



ASSOCIATE PRODUCER RECRUITMENT PACK

2026



INTERPLAY

NATIONAL SENSORY THEATRE



Contents

Hello **3**

Context **4**

Who We Are **5**

Job Description **6**

Person Specification **7**

How to Apply **8**



Supported using public funding by
**ARTS COUNCIL
ENGLAND**



Leeds
CITY COUNCIL

Hello

Interplay Theatre was founded on the streets of Leeds in 1970 and over the past 50 years, it has grown to become one of the industry leaders in creating Sensory Theatre, immersing learning disabled audiences and placing them at the centre of the theatre experience.

We are now looking for an Associate Producer to join the company, with a passion for engaging communities often excluded from the arts. This role involves audience engagement, communications, and thriving in a small team of driven workers in a small-scale setting.

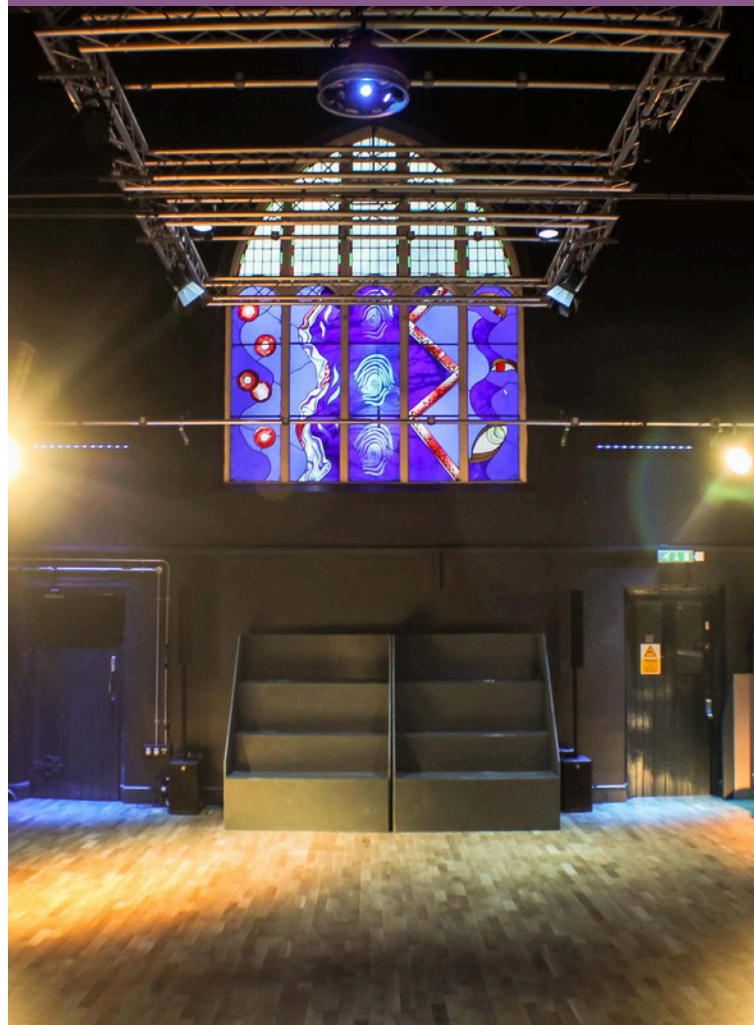
After a period of change for Interplay Theatre, we are now focused on grounding our practice and building our reach with many exciting opportunities planned. 2026-27 includes national tours, various participation projects, and new partnerships as both a venue for the community of Armley in Leeds where Interplay is based, and a touring company nationally.

We are looking for someone with energy and enthusiasm for the work, to support the organisation to move forward across all projects, keeping our audience and participants at the heart of what we do.

Miranda Debenham, our Executive Producer, is able to chat further about any information in this pack, and we do hope you consider an application if this role is of interest to you.

Contact her on:
miranda@interplaytheatre.org.uk
01132638556 ext 103

Kirsty Pennycook Artistic Director of Interplay Theatre



Working to create transformative art that removes barriers to theatre and society

At our very core, we are passionate about a more inclusive theatre industry for learning disabled young people, and acknowledge the broad spectrum of access that is our responsibility to provide for our audiences. We create work that invigorates the senses, as a means of communicating narrative and emotional journey, through art that is joyful, exciting, and playful whilst being relevant and innovative. Our shows do not shy away from challenging themes and narratives, encouraging both independent and shared experience.

We believe that young people with Profound and Multiple Learning Disabilities should have access to inclusive and inspiring art that can be transformative to their lives. In creating this work, we welcome their communities, and ours, and aim to make shows that include everyone.

Interplay has been touring schools and arts venues for decades, and is currently building a new touring structure and artistic practice that works for now and for both settings equally. We are expanding our provision for families and carers as well as our capacity for audience development to ensure our aims of a more accessible industry are tenable.

Our LS12 Creative programme consists of 4 projects that aim to engage young people in our local community of Armley. Our venue is an integral and valued hub for our neighbours in Armley and West Leeds, and we strive to have a creative offer for all young people in our area.



"This unique opportunity allowed them to connect with the art of storytelling in a way that was engaging, inclusive, and transformative, leaving a lasting impact on all who experienced it."

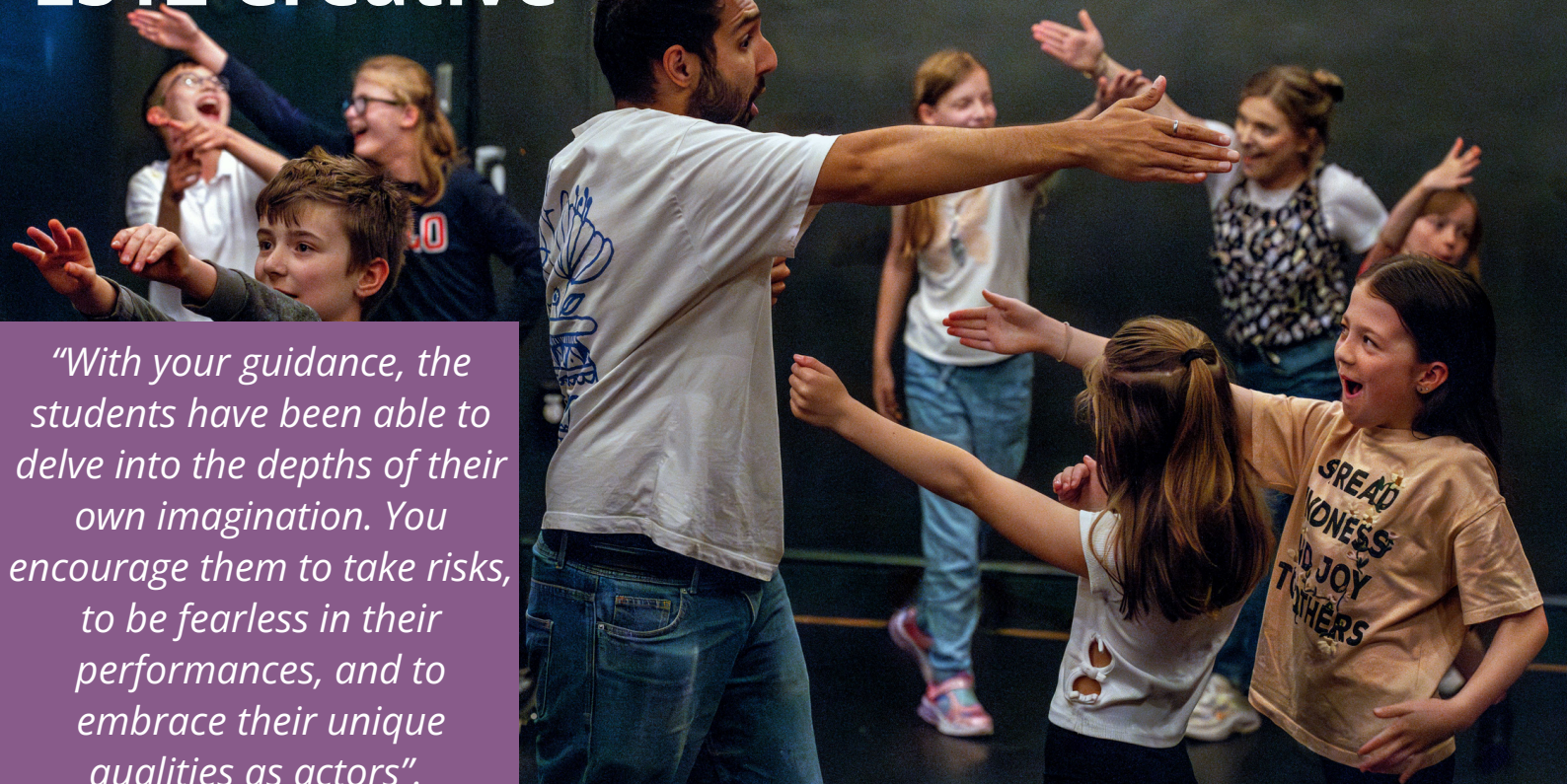
**SEND Teacher on
DRIFT 2025**

The venue programme hosts our own sensory theatre shows, our youth theatre performances, our sensory open days, and a programme of socially engaged visiting work from across the city. We aim for a visiting performance each month to be open to our community. We offer subsidised space to artists in Leeds, tech shows for touring productions, and host Pay As You Can performances for our audiences.

Over the next year, we are aiming to welcome more of our neighbours into the building to see our work; and increase our reach to more people across all of our programmes.

We will continue to build a network of strong partnerships with funders, theatre companies, community organisations and artists to bolster our practice.

LS12 Creative



“With your guidance, the students have been able to delve into the depths of their own imagination. You encourage them to take risks, to be fearless in their performances, and to embrace their unique qualities as actors”.

Teacher
Dixons Academy, Armley

Who We Are

Interplay’s mission is to enable young people who experience significant communication, social and economic barriers to explore and demonstrate their strengths through creating and experiencing the arts.

We seek to give young people agency and tools to exercise power and creativity, whilst we challenge perceived expectations in a society which habitually has undervalued their contribution to culture.

We drive an agenda which champions and harnesses the richness of unique and shared identities, that explores how this contributes to a more equitable cultural sector and a fairer society.

Strands of our activity:

- Developing and touring sensory theatre productions nationally to Special Educational Needs schools, as well as community spaces and arts venues.
- A programme of socially engaged work in our studio space in Armley, supporting local artists and audiences to engage in the theatre landscape of Leeds with Pay As You Can performances.
- A supportive force in the arts ecology of Leeds, advocating for accessibility and the removal of barriers to the arts.
- Our LS12 Creative Programme, is overseen by our Associate Director and is home to projects in our building: our Youth Theatre and Sensory Youth Theatre, and in our community: Armley Youth Space and the Wyther’s Way outreach programme



Job Description

Contract : Fixed Term for 1 year (subject to three month probationary period)

Conditions: *This job will be subject to an Enhanced DBS check due to the work we do with vulnerable groups. Our recruitment policy on working with people with criminal records will be sent to applicants on receipt of an application, or in advance on request.*

**Responsible to: Board of Directors
Executive Producer**

Salary: £31, 500 (£18,900 pro rata)

Hours: Part Time (22.5 hours per week)

This includes a minimum of 2 working days in our building in Armley. May include evenings and weekends.

Line Management: Freelance Staff

Audience Development

- To create and deliver an audience engagement plan across our LS12 Creative projects.
- To create and deliver an audience development plan for our national tour in collaboration with our Artistic Director.
- To find accessible and innovative ways to share our work with our target audiences.
- To remove barriers to engagement for audiences and participants, socially and financially.

Marketing and Communications

- To manage the day to day running of our website, in communication with an external freelancer.
- To manage our social media with an external freelancer and find new and inventive ways to promote our work.
- To keep on top of all digital marketing and print in collaboration with project leads.

Producing

- To produce and project manage an in-house Sensory Youth Theatre project in 2026.
- To produce and manage an outreach event for our neighbouring streets in early 2027.
- To produce and collaborate on Youth Theatre productions with the Associate Director
- To support the Executive Producer on the tours of our sensory theatre work accessibly, and inclusively, acknowledging the differences of programming for our target audience.
- To identify and secure bookings for our tour in schools and in arts venues, with the partners, collaborators and commissioners for new works or revivals.

Person Specification

Essential

Qualities

- Energy and enthusiasm for a small-scale touring and building based arts organisation.
- A commitment to artistic excellence, accessibility in all forms and the ability to work collaboratively
- A commitment to the cultural and social values of Interplay Theatre and working with those who are often excluded from cultural activities, whether as creators or audiences, through disability or socio economic factors.
- Robust and resilient with an ability to work under pressure.

Skills and Experience

- Experience producing a show or event with a five-figure budget
- Experience creating a social media strategy and content for specific target audiences, ideally using Canva and Meta platforms.
- Experience working directly in or with a marginalised community, whether defined by geography, identity or experience.
- Adaptable communication skills to support a variety of participants and audiences
- A high level of skill maintaining relationships with key community contacts
- A working knowledge of Microsoft 365, particularly Excel and Sharepoint

Knowledge

- A good understanding of the current theatre touring landscape
- Knowledge of current Meta products and marketing tools
- Understanding of the cultural and community centres of Leeds

Desirable

- A Trauma Informed approach
- Leeds-based
- Driving License
- Experience working in or with SEND schools

We encourage applications even if you don't meet all the essential criteria because your transferable skills matter.

We warmly welcome applications from people of all experiences, ages and backgrounds. Our workforce does not currently represent all the communities in Armley, so we encourage applicants from a working class background and/or the global majority to apply.

Informal Conversation about the role

We hope that this pack has provided all the information you need but if you would like to know more about this opportunity and to have a further discussion, please contact Miranda Debenham, Executive Producer on miranda@interplaytheatre.org.uk. We can arrange an informal conversation in advance.

You can find more information about Interplay on our website: www.interplaytheatre.org.uk

Access Requests

If you would like this pack in a different format, please contact us to let us know and we can provide it for you.

How to Apply

To apply, please send a copy of your CV and a cover letter with how you meet the person specification and what interests you in the Job Description. Please keep cover letters to a max of 2 sides of A4.

If you would prefer to submit a video, audio or alternative file please do so.

Email your application and a completed equal opportunities monitoring form to Miranda Debenham, Executive Producer.

miranda@interplaytheatre.org.uk

Deadline for applications: Tuesday 5th May 2026 at 10am

Interviews will take place on Monday 18th May

Interviews will include a formal interview with our Artistic Director, Kirsty Pennycook and our Executive Producer, Miranda Debenham. We may include second interviews which would consist of an informal interview with members of our youth theatre, or an interplay visit to see our show.



Interplay Theatre
Armley Ridge Road
Armley, Leeds
LS12 3LE

interplaytheatre.org.uk