

A top-down view of a workshop table covered with various tools and 3D letter models. The tools include several brushes with wooden handles and blue or gold tips, a pair of pliers, a blue-handled utility knife, a blue bench vice, a metal miter gauge, a measuring tape, a spool of red thread, and a small black circular object. The 3D letter models are made of foam and are covered in different materials: gold glitter, red velvet, white fabric with black stitching, and teal foam. The letters are arranged in a somewhat circular pattern on the table.

National
Theatre

Apprentice Scenic Artist

Fixed Term Contract – 24 Months

Training: **Level 3 Scenic Art Apprenticeship Standard
with Creative Alliance**

Salary: £28,808 per year (£554 per week)

Hours: 40 per week

Location: Waterloo Central London



What is a Scenic Artist?

In a theatre, a scenic artist works with set designers and is responsible for translating their vision into reality that can go onto the stage. This requires practical craft skills and imagination and problem solving. Scenic artists have many skills including drawing, sculpting and painting in both 2D and 3D. They are experienced in painting techniques such as marbling, sign writing, wood graining, and working with 3D carving and texturing. They have a good understanding of art history, period and contemporary styles. Scenic artists must adhere to safe working practices and consider sustainability.

What is the National Theatre

Based on the South Bank in Waterloo, London, the National Theatre (NT), has three theatres, a bookshop, cafes and bars which are all open to the public. Behind the scenes, there are workshops where we make sets, props and costumes for the shows, spaces for actors to rehearse and offices for all the administration staff. The National Theatre Apprenticeship Programme has recently been awarded the Princess Royal Training Award for outstanding training and skills development.

Our Purpose

The National Theatre (NT) makes theatre that entertains and inspires using its creativity, expertise and unique reach.

We share unforgettable stories with millions of audience members across the UK and around the world – on our own stages, on tour, in schools, on cinema screens and streaming at home.

World-leading artists make their best work at the NT with the widest possible audience and impact.

A registered charity with deeply-embedded social purpose, the NT works with hundreds of schools and communities across the UK to spark imagination and inspire creativity, and to develop skills and pathways for careers in theatre.

Our key objectives as we look to the next five years are towards economic, environmental and social sustainability, upholding a culture that aims to take care of our people and the wider world.

The values that guide us.

Make a positive impact, striving to make the world a better place through theatre.

Bring your passion, applying energy and expertise to achieve the highest standards.

Collaborate to create, bringing ideas to life through teamwork and forging connection.

Empower each other, working to build and uphold an inclusive and equitable culture.

Act with confidence, with the courage to make clear, intentional decisions that support our shared vision.

Purpose of the Apprenticeship

As an invaluable member of the Scenic Art team within the scenic construction department, the Apprentice Scenic Artist will learn highly transferable painting, drawing and texturing skills alongside gaining a knowledge of materials and scenic construction techniques that will then be applicable not just to theatre but film, events and TV. The apprenticeship will be based at the NT's flagship workshops on the SouthBank and also at the RADA Scenic Studio.

As this is a training position, we are not looking for experience in scenic art or in theatre, but for someone who has practical skills, which can be applied to this apprenticeship. You will need to show us that you have creative skills and can work well in a team and will be committed to completing this apprenticeship and your own development.

The Scenic Artist Apprenticeship is designed to be the first step in working in theatre or going on to further study. Although we cannot guarantee that this apprenticeship will lead to a permanent post, this is an area of specialisation where there is a skills gap in the theatre sector, and we would expect there to be good opportunities for further work in the sector on completion of the apprenticeship.



What you will do during the apprenticeship

The apprenticeship will be split between the National Theatre, RADA (Royal Academy of Dramatic Art) and Creative Alliance.

- At RADA the apprentice will undertake specific project-based training in Scenic Art finishes and techniques.
- There will be an online assessment with Creative Alliance at the completion of each project
- You can view the details of the apprenticeship here [Scenic Artist Standard](#)
- You will also be required to produce a portfolio as part of your course, which the NT will support you with.
- It may be possible to support you in passing functional skills in English or Maths if you need to take one of them, however Creative Alliance will discuss your existing level with you before any interview offer is made

At the NT you will:

- Under supervision, be expected to undertake tasks including painting, texturing, and carving in relation to the requirements of any given project or NT production.
- Undertake tasks for daily maintenance of the studio, including cleaning equipment, brushes paint kettles etc and clearing and maintaining work areas.
- Work on specific projects in order to develop scenic skills, techniques and finishes. This will be done in conjunction with RADA.
- Repair and refurbish scenery as required as part of the maintenance of shows in performance. This may involve repainting scuffs and scratches and reapplying textures.
- Work from designs and pictorial references provided by a designer including technical drawings and scale model pieces in collaboration with the Production Manager, Scenic Art Supervisor, fellow scenic artists and the Head of Scenic Art.
- Attend dress rehearsals.

- Work to agreed deadlines established by the HOD's, consulting at all times with the Scenic Supervisor.
- Work on stage when required, working under instruction from the Scenic Art Supervisor. This may entail working on all elements of the scenery, such as stage floor/cloth, scenery items or backdrops.
- Participate in safety checks and weekly planning meetings.
- Always Work safely, following the NT's Health and Safety policy
- Participate in other training as necessary and appropriate.
- Carry out reasonable duties as requested.

At all times you will be expected to:

- Take responsibility for being on time and always working safely and considerately.
- Take responsibility for completing your college work and making sure your manager knows when a college assessor is visiting.
- Behave professionally, including keeping workspaces neat and tidy.
- To work at height and sometimes in small spaces, training will be given to you before you do this.
- You will sometimes be asked to work evenings and weekends, and will be given time off in the week to make up for it (this is called Time Off in Lieu)

By the end of the apprenticeship, you will have a working knowledge of:

- Scenic Painting
- Techniques and Finishes
- Scenic Materials (this will include all the latest developments in sustainable products and materials)
- Scenic Studio Environment
- Interpreting models and drawings
- Equipment and Health & Safety
- Fit-Up and stage work
- Sustainable work practises and the Theatre Green Book

What you need to apply

We are looking for someone who:

Essential

- Can show that they enjoy working creatively and can follow written, spoken and visual instructions.
- Can show an aspiration to become a Scenic Artist
- Understands the importance of good time keeping and working to deadlines
- Is able to follow strict health & safety rules and theatre working practices and to understand why it is important to do so.
- Can show that they work well within a team

Desirable

- Is curious about the world, and keen to learn new things.
- Is proactive and has a flexible approach, whether the work is routine or exciting.
- Can communicate clearly with a wide range of people
- Can show that they work effectively under supervision and be self-motivated to work on their own initiative.
- Is good at managing their own workload.
- Can show an understanding of the importance of working sustainably and an interest in working with sustainable materials
- Has GCSE Maths and English grade 4 (C) or above or equivalent qualification.

This is a Level 3 apprenticeship therefore applicants must be suitable for study at that level and NOT hold a degree, Level 4 Art Foundation Degree, HND, or a post graduate qualification. They must not have any professional experience of working in scenic art or extensive experience in other backstage areas.



Recruitment Process

- Please apply through Creative Alliance website: [Vacancies - Creative Alliance](#)

(Please do not apply via the National Theatre careers website, we can only accept applications made via Creative Alliance)

- Initial Interview with Creative Alliance via telephone, taking place between closing and w/c 24th February 2025
- An in-person interview at the National Theatre, London in the week commencing 10th March 2025
- A skills test at the National Theatre, London in the week commencing 24th March 2025
- Anticipated start date Tuesday 22nd April 2025 – to be confirmed

There is an optional, free interview skills training session, “TheatreWorks” on Friday 3rd March 2025 10am –1pm, available for those who reach the in-person interview stage.

Outline of Terms and Conditions

Contract Type: Fixed Term Contract (24 months)

Hours: You will be required to work 40 hours per week, this will include college and study time. You may be asked to work evenings or weekend, in which case you will be given Time Off in Lieu .

Salary: £28,808 per year (£554 per week)

Link to apply: [Vacancies - Creative Alliance](#)

Closing date: Monday 13th January 12pm.

Further queries: email info@creativealliance.org.uk

Benefits

- Complimentary staff tickets for shows and guided tours, subject to availability and policy
- 25 days annual leave increasing up to 32 with length of service (plus bank holidays)
- Training and Development Programme via e-learning platform, and specialist in-person training relating to role
- Hybrid and flexible working, subject to agreement and policy
- Access to interest-free season ticket loan and cycle scheme partnership
- Generous sick pay
- Family Friendly policies including Family leave and Support leave
- Family-friendly employer – we are a member of Parents and Carers in the Performing Arts (PiPA)
- Pension schemes with Legal & General and NEST



- Sabbatical option, subject to agreement and policy
- On-site staff canteen and social facilities
- On-site occupational health support
- In-house mental health and wellbeing advisors providing workplace counselling and support
- Wellbeing programme of events, including mental health awareness, financial wellbeing, skills sharing and opportunities to get active
- Exclusive staff talks to hear more about NT productions, past and present, from leading practitioners
- Discounted access to National Theatre at Home
- Volunteer leave – one paid day per year to volunteer for your chosen charity
- Discounts in the NT's bars, cafés, restaurants, and bookshop, as well as in local businesses (from Wagamama to gyms), on and around the South Bank
- Access to retailer discounted gift cards and a cash-back-on-spending card

Staff networks and communities:

The National Theatre has five Staff Networks:

[Disability Network](#)

[LGBTQ+ Network](#)

[Amplified: Network](#) for the Global Majority

[Women's Network](#)

[Parents and Carer's Network](#)

The networks are run voluntarily by our staff.

We particularly welcome applications from Global Majority communities, people with disabilities and/or long-term health conditions and LGBT+ community members.

We have procedures in place to ensure that all applicants and employees are treated fairly and consistently. We are proud to be accredited as a Disability Confident Employer.

If you would like to speak to someone about any adjustments or concerns you may have about the application or interview process, you can email info@creativealliance.org.uk and they will be in touch to make the necessary arrangements

People Department 2024

