

Hijinx Associate Director – Person Specification

	Essential	Desirable
SKILLS & ABILITIES		
Strong directing skills, with a track record of ambitious, impactful work for a range of scales, contexts and audiences, including both traditional venues & outdoor/street or site-specific environments.	X	
Ability to lead and motivate creative teams, fostering a collaborative, inclusive and supportive working environment.	X	
Skilled in co-creation and devising processes, with or without a writer, and able to facilitate playful and imaginative approaches to making work.	X	
Strong communication, stakeholder management and relationship-building skills, with the ability to collaborate effectively with artists, partners, funders and communities.	X	
Ability to assess, manage and embrace creative risk, using problem-solving skills to navigate challenges and opportunities.	X	
An understanding of financial management and the ability to work within agreed budgets, support resource planning and contribute to effective project delivery.	X	
EXPERIENCE		
Demonstrable experience as a theatre practitioner and director, leading the creative development of productions from concept through to delivery.	X	
Experience creating work with, and for, diverse communities.	X	
Experience of inclusive arts practice.	X	
Experience of developing creative partnerships, co-productions and collaborative relationships.		X
Experience of working internationally and developing international artistic relationships.		X
Experience working across both participatory and professional contexts.		X
Lived experience as a disabled artist.		X
KNOWLEDGE		
Strong understanding of inclusive practice and a commitment to embedding accessibility and inclusion within creative processes.	X	
Knowledge of safeguarding practice, or willingness to undertake relevant training.	X	
Understanding of environmental sustainability and commitment to sustainable creative practice.	X	
Understanding of, or willingness to learn about, Welsh language and culture.	X	

Established network of freelance contacts within the Welsh theatre sector, with the ability to nurture and develop exciting artistic teams.		X
Knowledge of the Welsh arts landscape, including arts funding in Wales.		X
Knowledge of the disability arts sector in Wales, the UK and internationally.		X
ATTITUDE		
A playful, curious and inclusive approach to creative practice, with a passion for making ambitious work that challenges and inspires audiences.	X	
Commitment to Hijinx's values, culture and mission.	X	
Commitment to continued professional development as an artist and leader.	X	
Flexible and adaptable approach, with a willingness to work evenings and occasional weekends as required by the role.	X	
Commitment to building positive relationships and working inclusively with artists, participants, colleagues and partners.	X	