



**geese**

THEATRE  
COMPANY

# Actor / Groupworker Recruitment Information for Applicants November 2025



# Introduction

November 2025

Closing date: 10am, January 7<sup>th</sup> 2026

Since 1987, Geese Theatre Company has been at the forefront of arts in criminal justice and social welfare settings. Geese works across the UK in secure settings including prisons, secure children's homes and secure hospitals. We also work in community settings with people with complex needs including addiction and mental ill-health.

Our work generally falls into three categories:

- Performances - dynamic, interactive pieces for service users or professionals using our trademark masks
- Groupwork - theatre-based workshop inputs focussed on issues such as offending, resettlement, managing emotions, maintaining recovery etc
- Creative Projects - where participants co-create theatre pieces for audiences of staff and peers

Geese also delivers a range of staff training and consultation inputs for sector professionals.

The company currently consists of ten members of staff, including six Actor / Groupworkers, all of whom work for Geese permanently. If you would like more detail about our work, you can look at our website at [www.geese.co.uk](http://www.geese.co.uk)

“

**I would completely  
recommend the Geese  
experience to every  
prison in the country!**

**- Governor, HMP  
Grendon**

”



# The post

The post for which we hope that you will apply is that of Actor / Groupworker, working across the broad portfolio of our work. You will be expected to employ a variety of skills, and, over time, the full range of the company's activities will be open to you. Upon successful completion of an initial six-month probationary training period, this will be a full-time, permanent position. For this round of recruitment, we are looking to appoint one Actor / Groupworker who is able to play a range of **female** characters. Examples of the characters you might be playing include:

- A female survivor of domestic abuse.
- A woman with a history of substance misuse, released from prison and struggling to re-connect with her children.
- A teenage girl struggling to disclose the abuse she has experienced to a male social worker.

## Working for Geese Theatre Company

The position of Actor / Groupworker within Geese is an all-encompassing one. It requires a multi-skilled person – to be both an actor and groupwork facilitator and to be able to work alone and as part of a team. You will need to be confident, resourceful, and self-organised.

The focus of each day will be different, and the varying combinations of Geese staff add further variety. You could be performing, rehearsing, facilitating a group on your own, facilitating a group with a co-worker, travelling, working in the office, delivering staff training, preparing and planning future work, researching, spending time involved in staff development or at company meetings. Clients can be professionals from a range of criminal justice agencies, people in prison, vulnerable people in community settings or young people in secure children's homes. Our work involves delivering projects with people who have committed a wide range of offences, including violence, domestic abuse, and sexual offences against both children and adults.

This means that the environment is both challenging and stimulating, but long hours and a constant stream of work can also make it stressful and tiring.



The company works nationally and occasionally internationally, and travel away from home is a regular part of the working pattern. Therefore, the company is looking only for individuals who want to make a commitment to this area of work and who are creative, inquisitive, and able to cope with the long hours and challenging work / environments.

In return the company offers stimulating and exciting work, in settings that many people will never experience and with an extremely diverse range of people. There is also the prestige of working for a company that is at the forefront of its field. During the six-month probation period, training will involve observing work and rehearsing into some of our productions, before progressing onto co-working. There will be some theory sessions and basic computer training (if needed).

### Person Specification

The following list indicates the skills, attributes and experience that an Actor / Groupworker will need:

| Essential                                                                                                   | Assessment                                  |
|-------------------------------------------------------------------------------------------------------------|---------------------------------------------|
| Theatre training / experience                                                                               | Application; self-tape; audition; interview |
| Excellent performance and improvisational skills                                                            | Self-tape; audition                         |
| Facilitation skills (delivering workshops / groupwork)                                                      | Audition                                    |
| Ability to quickly and efficiently create and play grounded, believable female characters in our repertoire | Audition                                    |
| Enthusiasm for the area of work                                                                             | Application; audition; interview            |
| Ability to work flexibly in response to audience / participant interaction and input                        | Audition                                    |
| Excellent communication and interpersonal skills                                                            | Audition; interview                         |
| Able to reflect and evaluate own practice                                                                   | Audition; interview                         |

| Desirable                                                                                               | Assessment                       |
|---------------------------------------------------------------------------------------------------------|----------------------------------|
| Experience of working in criminal justice settings; with marginalised, vulnerable and/or at-risk groups | Application; interview           |
| Devising skills                                                                                         | Audition                         |
| Able to conduct research around a specific brief                                                        | Audition; interview              |
| Good organisational skills                                                                              | Application; audition; interview |

## Further information

**Salary:** The starting salary is £24,500 per annum, paid monthly, rising to £25,500 following successful completion of the probation period. There will be further salary rises as the company member gains experience, rising to over £35,000 over 4-5 years.

**Pension:** There is a company pension scheme.

**Working hours:** Office days are generally 10.00 to 17.00 Monday to Friday but please note this role requires significant travel nationwide and often unusual hours, including early starts and evening work.

**Annual Leave:** 35 days plus statutory holidays.

**Probationary period:** Six months, subject to extension depending on progress.

**Notice period:** 1 week within probation period. 2 months thereafter.

**Usual place of employment:** The Geese office and rehearsal space is in Moseley, Birmingham. The successful applicant will be expected to live in the Birmingham area.



## How to apply

To apply for the position of Actor / Groupworker with Geese Theatre Company, then please ensure that you complete **both** of the following tasks:

**1:** Complete the online application form via this link:

[Application Form](#)

**2:** Create and upload a self-tape film of one short monologue which you will find here

[Monologue Instructions](#)

This film does not need to be professionally created and can be filmed on a phone. We will not be assessing the quality of the film but will be assessing the performance in terms of your ability to create an authentic, believable and grounded character with a range of emotions.

Once you have completed your application form, we ask that you send your video file via this link: <https://geeserecruitment.wetransfer.com/> to [recruitment@geese.co.uk](mailto:recruitment@geese.co.uk) ensuring your name, as it appears on your application form, is on the file. This is a free service and you do not need to create an account to use WeTransfer. For information on how to use WeTransfer visit their website [here](#).

**Please note – you must submit both a completed application form and a self-tape film of the provided monologue for your application to be assessed.**

We would appreciate it if you could take the time to complete the [online Equality Monitoring Form](#) (although if you choose not to, this will not affect your application). Equality Monitoring Forms will be separated from applications prior to short-listing.

Please do not send any other additional information – e.g. a CV – as they will be disregarded.

Completed applications must arrive at our offices by **10am** on **7<sup>th</sup> January 2026**.

Auditions will take place on **28<sup>th</sup> January 2026**. Call-back will be on **30<sup>th</sup> January 2026**.

Auditions and call-backs will take place at a location in Birmingham. We will reimburse reasonable travel expenses within the UK and will provide more details should you be invited to audition.

If you make a full application, we will reply to you. We will not be contacting anyone before 12<sup>th</sup> January 2026, so please wait to hear from us.

### **Important dates**

**Deadline for applications:** 7<sup>th</sup> January 2026 at 10am (both Application Form and Monologue Task)

**Notification of successful applicants:** by end of day 12<sup>th</sup> January 2026.

**Auditions:** 28<sup>th</sup> January 2026

**Call-backs:** 30<sup>th</sup> January 2026

**Start date:** TBC

"I was surprised how well we communicated and were able to laugh together. I feel more confident. Geese prepared us well. Lots of staff and inmates have complimented me since and it makes me feel good. It was good that the play had emphasis on how victims feel."  
- Participant, HMP Maidstone



# Additional Information about Geese Theatre Company

## Values

**Responsibility:** We support and encourage the notion of personal responsibility.

**Belief in change:** Geese upholds and promotes a belief in the potential and possibility of individual change.

**Rigour:** Every aspect of our work is grounded in robust evidence and theory to ensure the highest quality.

**Artistic Excellence:** Geese strives to develop and deliver theatre and drama practice of the highest quality to people and places with the least engagement in the arts.

**Innovation:** Geese is continually developing new performances, projects and services for new audiences, offering alternative approaches to reducing offending.

**Partnership:** Geese aims to create an ethos of collaboration and partnership, which values contributions from all members, employees, partners and clients (service users) in order that our work has the greatest impact.

**Inclusion:** Geese aims to treat all individuals with respect and to approach each other and those we work with in an inclusive and non-judgemental manner.

## Accessibility

As part of our commitment to promoting and supporting diversity in the workplace we welcome applications from people who are neurodivergent and people with a disability or long-term health condition. Auditions will be held in an accessible venue as required, but our offices and rehearsal space are on the first floor and only accessible by a single flight of stairs. We will invite you to inform us about any adjustments or arrangements for every part of the recruitment and selection process and will do everything we can to accommodate the needs of applicants at audition, and if appointed, in their role. These could include, but are not limited to:

- providing the application pack in audio form
- offering communication support in the form of BSL interpreters at audition
- considering flexible working arrangements

If you would like to have an informal, confidential conversation with a member of our Strategic Management Team about any aspect of the recruitment process or role with specific regards to access requirements then please email:

**[recruitment@geese.co.uk](mailto:recruitment@geese.co.uk)**

## **Anti-Racism**

At Geese we work at the intersection of two sectors: the arts and the criminal justice system. We acknowledge that there is significant under-representation of people who are from the Global Majority in the arts and significant over-representation within the criminal justice system. We are committed to becoming an anti-racist organisation but acknowledge that the process involves time and energy and will not happen overnight. We have an anti-racism working group consisting of three staff members (including a member of the Strategic Management Team) which meets regularly to unpick our approach to governance, leadership, recruitment, organisational culture etc. The whole company, including the Board of Trustees have received anti-racism training. Our [Anti-Racism Statement of Intent and Vision](#) is available [here](#).

As part of our commitment to anti-racism we will guarantee to interview any candidate meeting the essential criteria\* in the person specification who is from the Global Majority. Please indicate on the first page of the application form if this applies to you.

### **\*Meeting the essential criteria**

Two staff members will independently assess the written applications and self-tape monologues against the following essential criteria:

- Theatre training / experience - application form
- Enthusiasm for the area of work - application form
- Excellent performance skills - self-tape

Each of the above criteria will be given a score of 0, 1, 2, or 3 on the following basis:

- 0 - no evidence that the candidate meets the criteria
- 1 - little / some evidence that the candidate meets the criteria
- 2 - good evidence that the candidate meets the criteria
- 3 - excellent evidence that the candidate meets the criteria

Candidates will receive a total score from each staff member that is the sum of their scores for each of the essential criteria. The average of the scores from the two staff members will be calculated to give a final score. Candidates achieving an average score of 67% or above will be considered to have met the essential criteria.

However, candidates who receive a score of 0 for any of the essential criteria will be rejected on the basis that they did not meet all the essential criteria (ie: they had provided no evidence for one or more of the essential criteria.)

## Criminal Record Disclosure and Checks

Geese Theatre Company aims to promote equality of opportunity for all with the right mix of talents, skills and potential and we welcome applications from all candidates. Geese Theatre Company is pleased to consider applications by people with a criminal record and this will not necessarily be a bar to obtaining employment. However, this position requires the successful candidate to be able to work in low, medium and high secure prisons and any formal offer will be conditional upon being cleared through His Majesty's Prison and Probation Service (HMPPS) Enhanced Level 2 and Counter Terrorism Checks. This will involve a number of checks, including a criminal record check. As His Majesty's Prison and Probation Service is exempt from the Rehabilitation of Offenders Act, this check will include both unspent and spent convictions and cautions – checks are run against the Police National Computer and will also include cautions and convictions which would usually be eligible for filtering.

Shared Services Connected Limited are responsible for carrying out the process and presenting each individual case to the Approvals and Compliance Team for final decision checks on non-directly employed workers. The position for which you are applying involves contact with children, young people and vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974 and all subsequent amendments (England and Wales). Offer of employment will also be subject to an Enhanced check via the Disclosure and Barring Service. An enhanced check reveals both unspent and spent convictions, as well as cautions. However, it doesn't reveal anything that is now 'protected' (i.e. filtered). An enhanced check will also disclose any relevant approved information held by the police. Find out more about HMPPS vetting and DBS checks at <http://recruit.unlock.org.uk>.

If you have ever been convicted of any offence or given a caution, then you will be asked to complete a confidential self-disclosure form giving further details only if we make you an offer of employment. In this case, you will have an opportunity to discuss the information you have provided.

**We look forward to hearing from you!**

Geese Theatre Company champions equality and is committed to creating a culture that respects and values diversity, inclusivity, and equality. We welcome applicants from all sections of society and positively encourage applications from people who are underrepresented in our sector, including those from working class and Global Majority backgrounds, care leavers, people who are neurodivergent, people with disabilities and people from the LGBTQ+ community.





Geese Theatre Company registered in England.  
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