
HOUSE ROUND
Youth Director

We are seeking a dynamic Youth Director to amplify our role and impact as the UK's largest creative youth centre.



WELCOME FROM JENNY MOLLICA,
CHIEF EXECUTIVE OFFICER

Welcome to the Roundhouse

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

This is a hugely exciting moment to join the Roundhouse. As an iconic music and performing arts venue, we have long held a reputation for creating history-making cultural moments. But at our core, we are first and foremost a young people's charity and the UK's largest creative youth centre. Every year, thousands of 11 to 30-year-olds come through our doors to experiment, build skills, find their creative voice and turn their passion into a sustainable career.

Now, we are entering a pivotal new chapter. As we embark on the development of an ambitious new 10-Year Strategy, you will lead, inspire and elevate our sector-defining work with young people, ensuring the Roundhouse serves as a leading voice in the development of national youth policy. A key member of our Executive Team, you will partner closely with both myself and our Creative Director (who we are recruiting for in parallel with this post) to amplify our social impact, locally and nationally.

We are seeking a visionary, dynamic leader with a proven track record of scaling transformative youth programmes, a passionate commitment to putting young voices at the centre of decision-making, and the drive to foster inclusive excellence across everything we do.

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

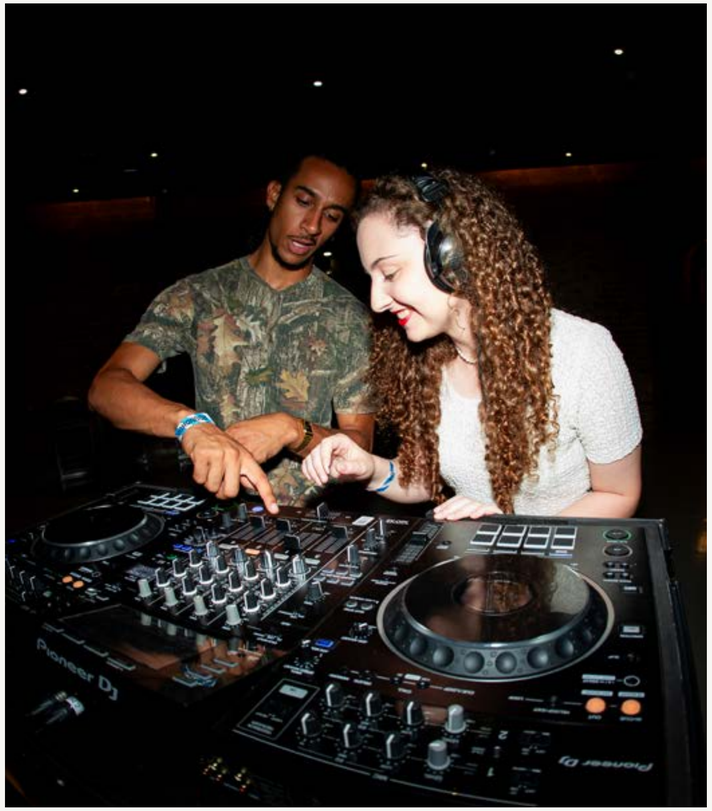
A key member of the Roundhouse Executive Team, the Youth Director will be the visionary architect of our sector-leading work with young people aged 11-30

This transformative role is central to shaping and driving our ambitious 10-Year Strategy, providing high-impact leadership that combines a cross-organisational perspective with deep specialist expertise to champion our charitable mission.

Building on our considerable reputation in this field, you will amplify the Roundhouse's profile and impact as the UK's largest creative youth centre, pioneering new models and standards in youth participation, co-creation, engagement and career development, locally and nationally. You will be ambitious about further establishing the Roundhouse as a place where young people can develop and flourish, build careers, and shape the next chapter for the creative industries.

Partnering closely with the Chief Executive and Creative Director, you will ensure that young people continue to be at the very heart of everything we do across the company, ensuring their ongoing integration and involvement in our artistic programmes and organisational decision-making.

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



1. Executive and strategic leadership

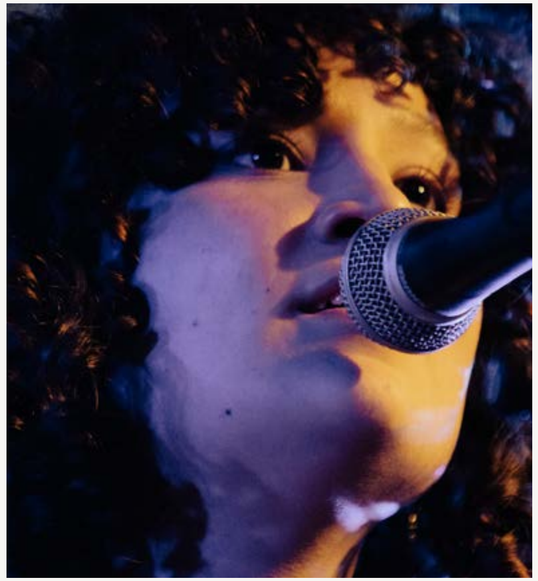
- As Executive lead for the Roundhouse's work with young people, work closely with the Chief Executive to shape the vision for the Roundhouse's youth engagement programmes and aid the development of the overall mission and direction of the charity.
- Work closely with the Chief Executive to further develop the Roundhouse's youth engagement strategy and programmes, shaping policies and directions accordingly.
- Lead and develop strategic relationships with local and national agencies, educational bodies, youth and community organisations and other arts and creative industry sector partners, in line with organisational strategy and objectives.
- Work with the Development team to help identify and realise funding opportunities that arise, building consortia for high level bids as appropriate.
- As the Executive lead for Safeguarding, actively promote a positive culture across the organisation in relation to Safeguarding.
- Advise teams across the Roundhouse on strategies and initiatives that support the ongoing engagement of a wide and diverse range of young people.
- Contribute to organisational strategy and decision-making as a member of the Executive Team, taking collective responsibility for the achievement of organisational objectives.





2. Youth and Engagement Programmes

- Shape and evolve the Roundhouse's vision and strategy for youth engagement, ensuring that it is distinctive, ambitious and aligned with the organisation's mission and long-term strategic objectives.
- Lead the creative and strategic development of the Roundhouse's Youth and Engagement programmes across the breadth of our work with young people, schools and communities, and shaping pathways into careers through our freelance and entrepreneurs programmes and industry partnerships.
- Lead on the continued activation of the Roundhouse estate as a living resource for young people, evolving Roundhouse Studios and Roundhouse Works to ensure they continue to serve the needs and ambitions of young people and emerging practitioners.
- Deepen and grow the reach and impact of our youth and engagement work, creating new and innovative models for delivering participatory work that reflects our charitable mission – both on and off site, and at a local and national level.
- Partner with the Creative Director to ensure the Roundhouse's creative programme works cohesively with our youth programmes, creating entry routes into the profession and clear pathways for young people to engage with, learn from and contribute to professional artistic work.
- Work closely with the Creative Director to commission youth arts projects of national scale, reach and profile that reflect the Roundhouse's charitable mission and creative ambition.
- Collaborate closely with the Creative Director on the development and curation of flagship festivals, artistic residencies and seasons, in line with strategic goals.
- Identify opportunities for strategic partnerships, co-commissions, co-productions and collaborations that extend the Roundhouse's reach and creative impact.





3. Learning and evaluation

- Ensure the work of the Youth and Engagement directorate is delivered to high standards and that departmental outputs are measurable, with compelling data, stories and impact reports to share, ensuring the Roundhouse continues to be recognised as a centre of excellence.
- Provide robust strategic oversight and analysis of the Roundhouse's outcomes and impact with young people, considering entry points, profile, impact and outcomes, pathways, employment and progression routes, and representation of young people as stakeholders.
- Ensure impact and programme quality data iteratively inform learning and future developments.
- Commission research to inform Roundhouse best practice, contribute to sector-wide research initiatives and contribute to youth policy development.





4. 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 creative, production, youth engagement, 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.
- Oversee the ongoing professional development of teams within the directorate.
- Support organisational change, helping teams navigate new priorities while maintaining quality of delivery.
- Contribute to effective Executive Team governance, organisational planning, risk management and performance review.



5. Youth Governance, Policy and Advocacy

- Lead on youth governance for the Roundhouse, including the Roundhouse Youth Advisory Board and Roundhouse Young Trustees.
- Further embed a culture of youth voice across the organisation, ensuring young people are consulted with and engaged in decision-making and that our programmes are informed by the voices of young people.
- Actively engage with current external policy developments, ensuring these are integrated into organisational practice, culture and programmatic developments and that the Roundhouse plays an active role in the development of national youth policy.
- Act as a key representative for the Roundhouse in local and national forums.
- Represent the Roundhouse externally with stakeholders, particularly donors and government, contributing to the Roundhouse's advocacy for young people.

6. Safeguarding policy and practice, pastoral care management

- Act as the Designated Safeguarding Officer for the Roundhouse, and ensure that the Deputy Safeguarding Officer is appropriately resourced and supported to carry out their duties.
- Routinely review and develop Roundhouse policies, guidelines and practice for working with young people, ensuring these are adhered to by employed and contracted staff.
- Ensure effective pastoral support is in place to facilitate an inclusive and supportive environment for young people.

Candidates will bring all or most of the following qualities:

- Proven track record in leading the strategic development of youth engagement programmes – across formal and informal learning, training and skills, and health and wellbeing, and the provision of safe, welcoming and inspiring spaces for young people.
- A rigorous view on what constitutes exemplary practice in arts participation and youth engagement, including current sector-leading approaches and proven methodologies.
- Substantial experience in leading ambitious creative programmes including: curating and commissioning large-scale, arts engagement work; collaboration with creative teams to embed youth participation and programming from studio to stage; commissioning and platforming youth-led artistic outcomes.
- Proven experience of developing innovative, inclusive arts-based models for participation and engagement
- In-depth experience in strategic partnership development across the music and creative industries, education and youth sectors, with a proven track record in amplifying impact through collaboration.
- Demonstrable track record in leading and scaling social impact strategies that leverage arts and creativity to effect change at a local and national level.
- In-depth knowledge and understanding of the policy landscape for young people, including: youth and education policies, and the UK’s education system; with the confidence to contribute actively to policy development as an advocate for young people.
- Proven track record of working with young people from diverse backgrounds.

Candidates will bring all or most of the following qualities:

- Experienced at leading consultation with youth and community groups, with demonstrable evidence of embedding youth voice into an organisation.
- Track record in using research, evaluation and data to improve services for young people.
- Experience of being accountable for leading and implementing safeguarding measures across multiple programmes of work for on-site and off-site activity.
- Ability to think critically about the needs of young people, with a solution-focused approach.
- Proven experience of successfully working with development teams and funding partners to realise income generation for the benefit of youth programmes.
- Strong financial, strategic and organisational management skills, including budget management, resource allocation and risk assessment. The ability to take a big picture view and collaborate within an executive team outside of one's own specialism.
- Experience of building effective partnerships and relationships across the youth sector and cultural and creative industries.
- The 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.
- Knowledge of Camden and the surrounding area and local organisations/ services for young people.

THE ROLE

As a member of the Executive Team, the Youth Director reports into the CEO with a team of circa 40 people

STRUCTURE

Jenny Mollica
Chief Executive Officer

Youth Director
Direct report

Interim Head of Young People

Responsibilities

- Youth Policy & Strategy
- Youth Engagement Programmes
- Freelance and Creative Entrepreneurs
- Safeguarding

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 Youth 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.