



# Recruitment Notification

<b>Role Title:</b>	<b>RESIDENT ASSISTANT DIRECTOR</b>
<b>Responsible to:</b>	Artistic Director
<b>Key Relationships:</b>	Producing and Production team
<b>Location:</b>	Dublin 1, Ireland
<b>Contract:</b>	Fixed term; 12 months duration; full time hours
<b>Spec Effective:</b>	January 2026

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## THE GATE THEATRE

### Gate Vision

The Gate's vision is 'an Open Gate where every person has access to great theatre.' Under the shared leadership of CEOs, Róisín McBrinn and Colm O'Callaghan, the Gate will continue its proud history of being a vital producing house where the best Irish and international artists make their best work. As the Gate approaches its centenary in 2028, we will make its theatre a home to all stories and the Gate's communities, so that it continues to play a defining role in Irish society.

### Gate Values

It is important that the Gate continues to be a values-led organisation. Care, Collaboration and Excellence are the Gate's core values.

### Gate Mission

The Gate's mission is to make inspiring theatre that connects, questions and transforms our audiences and communities by:

1. Producing unforgettable and inspiring theatre
2. Creating a supportive and sustainable organisation
3. Driving the growth of a connected and confident Irish theatre at home and abroad
4. Ensuring long-term financial and operational sustainability.

Detail on our strategic goals is available [HERE](#).

### Our History

The [Gate Theatre](#) was founded in 1928 by Micheál MacLiammóir and Hilton Edwards, and very quickly built a unique reputation as a producing house for introducing international writers and artists to Ireland. The theatre is housed in a beautiful Georgian building and has a capacity of 371 seats, which makes it attractively intimate for both actors and audiences alike. Throughout its history the Gate has garnered an enviable reputation both at home and abroad and has proven itself to be one of Ireland's most successful theatres. The organisation mounts on average seven major productions each year, playing to paying audiences which have averaged at over 80% for the last ten years.



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The **Resident Assistant Director (RAD)** is a crucial role in the Gate's commitment to artist development and specifically the role of the director. It has been created to offer a director, in the early stages of their development, insight into how more senior directors work, how a producing house is run and to offer that individual the chance to make an impact on the Gate, and the space to consider their next steps. This contract provides aspiring directors the opportunity to hone their craft within an ambitious and supportive producing house.

As an important member of the Gate's staff, the RAD will further embed and bring to life our values of Care; Collaboration and Excellence

The RAD will work with directors in delivering the creative vision of the production and will be involved in the following aspects:

- Pre rehearsal research as requested by the Director
- Support the Director and Stage Management in running rehearsals and the rehearsal room process
- Note the production weekly when the show is up and when requested by the Director
- Attend post show and engagement events
- Work with the Gate's Community Engagement team and deliver workshops as required
- Support the Gate production pipeline with involvement that may include:
  - Reading commissioned scripts
  - Arranging and attending regular script reader meetings
  - Sharing thoughts and trends with artistic team
  - Contributing to conversations about the development of new work.

This role is for you if:

- You are an emerging theatre director who wants to hone their craft through learning from leading directors at The Gate
- You are inspired by working at a busy producing theatre
- Are a team player who wants to be a vital part of making great theatre

Interested applicants should have a passion for theatre in Ireland and keen interest in how a producing theatre operates. In addition, they should have:

- A demonstrable commitment to a career as a theatre director
- Experience of directing their own work, in a fully-realised production, with a run of at least one week (does not need to have paid actors however must be outside of an educational setting)
- Experience of script reading
- Commitment to valuing each individual involved in the theatre process and creative collaboration.

**Salary: €35,000 gross per annum.**

Given nature of role working flexible hours and weekend/ evening hours will be required. Working week will average 37.5 hours in total.



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## Application & Selection Process

Interested applicants are requested to submit detailed Curriculum Vitae, with accompanying support letter, by email.

- ✓ In supporting letter, outline in no more than 500 words why you are interested in working as the Gate's RAD and how you meet with criteria
- ✓ Closing date for applications is **Wednesday 4<sup>th</sup> February 2026**
- ✓ Email CV and support letter to [HR@gate-theatre.ie](mailto:HR@gate-theatre.ie) referencing **Resident Assistant Director**

### Note:

- Expected start date for RAD is 23<sup>rd</sup> March 2026
- RAD position is offered on a fixed term basis to end on 23<sup>rd</sup> March 2027.

As part of our Equal Opportunities in Employment Policy, we have a system to monitor all job applications. Please complete our [Equal Opportunities Monitoring Form](#) and submit it as part of your application. This information will be used for monitoring purposes *only* and shall remain strictly confidential in line with our Data Protection arrangements. This form will not be used during the shortlisting process but will be used separately and for the purpose of recruitment monitoring and provision of statistical data. All information supplied will be treated in the strictest confidence.

This opportunity will be advertised internally and externally via the Gate and Artistic Community media channels.

Applicants will be assessed on basis of their support letter and CV and selected as part of an interview process.

*The Gate is an equal opportunities and inclusive employer where diversity is valued and supported and we welcome applicants from all sectors of our community. We encourage applicants from all backgrounds to apply and join us in creating an environment where everyone feels valued, respected, and empowered to reach their full potential. If you require any accommodation/s as part of our recruitment and selection process, please contact [hr@gate-theatre.ie](mailto:hr@gate-theatre.ie) and we welcome feedback on our process.*