

CEO RECRUITMENT PACK

Welcome



Led by outgoing Chief Executive, Chris Stafford since 2015, alongside the artistic direction of Artistic Director, Nikolai Foster, Curve theatre is one of the UK's major producing theatres, and our vision is to have a worldwide reputation for awe-inspiring theatre, from the heart of the country.

Since Curve opened in 2008, we have developed an international reputation for producing, presenting and touring a bold and diverse slate of musicals, plays, new work and dance, which sits alongside a vibrant community and learning programme. We passionately believe everyone who lives, works and learns in our city should have access to great art and culture and we are just as proud of our work in our local communities as we are of our critically acclaimed Made at Curve productions.

2025/26 was another successful year for Curve, with more than **760,000** people engaging with our theatre through performances and activities at our home in Leicester, learning and community programmes across the city, and our work on national and international tours.

This pack can only outline a few of the many achievements of the theatre; if we were to list everything it would be a very long read! Ultimately Curve is a collaboration between the dedicated team in the building, our incredible audiences, our wonderful partners- from co-producers and artists to sponsors and donors- and the board of trustees. On behalf of them I'd like to thank our building partner, **Leicester City Council**, and our principal funder, **Arts Council England**. Their continued support is critical to Curve's success.

Without a doubt the coming years will be a challenge for Curve as they will for all theatres across the country, but as we prepare to enter our third decade, I am confident that with a new Co-CEO working alongside Nikolai, the best is yet to come.

Sita McIntosh Chair





Curve is a unique place. It's always been an outlier, carving its own path and never playing by the traditional rules. Our staff, audiences and artists have made Curve into the success it is today. As we hurtle towards our 20th anniversary with more Made at Curve shows, greater community engagement and a capital project to revitalise our unique venue for the next 20 years, it's never felt more exciting to be on the Curve rollercoaster.

Our theatre in the heart of Leicester is a fast-paced, energetic and creative place, which takes the responsibility of making work for audiences in the 21st century incredibly seriously. We're an unpretentious team, who hustle, get the job done, elevate each other and always pay it forward. In Sita McIntosh, we have a wonderfully sagacious, supportive and energetic chair, a brilliantly engaged board and audiences who all care as passionately about their theatre as much as we do. It feels like there is masses still to do and I've never felt more inspired and energised for this next chapter of Curve's eclectic journey. Finding a new colleague and collaborator to work alongside to realise the enormous potential of this mighty creative powerhouse, is a hugely inspiring and invigorating prospect.

Nikolai Foster Artistic Director and Chief Executive


"Curve is one of our strongest regional venues and a big producer of commercial musicals, It clearly cares about its audiences, and not just in Leicester."
THE STAGE
"Leicester – now officially the home of world-class productions."
THE DAILY TELEGRAPH

About Curve

Leicester Theatre Trust is a company limited by guarantee and a registered charity with over 50 years' history of producing exceptional theatre, at Curve and formerly at Leicester's Haymarket Theatre. In joining Curve as joint CEO, you will be part of a thriving and entrepreneurial business, with an annual turnover of £20 million. We are funded by Arts Council England as a National Portfolio Organisation and this important support accounts for just under 12% of our annual turnover.

Our building is a landmark within the city of Leicester, designed by the late world-renowned architect Rafael Viñoly, featuring two auditoria, one with 965 fixed seats and a 314 seat studio theatre. The two spaces can be combined to create a 1500 seat in the round space. We also have five rehearsal rooms, one of which can be transformed into a third performance space (82 seats) for our associate companies and young people to share work in. The world-class technical facilities and Viñoly's radical 'inside out' design, ensure Curve is a truly unique and special theatre, which prides itself on being a theatre for everybody.

In the last year under our Made at Curve banner, we revived the Willy Russell classic EDUCATING RITA in our intimate Studio Theatre, produced a new stage-play of THE SILENCE OF THE LAMBS which thrilled audiences both at Curve and up and down the country, commissioned a brand-new world-premiere musical BANK OF DAVE which played at Curve and Lowry, launched a major revival of LEGALLY BLONDE, which embarked on an extensive UK tour from Curve with our friends at ROYO and filled Curve with friends and families over a record-breaking Christmas season with THE SOUND OF MUSIC and ALIENS LOVE PANTA CLAUS.

Made at Curve productions continued to reach audiences far beyond Leicester: KINKY BOOTS strutted into the London Coliseum for a limited summer season, which will be followed by our productions of LEGALLY BLONDE and CHARLIE AND THE CHOCOLATE FACTORY in 2027. Productions and co-productions touring nationally and internationally included A CHORUS LINE playing a season in Japan, SISTER ACT and PIRATES LOVE UNDERPANTS rocked audiences in Australia, KINKY BOOTS visited Germany and a replica production of our THE WIZARD OF OZ opened in Spain. We are incredibly proud that work created in LE1 continues to fly the flag for Leicester across the world.



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We were also proud to present the premieres of INSIDE AMERICAN PIE with Harmony House and David and Hannah Mirvish, LOST ATOMS with the remarkable team at Frantic Assembly, and the European premiere of MURIEL'S WEDDING, which brought an explosion of colour, music and joy to Leicester.

During the last NPO funded period:

- We produced **28** Made at Curve shows, with **94%** of audiences rating these as either 'Excellent' or 'Good'.
- Over **4.6 million** people enjoyed a Made at Curve production or co-production at Curve or on tour.
- We presented **1,741** performances, achieving an average occupancy of **77%** across our spaces.
- We welcomed nearly **100,000** participants as part of our Neighbour-hub and Creative Programmes activities.
- More than **3,000** artistic participants took part in artist development programmes led or supported by Curve.
- Over **50,000** children and young people came to see a performance at Curve.



Curve's commitment to making theatre accessible for everyone who lives, works and learns in Leicester has never been stronger. Our community and learning programmes engaged thousands of people of all ages throughout the year with free and low-cost activities, projects and events. Thanks to our partnership with the Randal Foundation, we launched Shine, a three-year project designed to improve mental health of young people across our city. We are also delighted local actors and Emmy award-winning producers Hannah Walters and Stephen Graham are supporting Shine as our project Patrons. We hope that the research findings from the project, led by De Montfort University, will enable Curve to inform national policy and support the expansion of Shine beyond Leicester.

It was also another significant year for fundraising, with more than £680,000 received through donations, grants and sponsorship. Securing fundraising income has become an increasing priority, with intense competition for funding.

Additionally, reducing our environmental impact is a responsibility shared across Curve, from the productions we create to the way we run our building. Using the Theatre Green Book to guide more sustainable theatre-making and Julie's Bicycle's Creative Climate Tools to monitor our impact, we continued to strengthen our approach to environmental responsibility. Reusing materials, improving resource efficiency and developing staff knowledge remain central to this work.

We are an inclusive organisation, from our joint CEO, trustees and team members to audiences and participants, we treat everyone equally, regardless of class, age, disability, gender identity or gender expression, race, ethnicity, religion or belief, sexual orientation or any other equality characteristic and we encourage CEO applications from individuals who are under-represented in the cultural sector. Curve is committed to creating an environment of positive working relationships and we believe every employee, worker, and visitor to Curve has the right to be treated with equality, dignity and respect. We have policies and training programmes in place including Respecting Differences and Unconscious Bias training to set out standards of conduct that must be observed by everyone at Curve and colleagues who experience any difficulties or behaviour that breaches our Dignity at Work policy can raise their concerns through confidential channels.


“What an absolutely splendid venue. Was our first visit and we will be back for sure.”
AUDIENCE MEMBER

Vision

To be a theatre that matters, creating high-quality extraordinary theatrical experiences that inspire, entertain and enrich the lives of everyone we work with and welcome.

Mission

Curve is a leading producing theatre located in the heart of Leicester's Cultural Quarter.

We create and programme world-class experiences for everyone who lives, works and learns in our unique city and beyond.

Our Business Plan focuses on four strategic ambitions:

Our Work – we will deliver an ambitious artistic programme that speaks to, entertains, and reflects audiences across our city, county and wider UK.

Our Communities – we will champion artists and create opportunities for them to develop and make ambitious work. We will engage communities of all ages and abilities through programmes that inspire participation, creativity and connection.

Our People and Places – we will nurture a culture of ambition, collaboration and enjoyment for our employees and freelancers, while investing in our unique building to ensure we remain fit for the future.

Our Future – we will build a resilient, sustainable and forward-thinking organisation, securing our future and increasing our impact for years to come.



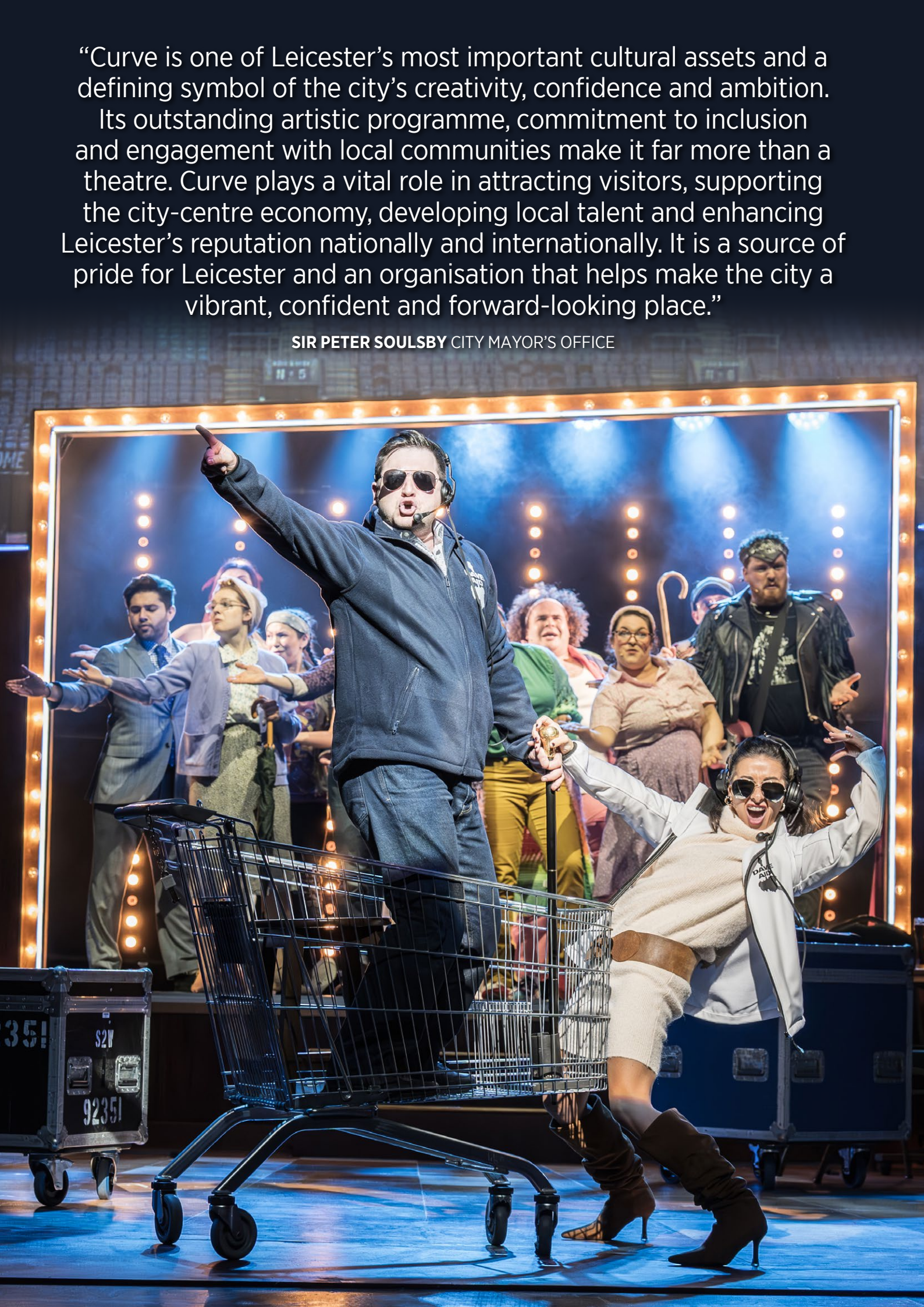
Impact

We will create lasting impact for audiences, artists, communities, our people and the wider cultural landscape of Leicester and beyond. Through ambitious artistic work, meaningful participation and strong relationships, we will inspire creativity, connection and a sense of belonging, while creating opportunities for people to develop and thrive.

We will strengthen Curve's role as a theatre that matters; a place where people see themselves reflected, encounter new ideas and experience extraordinary work. By investing in our people, artists, communities, building and future, we will increase our cultural, social and economic impact and ensure Curve remains a vibrant, inclusive and resilient organisation for generations to come.

"Curve is one of Leicester's most important cultural assets and a defining symbol of the city's creativity, confidence and ambition. Its outstanding artistic programme, commitment to inclusion and engagement with local communities make it far more than a theatre. Curve plays a vital role in attracting visitors, supporting the city-centre economy, developing local talent and enhancing Leicester's reputation nationally and internationally. It is a source of pride for Leicester and an organisation that helps make the city a vibrant, confident and forward-looking place."

SIR PETER SOULSBY CITY MAYOR'S OFFICE



Our Values

THEATRE IS FOR EVERYBODY

At the heart of our theatre is an exceptional team.
We celebrate our differences, but we all share the core values:

CREATIVITY



Nurturing imagination and talent to produce excellence.

COMMUNITY

Working together to enrich the lives of our audiences, communities, colleagues and ourselves.



RESPECT



Valuing the qualities, opinions and experience of those around you.

TRUST

Believing in what we do, the people we do it with, and the work we create.



KINDNESS



Be caring and considerate to others and yourself. Treat people with dignity and empathy to cultivate a positive and healthy environment.

INSPIRE

Be excited, inclusive and enthusiastic, encouraging others to achieve extraordinary things.



"I love working at Curve as it is a charitable organisation, and no two days are the same. It is a place where staff loyalty is valued and respected. Being a staff member of colour, it is nice to see that Curve celebrates all beliefs in a wishful and respectful way. Join team Curve for a fun and lively working culture!"

PALLVI SHARMA FINANCE ASSISTANT

"Wonderful venue, open and inviting whilst bringing exciting theatrical experiences to the people of Leicester and the whole of the UK."

AUDIENCE MEMBER



Job description

CHIEF EXECUTIVE OFFICER

Job Description
Person Specification

DEPARTMENT: Executive
REPORTING TO: Chair of the Board

POSITION SUMMARY

Main Job Function

Working in partnership as joint Chief Executives, the Chief Executive and Artistic Director will provide inspirational leadership and a shared vision for the theatre. They will lead the development and delivery of Curve's long-term strategy, maximise income generation, ensuring financial sustainability and creating the conditions for Curve's artistic programmes to continue to thrive.

Through an integrated artistic vision and business strategy, the joint Chief Executives will strengthen Curve's reputation and profile as a leading producing theatre, with a strong social mission and an optimistic, entrepreneurial spirit. Together, they will hold overall responsibility for the organisation's success, strategic direction and financial sustainability.

The Chief Executives will be Directors of Curve Productions Ltd, the producing company responsible for all Made at Curve productions.

RELATIONSHIP/POSITION IN THE ORGANISATION

Key Working Relationships

Artistic Director, Director of Producing and Programming*, Director of Creative Programmes, Chair of the Board, Trustees of LTT, Key Stakeholders (both internal and external)

Direct line management of: Executive Director, Finance Director, Director of Operations, Director of Fundraising

*Currently vacant.

JOB DESCRIPTION

Duties/responsibilities

1. Provide consistent, clear leadership to the organisation, creating a best practice, positive working environment, encouraging a collaborative approach to fulfilling the vision and mission of Curve.
2. Lead the development, implementation, monitoring and review of Curve's Business plan and ensure performance against all key performance indicators.
3. Support the Artistic Director and artistic team in developing and delivering an artistic strategy, producing and programming world-class theatre that actively seeks to broaden its audiences.
4. Act as Executive Producer (on behalf of Curve Productions Ltd) across all Made at Curve programmes, maximising exploitation opportunities, ensuring creative teams have the right resources and conditions to produce outstanding work.
5. Build and maintain relationships with commercial producers, international partners and not-for-profit producing houses.
6. Maintain the financial integrity and efficiency of Curve and oversee the development and implementation of the Commercial Strategy, ensuring income from all possible sources is maximised and costs controlled.
7. Play an active role in Curve's fundraising efforts, regularly representing Curve to the wider business community, philanthropic donors, funding bodies, trusts and foundations.
8. Ensure our audiences sit at the heart of all decision-making across the organisation.

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9. Actively promote Curve's core belief that "Theatre is for Everybody" and values of Creativity, Community, Respect, Trust, Kindness and Inspire, ensuring that these are reflected in Curve's relationship with our audience, stakeholders, and internally.
10. Ensure long term financial and operational plans are in place for the maintenance and development of Curve's capital assets and lead the development of plans for capital improvements.
11. Alongside the Artistic Director, take responsibility for all aspects of the management of Curve, ensuring it is run in a safe, effective and efficient manner and complies with all legal obligations and requirements.
12. Report to, and work effectively with the LTT Chair, Board and its sub-committees, attending Board meetings and ensuring members are kept fully informed of all business relating to Curve.
13. Maintain positive and productive relationships with Arts Council England and Leicester City Council and ensure that relationships with other business partners, stakeholders, sponsors and customers are successfully developed and managed.
14. Develop creative and strategic partnerships and networks to ensure that Curve continues to be seen as a cultural leader and recognised for its contribution to the cultural, social and economic development of the city, county and region.
15. Build positive and productive relations with the press and other media acting as the joint chief spokesperson for Curve.
16. Continue to develop and promote Curve's reputation as a leading producing theatre and regional visitor attraction, actively working to develop Curve's profile nationally and locally, with the media, decision makers, opinion leaders, the cultural sector and the public.
17. Regularly represent Curve at meetings, conferences, public events and other forums as required.
18. Comply with and uphold the principles of relevant legislation and company policies and procedures.
19. Undertake any additional tasks as may reasonably be required from time to time.

It is a requirement of Curve that all staff work in a flexible manner compatible with their jobs and in line with the objectives of the company. The Chief Executive Officer may be required to work weekends and evenings for the proper performance of their duties. Please note that the job description for this position may be reviewed and amended to incorporate the future business needs.

PERSON SPECIFICATION

Essential: the successful candidate will meet the majority of these requirements

Experience

- At least five years' experience in a Senior Leadership position within an arts/cultural organisation
- A proven track record as a leader, managing significant budgets and teams in a high-profile performing arts organisation
- A demonstrable track record in producing and/or programming theatre
- Experience in strategic thinking, business planning, policy setting and implementation
- Demonstrable experience of growing an organisation through commercial activity
- A track record in fundraising across sponsorship, trusts and foundations, and philanthropic giving
- Experience of working or collaborating with creative people, ideally in a relationship with an Artistic or Creative Director
- Experience in initiating, managing and sustaining effective partnerships with a diverse range of organisations and individuals
- Demonstrable experience at growing new audiences and markets
- Experience in networking at the highest political levels

Skills and Knowledge

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Job description

- The ability to lead, inspire and motivate a team and win the confidence and respect of colleagues and external contacts
- Ability to manage risk intelligently within an entrepreneurial and creative environment
- Financial and commercial acumen, with strong financial planning and analytical skills
- The ability to balance artistic risk taking with commercial imperatives
- Excellent interpersonal skills with ability to broker and maintain trust-based relationships with a wide variety of people and organisations
- Collaborative skills, with proven ability to work effectively with creative individuals and enable artistic excellence to flourish
- Good negotiating and advocacy skills
- Exceptional communication and presentation skills, and the ability to represent the organisation to a broad range of stakeholders nationally
- Wide range of contacts and networks in the arts and cultural sectors nationally
- Knowledge of the international arts and cultural scene
- Knowledge and experience of arts funding systems

Personal Attributes

- A passion for theatre and ensuring everyone has a right to access great art and culture
- Ability to provide inspirational leadership and vision
- Naturally entrepreneurial and able to identify and develop new business opportunities
- A leader who is able to think strategically and contribute across the organisation, inspiring and enthusing others
- A strong team player and communicator, who will work in partnership to achieve joint objectives
- Commitment to achieving high standards with the resources available
- Ability to manage multiple stakeholder relationships
- Natural ability to network and promote Curve
- Commitment to equality of opportunity and staff development
- Flexible approach to working, including the ability to work unsocial hours
- Commitment to driving the work of the organisation forward
- A person who thrives under pressure and delivers against deadlines
- Galvanising, adaptable and flexible, able to think creatively to make the most of limited resources

Desirable: the successful candidate should meet some of these requirements

Experience

- Experience of working with a Local Authority and public funding bodies
- Experience of working in some capacity in a producing theatre
- Experience of working with, and reporting to a voluntary Board of Trustees

Skills and Knowledge

- Some knowledge of theatre or venue management is desirable

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Job description

SUMMARY OF TERMS

Contract	Full time, permanent (39 hours per week)
Salary	£110,000 – £130,000 per annum
Probation period	Four months, with one month's notice on both sides
Notice period	Six months, following successful completion of probationary period
Pension	Company auto-enrolment scheme
Holidays	25 days plus statutory Bank Holidays (pro rata)
Benefits (non-contractual)	Complimentary tickets Curve membership Discounted food and drinks in the Café/Bar Employee assistance programme Eyecare vouchers scheme Health cash plan and flu jabs Life assurance scheme Staff wellbeing programme Travel loans

At Curve Theatre, we recognise the vital importance of safeguarding the environment for current and future generations. To inspire positive change and promote sustainability, Curve Theatre has developed its 'Environment – Statement of Intent'. All work carried out at Curve will be done so with regard to this statement in order that our environmental goals can be met.

HOW TO APPLY

Curve is partnering with search consultant Todd Heppenstall on this appointment.

To apply, please upload your application consisting of a CV and a covering note summarising why the role is of interest and your proven ability related to the person and specification, each of no more than three pages in length, to the TH Consulting website via the below link:

https://thconsulting.uk/roles/curve-ceo/

You will also be asked to complete an equal opportunities form which will not be shared with anyone involved in assessing your application.

If you would like to arrange a confidential conversation with Todd about the role, please email **todd@thconsulting.uk**

The closing date for applications is midday on Monday 23rd November 2026.

Final interviews with Curve will take place on Tuesday 8th December (first round) and Monday 14th December (second round).

"I was especially grateful for the opportunity to see your work in action. From spending time with parents involved in Little Curve to meeting young people participating in the SHINE programme, it was clear how deeply embedded creativity and inclusion are within your work. The way you use theatre and the creative arts to support wellbeing, confidence and connection among young people is truly impressive."

DAME RACHEL DE SOUZA
CHILDREN'S COMMISSIONER





CURVEONLINE.CO.UK

CURVE THEATRE, LEICESTER

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ARTS COUNCIL ENGLAND

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