



## Artistic Director

Waterford Youth Arts is seeking a dynamic and visionary individual for the position of Artistic Director.

Waterford Youth Arts has been at the cultural heart of Waterford since 1985. Waterford Youth Arts is the home of the arts for young people in Waterford. With a multi-disciplinary arts programme that encompasses drama, film, visual art, music, street spectacle, literature and writing for children and young people, Waterford Youth Arts is a place for creativity, collaboration, inclusion and connection.

The work of Waterford Youth Arts is supported and resourced by The Arts Council / An Chomhairle Ealaíon; WWETB; Department of Education and Youth; Waterford City and County Council, among others. Waterford Youth Arts CLG is a company limited by guarantee with charitable status.

In this, the organisations' 40th anniversary year, we are seeking an exceptional Artistic Director to lead the artistic and creative ambitions of this leading youth arts organisation in the country. We are seeking a candidate who will bring artistic vision, proven leadership, knowledge of youth work and the ability to balance creative ambition with financial sustainability, including experience of building strong relationships with artists, collaborators, partners and the Waterford community.

If you have experience in youth arts practice, arts in youth work, audience development and managing teams and are interested in leading a multi-artform organisation into its next chapter, we would love to hear from you.

<b>Job Title:</b>	Artistic Director
<b>Employer:</b>	Waterford Youth Arts CLG
<b>Place of Work:</b>	Waterford Youth Arts, The Arch, Barrack Street, Waterford City X91 YX7Y The holder of the position shall reside in the district in which their duties are to be performed (Waterford) or within a reasonable distance thereof.
<b>Reporting to:</b>	Board of Directors, Waterford Youth Arts CLG
<b>Duration:</b>	3 year Fixed Term contract * annual renewal of contract is dependent on the continued availability of annual funding.
<b>Commencing:</b>	Late November 2025. 6 months probationary period.
<b>Hours of Work:</b>	Fulltime. Not less than 35 hours per week including evening and weekend work
<b>Salary:</b>	Range Eur 38,385 - Eur 41,484 commensurate with experience.

Any offer of employment is contingent on vetting with the National Vetting Bureau and the successful candidate receiving child protection training.

Reporting to the volunteer Board of Directors, working together with the Development Director and overseeing the artistic team of staff and volunteers, the Artistic Director is a senior position. The primary responsibility is the design, development and delivery of Waterford Youth Arts' exciting, ambitious and engaging artistic programme with and for children and young people, in a manner that is informed by youth voice, is responsive to need and engages our target groups.

## **Specification**

### **Duties and Responsibilities:**

Arts and Youth Work:

The Artistic Director is Waterford Youth Arts' arts and youth work programme lead, devising and overseeing the following:

- The design, development and delivery of youth arts plans, policies and programming, across all artistic disciplines, including but not limited to; theatre, film, visual art, music, street spectacle and circus, literature and writing
- Planning, overseeing, directing and supporting all artistic activities and outputs including but not limited to:
  - large scale productions eg: annual youth theatre summer production
  - regular programmes of weekly workshops and activities
  - national and international residencies and exchanges
  - project based work
- Managing, supervising and supporting the youth arts facilitation team, including volunteers, to offer high quality youth arts experiences. This includes recruitment, support and supervision and ongoing training.
- Ensuring that best practice is carried out in relation to child safeguarding and Child Protection. The Artistic Director is one of two full time staff in the organisation with responsibility to act as Designated Person in relation to Child Protection within Waterford Youth Arts.
- Working directly with young people, facilitating high quality youth arts experiences.
- Supporting young people in their engagement with Waterford Youth Arts e.g. identifying challenges and supporting their needs, support and facilitate the Youth advisory group - Members Committee
- Sustaining, growing and promoting Waterford Youth Arts youth membership and youth engagement.

Strategy and Advocacy:

- Representing and advocating for Waterford Youth Arts at a local, national and international level.
- Establishing, maintaining and enhancing strong working relationships with new and existing partners, stakeholders, funders and supporters.
- Centralising youth voice and youth participation in the decision making processes of Waterford Youth Arts ensuring the organisation remains responsive to need

- Fulfilling reporting expectations in relation to stakeholder, partner and funder requirements.
- A Vision for the Future: Working directly with the Board and Development Director to fulfill the vision set out in WYA's Strategic Plan (2023-2027), the Artistic Director will also lead on the development of the future strategic direction of Waterford Youth Arts.
- Amplifying our Impact: As WYA celebrates its 40th anniversary in 2025, the Artistic Director will identify innovative platforms and opportunities to celebrate and build on our legacy and ensure ongoing impact as one of Ireland's leading youth arts organisations. .

## **Requirements:**

The ideal candidate will have the following experience and qualifications:

### Essential:

- A third level qualification in Arts Practice (eg: Theatre, Visual Arts), Arts Management, Youth Arts, Community Arts, Youth Work or a related field.
- A minimum of 5 years work experience in a senior professional role in Arts Practice (eg: Theatre, Visual Arts), Arts Management, Youth Arts, Community Arts, Youth Work or a related field.
- Demonstrable experience of and ability to design and deliver high quality youth arts experiences
- Demonstrable ability to empower young people and youth voice through the arts to support them in their personal development, skills development and artistic expression
- Excellent knowledge of contemporary arts practice and the Irish arts sector context in which Waterford Youth Arts carries out its mission and vision.
- Excellent knowledge of youth work frameworks in particular UBU Your Place Your Space and broader policy contexts in which Waterford Youth Arts carries out its mission and vision.
- Demonstrable ability to think and act strategically as well as working with day to day practicalities.
- Demonstrable ability to advocate effectively for youth arts on a local, regional and national level
- Excellent knowledge and understanding of youth work practice and compliance requirements, including codes of best practice and responsibilities in relation to Child Protection and Welfare and the National Quality Standards Framework
- Demonstrable experience of engaging a diverse range of stakeholders
- Excellent leadership capabilities and experience of managing teams, with an ability to develop positive working relationships
- Excellent communication skills, including written, verbal, presentation and facilitation with a range of individuals, groups and organisations
- Excellent organisational skills, including demonstrable ability to effectively work within deadlines, budgets and exercise good record keeping practices.
- Demonstrable collaborative and collegiate attitude to colleagues
- Ability to network, developing new working relationships and maintaining partnerships

Desirable:

- Professional network within the arts and youth work practice
- Experience of working with a Board of Directors.
- Demonstrable digital skills, including good working knowledge of MS Office, Google Workspace, Zoom, MS Teams and relevant social media platforms.
- Demonstrable ability to be a confident and capable media spokesperson

## **HOW TO APPLY:**

Interested candidates should send the following

1. a CV
2. a cover letter outlining your experience and why you feel you are the best fit for the role.
3. Contact details of two referees

by email to

[recruitment@waterfordyoutharts.com](mailto:recruitment@waterfordyoutharts.com)

## **Deadline for receipt of applications: October 3rd 2025 at 17:00**

Shortlisted candidates will be invited to interview in October 2025. Candidates may be required to deliver a presentation as part of the interview. Shortlisted candidates may be required to attend a second interview.

Waterford Youth Arts is an equal opportunities employer.

Canvassing will lead to automatic disqualification.

Referees will only be contacted following the interview process.