the Cornwall Council's Cultural and Creative Investment Programme with confirmed funding until 31st March 2027.

The Wildworks core staffing team is:

Executive Director & Co-CEO : Gwendolen Scolding
Finance Manager: Debra Gristwood
Production Co-ordinator: Izzy Wilkinson
Marketing Manager: Kay Barnes

The Creative Director role replaces the Executive Producer and Co-CEO Nathan Jackson who will be staying on to handover until the 30th November.

The Wildworks Associate Artists are:

Mercedes Kemp (Founding Artist)
Sue Hill (Founding Artist)
Amy Pitt
Vicky Abbott
Steve Tanner.

The wider Company is made up of many freelance multi-disciplined artists.

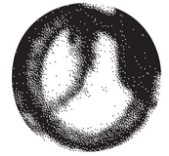
As a registered charity, Travaux Sauvages Ltd t/a Wildworks is governed by the Board of Trustees which oversees the work of the charity and provides strategic advice and support to the executive team. The Creative Director will report to Wildworks' Board of Trustee.

Board Members:

David Prior (Chair)
Fran Branfield
Mikey Martins
James Chapman
Richie Smith
Rebecaa Whitman
Amaya Jeyarajah

The Board of Trustees meet online on a quarterly basis, with one in-person meeting each year. We have no fewer than 3 board members at any given time, and a maximum of 7. Our board members advise us, hold us to account, and champion our work in Cornwall and beyond.

RECRUITMENT SCHEDULE



If you've any queries about the job then please David Prior, Wildworks Chair on david.prior@falmouth.ac.uk or Gwen Scolding, Wildworks' Executive Director on gwen@wildworks.org.uk

Please email gwen@wildworks.org.uk:

- A CV outlining your relevant experience.
- A short video (no more than 4 mins) OR covering letter (2-3 pages maximum) explaining:
 - Why you are interested in the role.
 - What attracts you to Wildworks.
 - How your experience aligns with the requirements of the role.

Deadline to apply: 9am on Monday 17th August

Notification of shortlisted candidates by: 4th September

Interviews will be held in person on Tuesday 8th September at a location TBC near our studio in Porthtowan, Cornwall. The interview process will include a short presentation to the interview panel and an opportunity to meet several different stakeholders.

We hope the successful candidate will start as near to the 1st October as possible, once references are complete, though we also understand if notice periods for current employment need to be completed.

There will be a handover period with our outgoing Executive Producer until the 30th November.

Equal Opportunities

Wildworks is committed to creating an inclusive organisation and encouraging diversity in our workforce. We welcome applications from all suitably qualified candidates regardless of age, disability, gender identity, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

We are committed to making our recruitment process as accessible as possible. Please let us know if there are any adjustments we can make to support you throughout the application process.

Opportunity to see our work

If you'd like to come and see our most recent production, The Kneebone Cadillac opened on the 10th July and runs until the 29th July. [Click here](#) for more information and how to book tickets.

We look forward to hearing from you!



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