

EXECUTIVE DIRECTOR RECRUITMENT PACK 2026

GATE

Scenes from the Climate Era
(2025). Photo. by Marc Brenner

INTRODUCTION FROM THE CHAIR

Thank you for your interest in the role of Executive Director & CEO at the Gate.

The Gate has long been a home for bold, political and imaginative theatre, and I have witnessed first-hand the dedication and talent of the team who keep its spirit alive through these challenging times for the arts.

I look forward to welcoming the next leader of the team to ensure the Gate continues to thrive, champion radical voices and create work that challenges, surprises and inspires.



Rahul Streatfield-Sinha

ORGANISATION AND FINANCES

The Gate is a company that makes extraordinary things happen with a small team of incredibly passionate people, often working part-time and wearing multiple hats. It is an exciting environment which welcomes new ideas and different ways of working, but does require balancing ambition with the demands of limited resource.

Following the exit from the Arts Council NPO in 2022, the Gate has significantly reduced our activity in line with available funds, halving operational budgets and transitioning into a producer model, having relocated away from the Notting Hill base. We have since produced shows in Camden and Kensington, and shared office spaces with peers whilst growing our artist development programmes and partnerships. From April 2026, we will be taking on office space at The Albany in Deptford as we continue to build relationships with receiving houses and developing venue partnerships for delivery of our productions.

Our producing cycle now comprises one production per year, alongside year-round opportunities for artist development, audience engagement and industry community building. This additional activity is enabled through our Gateways programmes, and our partnership with Woven Voices on the Migrant Playwriting Prize.

We need to raise approx £250k annually to continue at current levels of activity, and thanks to organisational development grant funding from Arts Council England and social investment from Big Issue Invest, we have currently secured 46% of required funds for 2026, with current projections expected to reach 70% by end of Q2. Our leading priority is to secure multi-year funding (such as a return to the NPO) to build a more sustainable Gate and better support our artists and serve our audiences.

You can read more about the Team and Board on our [website](#).

TELLING STORIES FROM BEYOND OUR BORDERS

The Gate brings people together from across the world to engage with theatre, performance, art and ideas. Founded in 1979 to stage ground-breaking international plays, the Gate has become a platform for radical artists, writers and directors from across the globe: known for its transformative ability to push the boundaries of what theatre is and could be. It is a place where creatives have been gathering to imagine storytelling differently, and where experimental thinking is front and centre.

At a time when the world and our own nation grow increasingly insular, we believe it is important to foster communication and understanding across borders, across languages, across cultures. The Gate works with artists in the UK to tell stories from beyond our borders, celebrating the multiplicity of identity within our artists and our audiences through the power of theatre.

As a home for new voices and new ideas, we also have a reputation as a training theatre. Gate shows enable artists to take risks and to develop and advance their own talent, and their own professional journey, by making high quality work that moves the artform and the sector forward.

The monumental events of the pandemic have drastically changed the theatre landscape and ecology, with its effects being keenly felt through unpredictable audience behaviour, and rising costs. As the nation navigates the cost-of-living crisis, the arts continue to face devastating funding cuts and challenges, including the withdrawal of much local council arts provision and the increasing competition for resources across trusts and foundations. At the Gate, we have used this moment of transition to interrogate both our founding mission and what the needs of the sector are today. The Gate is now operating as a theatre producer as opposed to a venue, and seeks collaborations and partnerships in a variety of places to continue championing international voices through theatre.

The Executive Director is also the Chief Executive, with responsibility for the organisational and financial health of the Gate, securing funding for programme and working closely with the Artistic team to ensure the art is kept at the heart of our strategy.

Please note the Gate will be exploring succession planning for artistic leadership in the coming months and the incoming Executive Director will be involved in this Artistic Director recruitment process.

The Gate is seeking a confident, collaborative and compassionate leader, with deep understanding of income generation and experience in securing funding for the arts.

At the Gate

The Gate is more than a building.

The Gate works with risk-taking artists to push the boundaries of what theatre can be. From designers being empowered to explore new techniques, to directors given permission to do the unexpected with existing texts, the Gate allows theatre to be transformative. The Gate's priority is producing an artistic programme that showcases our mission and impact beyond a physical space.



Bootycandy (2023)
Photo by Ali Wrightli



Wish You Were Here (2024)
Photo by Richard Lakos

How we work is as important as what we produce.

We interrogate established ways of working, recognising that theatre is implicitly political and we must make work that responds to and engages with the context. Through creativity, care and accessibility, we can make challenging work while considering more sustainable models of theatremaking. We call this our 'slow theatre' approach, where work is generated while we support artists in long-term development.

Scenes from the Climate Era (2025)
Photo. by Marc Brenner



Storytelling is a means of change.

We believe that everyone should have access to exceptional stories, creative activities and a platform for expression. We prioritise international voices as a means to diversify and enrich the conversation on our stages. Access to theatre and the arts is an inalienable human right. At the Gate, the work should be an opportunity for social change and a provocation to think deeply. Through this work, we have the opportunity to imagine society differently.

Job Description

Leadership, Strategy and Planning

- With the Artistic Lead and incoming Artistic Director, develop and lead the Gate's vision, mission and values
- Oversee the delivery of the company's Business Plan, ensuring that objectives are met and revising the plan annually to ensure that it remains fit for purpose and in line with the company's long-term vision
- Lead on income generation for the company, developing strategy for multi-year funder partnerships including future NPO bids, and ensuring the organisation is financially stable
- Create a working environment and culture that enables the Gate to realise its creative ambition whilst recognising the limitations of its financial, time and human resources, ensuring the long-term sustainability of the organisation and adherence with employment and health and safety legislation
- Be responsible for all major stakeholder relationships, including The Albany, Arts Council England and Big Issue Invest.
- Lead on the planning and delivery of the organisation's venue ambitions; in the short term developing relationships with co-producers and receiving houses.
- In collaboration with the Communications Manager, lead on the development and implementation of the Gate's Communications Strategy, seizing opportunities to raise the Gate's profile in the theatre sector both in London, nationally and internationally
- Seek exciting and like-minded partner organisations and charities in our local community, and beyond, to create shared activities which strengthen the Gate's mission
- Line-management responsibilities for the Artistic Director, Senior Producer, and Development Manager

Funding and income generation

- Develop the company's ACE core funding applications, working with the Artistic Director, and associated reporting and evaluation
- Manage the relationship with Big Issue Invest, ensuring responsible repayment of social investment and timely updates on forward plans
- Cultivate relationships with potential funders, taking a hands-on approach at events and meetings with donors and overseeing all funding applications to Trusts and Foundations
- Oversee the Development Manager in creating a long-term fundraising strategy and case for support, and support them in meeting the ambitious annual targets for Individual and Trust fundraising
- Manage freelance fundraising consultants brought on to support ad hoc project targets

Financial management

- Set and monitor the annual budget for the company and productions, working closely with the Senior Producer on programme expenditure
- Work closely with the Board's Finance Trustee in annual budget setting and quarterly reporting, and ensure the continued financial viability and strength of the organisation
- Create and present quarterly management accounts and cashflows to the Board and funders as required
- Work with the Accountant on the annual audit process
- Ensure that all staff adhere to the Gate's Financial Controls Policy and internal finance guidelines

Governance

- Build strong relationships with the Chair and Board members
- Oversee the preparation and distribution of board papers, ensuring that the Board receives accurate and timely information
- Arrange and attend Board Meetings and ensure Board members are kept fully informed on artistic, finance, legal and HR issues
- Act as Company Secretary, including submitting relevant paperwork to Companies House and the Charities Commission
- Proactively manage the Risk Register for the Gate
- Ensure implementation of and compliance with all policies, procedures and legal requirements, including employment law and GDPR
- Ensure that the Gate's work in anti-racism, equality, diversity and inclusion, and environmental sustainability is placed at the centre of the Gate's decision making. Ensure that effective policies and plans are in place to promote these, with regular monitoring and reviews to reflect best practice

Productions, Operations and HR

- Work with the Communications Manager to ensure the effective delivery of sales campaigns and a sustained programme of audience development
- Explore opportunities for the Gate to take its work elsewhere including on tour and within its local community
- Oversee the Senior Producer in their delivery of the day to day activities of the theatre and their budgets
- Negotiate with co-producing and partner companies
- Work with the Senior Producer to negotiate authors' rights and commissioning contracts
- Negotiate terms for premises agreements and maintain stakeholder relationships regarding all property related issues
- Lead on all HR matters to include: recruitment; employment contracts; day to day positive people management, and ensuring all HR policies and procedures are maintained and implemented
- Nurture a culture of organisational and personal wellbeing and support the team in their professional development

Shared responsibilities with all staff members

- Uphold and promote the Gate's values in everything we do
- Promote the work of the Gate both within the industry and to all potential audience members.
- Adhere and actively contribute to all policies and procedures including health and safety, anti-racism, safeguarding and Green Gate
- Additional tasks as required, commensurate with the overall purpose of the post

Skills

Essential

- Demonstrable affinity with and commitment to the Gate's mission and values
- Strategic leadership experience at SMT level in an arts organisation
- Significant fundraising experience, securing gifts of over £50,000 and a comprehensive understanding of the fundraising climate
- Understanding of the business planning process
- Ability to collaborate with creative practitioners to translate an artistic vision into an annual programme within defined parameters of time and budget
- Experience in managing relationships with funders and other key partners
- Understanding of the London and national theatre ecology
- Experience of financial responsibility for multiple projects/productions, including setting and managing annual budgets
- A personal drive to create an inclusive, diverse and accessible world
- Experience of HR and positive people management
- Experience of a range of contract negotiations
- A confident leader and collaborative team member
- A clear decision maker with strong communication and presentation skills
- Ability to lead on the creation and implementation of a fundraising strategy

Desirable

- Experience of leading an organisation
- Experience of co-production and creative team contracting
- Experience of developing and implementing business plans
- Knowledge of audience development and marketing
- Knowledge of a range of theatre practices from live art to new writing
- Understanding of the role of a Board
- Experience in reporting to ACE or other major funders
- An understanding of how a theatre company operates day to day and the production process
- Knowledge of capital project planning and implementation
- Experience in premises management and lease negotiations

Salary: £45,000 / year

Annual Leave: 22 days/year

This is a full time role. The role will include a combination of remote and in-person at the Gate office at The Albany, Douglas Way, London SE8 4AG

Evening and weekend work will sometimes be required.
The Gate operates a Time Off In Lieu (TOIL) system

The Gate Theatre is an equal opportunities employer. We are committed to creating a workforce which is representative of our society and to bringing together those with a variety of skills and experience, to help shape what we do and how we work.

We are particularly keen to hear from candidates from Global Majority or Migrant backgrounds, candidates with disabilities those from socio-economic backgrounds or those who identify as Trans, Non-Binary and Gender Queer.

To apply please email a covering letter (no longer than 2 sides of A4) and your CV/Portfolio explaining why you would be suited to the role to jobs@gatetheatre.co.uk. If you would like an informal chat with the outgoing Executive Director & CEO before applying, please contact the same email to arrange.

Please also submit an online Equal Opportunities monitoring form [here](#), which will remain anonymous.

Deadline for applications: 6th April 2026, 6pm

Round 1 Interviews will take place online on Thursday 16th and Friday 17th April

Round 2 Interviews will take place in person at The Albany on Friday 24th April

