

Creative Director

We are seeking a visionary Creative Director to shape the future of our creative identity, cultural programmes and artistic community.



WELCOME FROM JENNY MOLLICA,
CHIEF EXECUTIVE OFFICER

Welcome to the Roundhouse

Thank you for your interest in joining us as our new Creative Director.

This is a hugely exciting moment to join the Roundhouse. As an iconic music and performing arts venue and the UK's largest creative youth centre, we have long held a reputation for creating history-making cultural moments.

Now, we are entering a pivotal new chapter. As we embark on the development of an ambitious new 10-Year Strategy, we are seeking a visionary Creative Director to lead and evolve our artistic identity and programme. At a moment when live experience and creative connection matter more than ever, you will champion contemporary music as our defining creative offer while shaping a complementary cross-arts programme and innovative digital experiences. A key member of our Executive Team, you will partner closely with both myself and our Youth Director (who we are recruiting for in parallel with this post) to ensure that youth co-creation, learning opportunities and creative pathways are seamlessly woven throughout our public programme.

We are seeking an ambitious, bold creative leader with a substantial track record of music-led curation, programming and producing at scale. You will bring a deep fluency in contemporary music culture and live performance, a proven track record in balancing adventurous artistic vision with commercial growth and financial sustainability, and an unwavering commitment to artist development, inclusive practice and nurturing emerging talent.

If you share our belief that creativity can change lives, we would love to hear from you. Together, we will shape the Roundhouse's most adventurous chapter yet.



About us







Space for creative opportunity

Building on its rich musical legacy, the Roundhouse was founded in 2006 as a pioneering creative youth and performing arts charity. Over the past 20 years, the organisation has established itself as both an iconic multi-arts venue and the UK's largest creative youth centre - powered by a core belief that creativity is a life-changing asset for young people.

While the unique Grade II* listed building plays host to around 250 gigs, shows and events each year spanning a diverse range of artists, genres, and artforms, over 200 youth programmes and our affordable studio spaces welcome thousands of 11-30 year-olds each year to participate in opportunities that can ignite a new passion, build confidence, foster life skills or help turn creativity into a career. Over the past decade, we have also expanded our physical and digital footprint to encompass a new creative centre for freelancers and entrepreneurs, Roundhouse Works, as well as developing digital and broadcast programmes to reflect the importance of the digital landscape within the creative industries and today's society more broadly.

With an average annual turnover of £17m, the Roundhouse's mixed financial model supports our charitable mission. Spanning earned, fundraised and statutory income, 63% is generated through commercial income (including ticket sales, venue hire, and food & beverage income), 31% from fundraising and donations and 6% from public funding each year. Behind the scenes a dynamic and high-performing team of over 450 employees and volunteers are fundamental to delivering a broad and diverse range of activity across our stages, youth programmes and digital activity.

ABOUT US

OUR HISTORY

1846

The Roundhouse was originally constructed in 1846–1847 as an engine shed for the London & Birmingham Railway.





1857

After only a decade, the Roundhouse was repurposed as a gin warehouse for W & A Gilbey Ltd, serving this function for a century.



1960-1980s

The venue became a magnet for and symbol of London's experimental theatre, dance, music and the wider creative scene. Ushering in legendary performances, and career-defining gigs by artists such as Jimi Hendrix, The Doors, Led Zeppelin, the Ramones, Patti Smith, David Bowie, and The Clash.

1966

The Roundhouse became a place of countercultural experience. Its opening night as an arts venue was headlined by Pink Floyd, marked the beginning of a new era.



1983

The Roundhouse closes down.

1996

The building was purchased by the Norman Trust, led by toy maker and philanthropist Sir Torquil Norman CBE. Through his visionary leadership the Roundhouse was saved again.



2006

After a major refurbishment, the Roundhouse re-emerged, this time as a world-class arts and creative youth centre, combining cutting-edge performance with a thriving youth programme.





2026

The Roundhouse celebrates its 20th anniversary since reopening. After 27 years of transformative leadership, CEO & Artistic Director Lord Marcus Davey CBE steps down with Jenny Mollica joining as CEO in June 2026.

Over the past 20 years at the Roundhouse, we have...



Read the **Roundhouse 20 year impact report (2006-2026)**

INVESTED
£50m
IN YOUNG PEOPLE AT THE ROUNDHOUSE

ENGAGED OVER
100,000
YOUNG PEOPLE

WELCOMED OVER
30,000
CREATIVE STUDIOS USERS

PROVIDED
60,000
HOURS OF CREATIVE STUDIO TIME FOR YOUNG PEOPLE STARTING AT JUST £1 P/H

DELIVERED OVER
35,000
SESSIONS FOR YOUNG PEOPLE

HAD OVER
400
YOUNG PEOPLE SIT ON THE ROUNDHOUSE YOUTH ADVISORY BOARD

HOSTED
21
POETRY SLAMS, WITH NEARLY 200 FINALISTS FROM ACROSS THE UK

TRAINED
4,000
YOUNG PEOPLE IN THE SKILLS THEY NEED TO START THEIR CREATIVE CAREERS

OFFERED AN AVERAGE OF
400
PAID AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES BOTH ON AND OFF OUR STAGES EACH YEAR

REACHED YOUNG PEOPLE FROM ALL
32
BOROUGHS OF LONDON EVERY YEAR

TRAINED ALMOST
1,500
YOUNG PEOPLE WHO WERE NOT IN EDUCATION, EMPLOYMENT OR TRAINING IN THE ART OF SPOKEN WORD, MUSIC, PERFORMANCE AND PRODUCTION



The role

The Creative Director is a key member of the Executive Team, responsible for leading and evolving the Roundhouse's creative programming vision and identity.

The Creative Director will drive the creation and delivery of a commercially ambitious, distinctive and relevant year-round programme with music at its heart, complemented by cross-arts activity and innovative digital work. You will be committed to further establishing the Roundhouse as a place where culture happens – where artists, audiences and young people encounter unmissable live experience.

Building on the Roundhouse's pioneering history and driving our ambitious 10-year strategy, the Creative Director will shape a forward-looking creative offer that embraces emerging cultural trends, diverse musical genres and forms, digital innovation and new generations of talent. You will champion music as a powerful cultural force, and a catalyst for connection, participation and social change.

Partnering closely with the Chief Executive and Youth Director, you will ensure youth voice, participation and co-creation are integral to our creative vision, programme and practice, while championing artists at every career stage – fostering an environment in which ambition, experimentation and risk-taking can flourish.

You will balance artistic innovation with strong commercial returns, audience expansion and charitable impact, ensuring revenue generation directly supports and sustains the Roundhouse's charitable purpose and long-term vision. By embedding commercial discipline into creative curation, you will ensure the Roundhouse remains an influential, resilient and thriving cultural institution.

As an Executive Team leader, the Creative Director will bring intellectual curiosity and cultural awareness, alongside the judgement and leadership skills required to translate creative vision into meaningful cultural, social and organisational impact – contributing to the organisation's overall strategic direction and long-term sustainability.



1. Creative vision and strategic leadership

- Shape and evolve the Roundhouse's creative programming vision and strategy, ensuring that it is distinctive, commercially ambitious and aligned with the organisation's mission and long-term strategic objectives.
- Strengthen the Roundhouse's position as an influential cultural and youth institution and leading destination for unmissable live experience, with music as its defining creative offer.
- Translate the organisation's heritage, values and ambitions into a compelling and coherent programme that reflects contemporary culture and anticipates emerging trends.
- Identify opportunities for the development of new audiences, reaching diverse communities, ensuring cross-generational appeal and broadening engagement across all platforms.
- Ensure that cross-arts and digital activity complements and extends the organisation's music-led and youth-focused identity.
- Ensure that artistic ambition and commercial viability are inextricably linked, driving a sustainable, high-yielding programme.
- Contribute to organisational strategy and decision-making as a member of the Executive Team, taking collective responsibility for the achievement of organisational objectives.





2. Programming, producing and curation

- Lead a vibrant, year-round programme of live music and cross-arts performance that is distinctive, high-quality and culturally relevant, informed by audience insight, market demand and competitor activity.
- Drive a balanced annual programming model – spanning visiting work to in-house production and co-production, optimising commercial, artistic and strategic impact.
- Work with the Head of Music to oversee a compelling music programme that embraces a broad range of genres, scenes, musical traditions and emerging forms, reflecting the diversity of contemporary music culture.
- Collaborate with the Youth Director to commission youth arts projects of national scale, reach and profile that reflect the Roundhouse's charitable mission and creative ambition.
- Develop a coherent programme of festivals and events across the main space and studios to further activate the creative potential of the entire Roundhouse estate.
- Oversee the development of the creative programme pipeline, ensuring an appropriate balance of artistic ambition, audience demand, financial return and risk.
- Work with the Executive Producer to ensure that creative concepts are translated into deliverable programmes, with clear production plans, resources, budgets and responsibilities.
- Establish appropriate processes for creative decision-making, including due diligence, programme evaluation and the assessment of artistic quality, risk, relevance and impact.
- Partner with the Head of Broadcast & Digital Production and Head of Brand to expand the reach, accessibility, and impact of our creative work through digital content curation and platform partnerships.





3. Artist development and creative opportunity

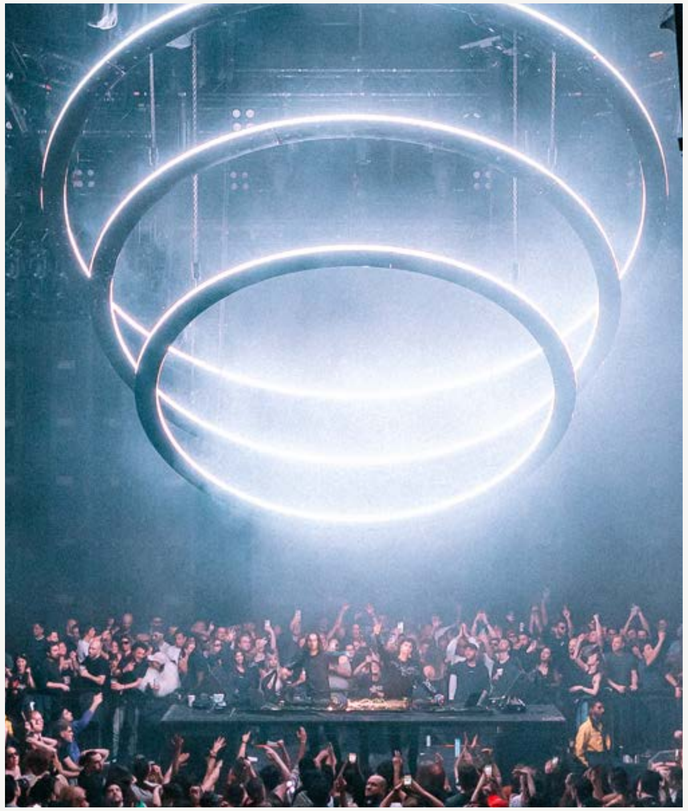
- Develop and lead an artist development strategy that supports artists at different stages of their careers, from emerging and early-career talent to established and internationally recognised practitioners.
- Work closely with the Youth Director to ensure that artist development is connected to the Roundhouse's wider youth, participation and talent development ambitions, creating pathways between learning, experimentation, performance and professional practice.
- Champion young, emerging and underrepresented artists, supporting more equitable access to professional opportunities, resources, networks and platforms.
- Create opportunities for artists to experiment, take creative risks, develop new work and reach new audiences.
- Identify opportunities for residencies, commissions, collaborations, mentoring and other forms of professional development.





4. Young people, participation and social impact

- Partner with the Youth Director to align creative strategy with the Roundhouse's mission and social impact, seamlessly connecting public programming with youth engagement, learning opportunities and artist development.
- Ensure that young people's perspectives, experiences and ambitions inform the development of the creative programme.
- Embed meaningful opportunities for participation and co-creation throughout the Roundhouse's creative activity.
- Develop opportunities for young people to engage with professional artists, contribute to creative projects, develop their talents and progress towards further education, training and employment in the creative industries.
- Champion approaches that remove barriers to participation and broaden access to high-quality creative experiences and professional opportunities.
- Ensure that the creative programme reflects the diversity of the young people and communities that the Roundhouse serves.
- Contribute to the evaluation of the organisation's cultural and social impact, ensuring that learning informs future creative decisions.



5. Financial sustainability, commercial development and risk

- Lead the development of a commercially ambitious creative programme that contributes directly to the organisation’s income generation, financial resilience and long-term sustainability.
- Work with the Chief Executive and Director of Finance to monitor programme performance against agreed budgets, income targets and other relevant measures, taking corrective action where necessary to balance risk and improve commercial returns.
- Work with commercial and fundraising colleagues to develop compelling propositions for sponsors, brands, promoters, industry partners and other investors, connecting commercial opportunities to the Roundhouse’s creative identity.
- Oversee the allocation of resources across the programme, ensuring that investment reflects strategic priorities and the organisation’s overall financial position.
- Ensure that appropriate governance, safeguarding, contractual, legal and reputational considerations inform creative planning and delivery.



6. Leadership, management and organisational culture

- Lead, inspire and develop staff within the directorate, establishing shared priorities, clear objectives and effective working relationships.
- Build a collaborative and supportive culture that encourages innovation, constructive challenge, accountability and continuous learning.
- Ensure effective collaboration between programming, production, technical, youth, commercial, marketing/communications, fundraising, finance and operational teams.
- Promote inclusive leadership and equitable working practices, ensuring that a diversity of perspectives inform creative and organisational decisions.
- Contribute to effective Executive Team governance, organisational planning, risk management and performance review.





7. External relationships, influence and representation

- Act as a leading advocate for the Roundhouse's creative vision, internally and externally.
- Build and maintain influential relationships across the music industry, including with promoters, musicians, agents, managers, record labels, independent music organisations, festivals and other relevant partners.
- Build and maintain relationships across the wider performing arts, digital, broadcast and cultural sectors, strengthening the Roundhouse's role within the wider cultural ecosystem.
- Identify opportunities for strategic partnerships, co-commissions, co-productions and collaborations that extend the Roundhouse's reach and creative impact.
- Maintain a strong understanding of developments in the creative industries, contemporary culture, music and youth culture and digital innovation.
- Champion the Roundhouse's contribution to the cultural sector and its role in supporting young people, emerging talent, creative experimentation and social change.

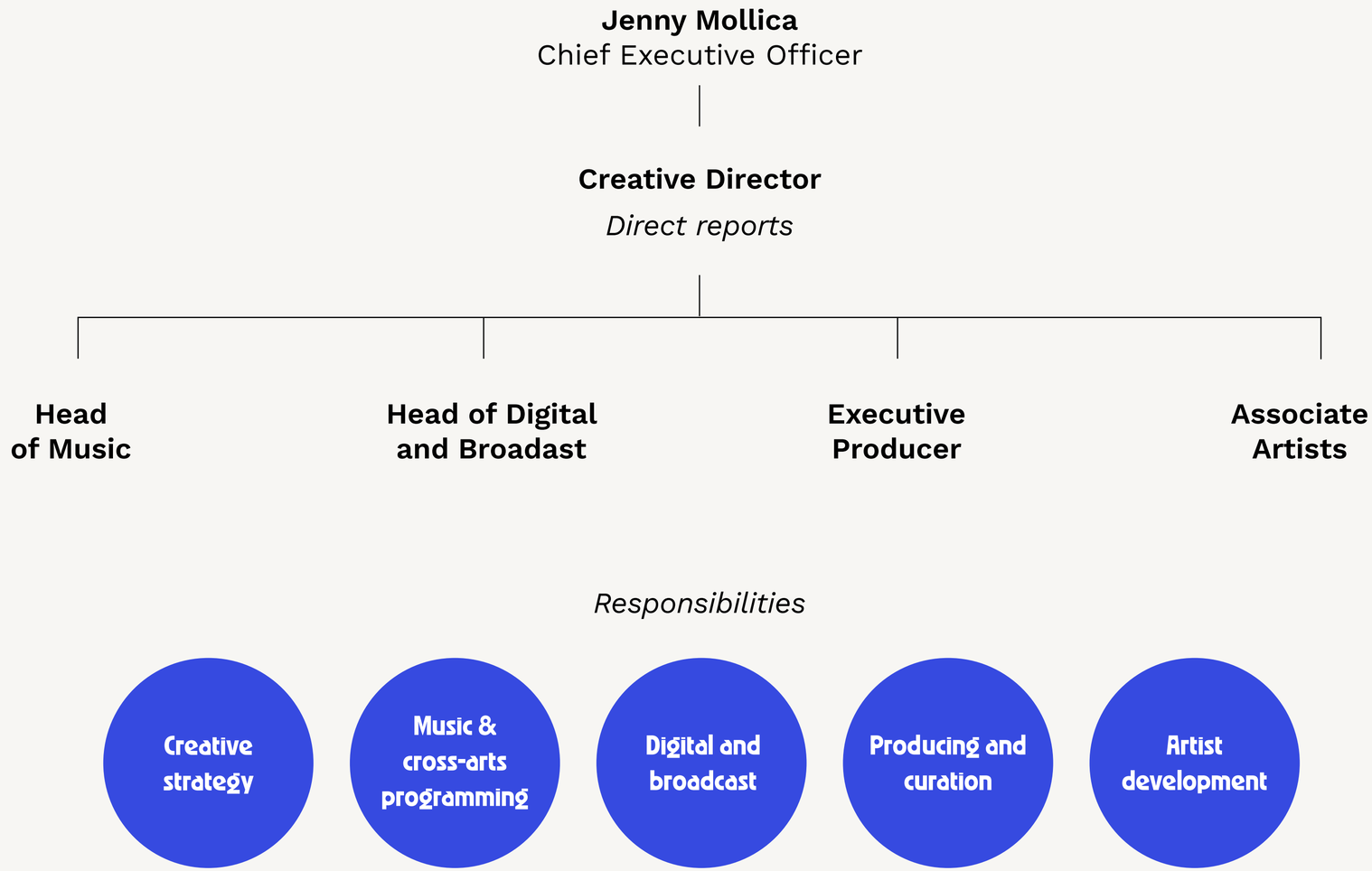
Candidates will bring all or most of the following qualities:

- A substantial track record of creative leadership, programming, producing, curation or artistic direction within a significant music-led, live performance or wider cultural organisation.
- A strong understanding of contemporary music, live performance, cross-arts practice and the wider cultural landscape.
- The ability to develop and articulate a compelling creative vision and translate it into a coherent, ambitious and deliverable programme.
- Experience of delivering complex creative programmes at scale, across a diverse range of spaces and platforms.
- A demonstrable commitment to artist development, creative experimentation and supporting artists to realise ambitious work.
- Experience of balancing artistic ambition with financial sustainability, commercial objectives and charitable purpose.
- Strong financial, strategic and organisational management skills, including budget management, resource allocation and risk assessment.
- A clear understanding of the value of youth participation, co-creation and inclusive approaches to cultural programming.
- Experience of building effective partnerships and relationships across the cultural and creative industries.
- Proven ability to lead, motivate and develop senior teams, fostering collaboration, accountability and innovation.
- Excellent communication, influencing and relationship-building skills, with the confidence to represent the Roundhouse at senior levels.
- A commitment to equality, diversity, inclusion and removing barriers to creative opportunity.

THE ROLE

As a member of the Executive Team, the Creative Director reports into the CEO with a team of circa 17 people

STRUCTURE



Terms of appointment

Salary:
£115,000 per annum

Location:
Camden, London

Notice Period:
Three months

Employee Benefits:

- Health cash plan
- 25 days holiday increasing after 2 years service by 1 day per year up to 30 days
- Ability to buy up to 3 days annual leave
- Pension scheme
- 3 x salary life assurance
- Opportunity to work flexibly
- Cycle to work, tech & home schemes
- Season ticket loan
- Employee assistance programme (EAP)
- Staff discount at Roundhouse bar and café
- Complimentary staff tickets
- Enhanced maternity, paternity and adoption leave
- Staff networks and social groups

How to apply

All applications will be managed through our recruitment partners AEM International.

If you're interested in applying, please send your **CV** and a **brief expression of interest statement** (no more than 350 words).

- Your CV should highlight your relevant experience and readiness for the role of Creative Director.
- Your expression of interest statement should outline what you would bring to the role, why this post matters to you, and your initial vision and ideas for the organisation.

All CVs and statements should be sent to **applications@aeminternational.co.uk**

The deadline for applications is **5pm on Monday, 30 November 2026**.

If you would like a confidential conversation about the role, please contact Helen Sprott, Managing Director of AEM International, via email at **hsprott@aeminternational.co.uk**

The Roundhouse is committed to equality, diversity and inclusion and actively encourages applications from people who feel they can bring their own skills, experiences and ideas to the table and empower those around them to do the same. We encourage those currently underrepresented across the cultural sector and all intersections of our diverse society to apply. If you require any adjustments to the recruitment process, please let us know. As part of your submission, please complete our **equalities monitoring form**.

All personal data submitted to AEM International in the form of personal details forms is used for recruitment purposes and equal opportunities reporting only. By submitting a personal details form, you consent to the AEM International retaining your personal data for these purposes. Personal details forms contain your name, address and details relating to your gender, religion and nationality. All forms are anonymised before use. In accordance with GDPR all information submitted by unsuccessful applicants will be deleted within six months.


ROUNDHOUSE
We can't wait to hear from you.