

Re:Assemble

Examining and reviewing systems and power structures that impact on writers and artists

Application Pack

About Paines Plough

Paines Plough is the UK's national theatre of new plays championing, developing and nurturing exceptional new writing and connecting with people and communities across the UK. Whether you're in Swansea or Sheffield, Glasgow or Gloucester, you can experience a Paines Plough production.

"The lifeblood of the UK's theatre ecosystem." The Guardian

Paines Plough was formed in 1974 over a pint of Paines Bitter in the Plough pub. Since then we've produced more than 200 new productions by world renowned playwrights including James Graham, Stephen Jeffreys, Abi Morgan, Sarah Kane, Zia Ahmed, Dennis Kelly, Mike Bartlett and Kate Tempest. We've toured these plays to hundreds of places from Brisbane to Bristol to Belfast. In August 2019, Charlotte Bennett and Katie Posner became Paines Plough's new Artistic Directors.

**"That notable company Paines Plough, de facto national theatre of new writing."
The Daily Telegraph**

Each year nearly 30,000 people see a Paines Plough show or take part in one of our events and activities. We take our work to theatres across the UK, village halls, music festivals, student unions, and tour with our own pop-up theatre ROUNDABOUT.

Our small-scale work tours to over 30 locations nationally, while ROUNDABOUT hosts a jam-packed Edinburgh Fringe Festival programme before heading on a nationwide tour where it brings mini festivals to communities. We are committed to growing our mid-scale work and using this to evolve the British theatre canon so it becomes truly inclusive and representative of our society.

We also publish plays online on our smartphone app COME TO WHERE I'M FROM, available free on iOS and Android. It features over 150 short audio plays from Olivier Award winners to first time writers, and this year created a digital spin-off series COME TO WHERE I AM broadcast on YouTube, written and performed by writers on their experiences of home, Check them out!

"I think some theatre just saved my life." @kate_clement on Twitter

Company Structure

Joint Artistic Directors and CEOs	Charlotte Bennett and Katie Posner
Executive Producer	Holly Gladwell
Producer	Matt Maltby
Finance and Administration Manager	Svetlana Karadimova
Technical Director	Colin Everitt
Associate Producer	Christabel Holmes
Marketing and Audience Development Manager	Jo Langdon
Administrator	Daniella Finch
Literary and Production Assistant	Phillippe Cato
Marketing Assistant	Adam Poland
The Big Room Playwright Fellow	Vickie Donoghue
The Big Room Playwright Bursary recipient	Ric Renton
Trainee Director	Kaleya Baxe

Board of Directors

Ankur Bahl
Corey Campbell
Kim Grant (Chair)
Asma Hussain
Tarek Iskander
Matthew Littleford
Sarah Mansell
Christopher Millard
Cindy Polemis
Carolyn Saunders
Wojtek Trzcinski
Laura Wade

About Re:Assemble

What does it mean to support writers and artists in the discovery of new work?

How do we create spaces that are inclusive and just - where writers and artists can be their whole selves?

Who are the people who can help us do that?

At Paines Plough we are addicted to writers and the work they make, passionate about sharing their stories with audiences from every corner of the UK. Our ambition is for our writers and audiences to be drawn from the widest range of backgrounds and we are committed to growing an industry that is representative as the only way to serve them.

To achieve this, we recognise that we must constantly examine and review the systems and power structures that impact on writers and artists. No two people have the same set of circumstances and every theatre maker has their own relationship to privilege and power, which helps or hinders their practice.

We are therefore launching this new project, which is about broadening the pool of practitioners we support so that we might work individually and as a team to identify the best conditions in which bold, eclectic and visionary writers can thrive.

What is Re:Assemble?

Re:Assemble is a professional development programme through which we will collectively identify, challenge and evolve existing dramaturgical systems and practice. The ambition is to create a peer-led, co-learning space with input and contributions from guest practitioners: Paines Plough will curate the space in which this journey begins, but the exploration, journey and destination will be driven and defined by the group.

As a team, we will build a resource which will be made available to all arts practitioners as an open-source guide to best practise. Paines Plough will commit to putting this guide into action across our own work, and to supporting our peer organisations to follow its recommendations.

We anticipate that development opportunities in tandem with the work of Paines Plough and our partners will also be available over the course of the programme, and beyond, which will be tailored specifically to individuals and experience.

This is an unpaid professional development programme, but Paines Plough will be reimbursing out of pocket expenses and will cover the expenses of a weekend retreat.

How many people will be accepted onto Re:Assemble?

We are looking to bring together a group of 8-10 people.

When is Re:Assemble going to happen?

The work together will happen over six months, across up to eight 3-hour sessions and including a 3-day retreat (subject to this being allowed by Government guidelines on social distancing), the cost of which will be subsidised by Paines Plough. Provisional dates are as follows:

Monday 16 November 2020	Session 1
Monday 14 December 2020	Session 2
w/c 11 January 2021	3-day weekend retreat
Monday 01 February 2021	Session 3
Monday 01 March 2021	Session 4
Monday 29 March 2021	Session 5
Monday 26th April 2021	Session 6

Where is Re:Assemble going to take place?

Currently, we plan to deliver all sessions remotely via Zoom, however we will be in touch with successful participants at the start of 2021 to consult with them if any sessions could be held and attended in person, as well as being delivered via Zoom.

We have a budget to cover expenses incurred through travel and access requirements which we will discuss with you if applicable during the selection process. If you have any questions relating to this, please get in touch - we are keen that this is not a barrier to your application or participation.

We will be following government advice and updates on Covid-19 and all social distancing and prevention measures.

Why are Paines Plough doing this?

As a company that champions, supports and develops writers, we understand the importance of inclusive, accessible and open dramaturgical systems in order to have a truly representative and open playwriting sector.

We want to meet and work with a more diverse pool of dramaturgs and change the way in which we work in order to support the writers we work with. We want to rigorously review and renew our dramaturgical systems and understand them from multiple perspectives as part of our ongoing ambition to best serve writers everywhere.

What will I get out of this opportunity?

- Exploring and evolving dramaturgical practice, you will develop a toolkit to use as a resource in your work and will ultimately be better equipped as a creative to facilitate storytellers and writers.

- You will further your network of peers and industry contacts as well as establishing a professional relationship with Paines Plough and our partners.
- You will be part of the first cohort for the project that we hope will continue to grow and contribute positively to the sector.

Who will be facilitating and leading sessions?

Paines Plough will curate the space and sessions will be built primarily with participants - identifying areas for examination and exploration together.

We will invite guest practitioners, identified both by the participants and by Paines Plough, who will facilitate sessions including during the three-day retreat. We want to ensure that you engage with artists and practitioners that you have chosen so we are all on the journey together.

Do I need any particular skills or experience to take part?

Re:Assemble is a programme for those with some dramaturgical experience who are committed to dramaturgical practice as part of their portfolio of work. You do not need to have years of experience under your belt, but we are looking for people who have a genuine joy and curiosity in the holding of space for other artists.

If in doubt, we encourage you to apply, we want to know about you wherever you are professionally. We are not going to judge you for throwing your hat into the ring – and we would love to keep in touch with you about our findings whatever the outcome.

How do I apply for a place on Re:Assemble?

Tell us, in whatever form works best for you (video, audio or written):

1. Why you would like to join us on this journey.
2. A bit about your background.
3. What you would like to do for writers to make the artistic process work better for them.
4. What you understand dramaturgy to be (if you have experience in this area, tell us about it. If you don't have lots of experience, or even know what 'dramaturgy' means, but you have enthusiasm and curiosity, tell us about that).
5. What questions around writing and/or dramaturgy you are interested in exploring.

Deadline for applications 10am, Monday 26 October 2020
Online meetings from w/c 02 November 2020

If submitting a **written application**, please send:

- Completed application form.
- Completed equal opportunities form.

Links to these forms can be found on our website: www.painesplough.com/pp/get-involved

Send to recruitment@painesplough.com with the subject 'Dramaturgy Programme Application'

If you are submitting a **video or audio application**, please send:

- The link to audio/video file (hosted on Vimeo, Dropbox, Google Drive) and any relevant information we would need to access this.
- Completed equal opportunities form.
- Your name, address, phone number and email address in the body of the email.

Send to recruitment@painesplough.com with the subject 'Dramaturgy Programme Application'

When completing your application, we recommend using 250-300 words (written) or 60-90 seconds (video or audio) to answer each question but feel free to use fewer or more. Please do not worry about formatting, spelling or grammar – we are just interested in what you have to say.

If you would like to contact us about any access needs you may have for the application process please email Svetlana on svetlana@painesplough.com.

Guidance Notes

Informal Conversation

If you would like an informal conversation ahead of applying then please contact Phillippe Cato, Literary and Production Assistant, on phillippe@painesplough.com.

Shortlisting and Interviews

When selecting we aim to create a balanced cohort reflecting the broadest range of backgrounds, lived experiences, geography. We will reply to all candidates via email within three weeks of the closing deadline, regardless of whether you have been shortlisted or not.

Questions

If you have any questions about the application process, or any specific requirements, please contact Svetlana Karadimova on svetlana@painesplough.com or call us on 020 7240 4533.