

National Theatre

Senior Safety Advisor

Estates (Safety)

Permanent



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.

We invest in talent and innovation on stage and off. We take seriously our role as the nation's theatre. Of the new productions we develop each year with a wide range of theatre companies, a third of that R&D (Research and Development) resource is dedicated to shows staged at theatres outside London.

Through touring our work to local theatres and schools and nationwide education and community programmes, we are active in over half of the local authorities in the UK and reach 87% of state secondary schools through our digital platforms.

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.

Our Values

The values that guide us.

01 Make a positive **impact**

Striving to make the world a better place through theatre.

02 Bring your **passion**

Applying energy and expertise to achieve the highest standards.

03 **Collaborate** to create

Bringing ideas to life through teamwork and forging connection.

04 **Empower** each other

Working to build and uphold an inclusive and equitable culture.

05 Act with **confidence**

With the courage to make clear, intentional decisions that support our shared vision.



About the Estates Department

The Grade 2* National Theatre building was opened in 1976 and accommodates three theatres, five rehearsal rooms, and a selection of restaurants, cafes and bars over an area of more than 60,000 sqm. The theatre makes everything for the stages in its workshops which are also contained within the building and comprise the largest factory in central London.

The building was designed by Denys Lasdun and has undergone two significant construction projects – in the late 90's and again between 2011 and 2015. The building has a floor coverage of over 57,000sq.m. with a basement car park, substantial public foyer spaces, three auditoria, rehearsal rooms, office spaces and a complex of backstage spaces for technical resources and support areas, alongside costume making and construction workshops. All designed to make the NT self-sufficient in the theatre making process.

The National's three theatres have distinct spatial characteristics; the Olivier is a large open stage auditorium and seats 1150. The Lyttelton is a proscenium theatre, seating 890, and the Dorfman, a studio theatre space with flexible seating up to 500. The two large spaces were designed with significant technical stage equipment; stage elevators and revolves and scenic powered flying, some of which is still in use, and modernised or replaced.

The primary material elements of the National Theatre building are the concrete structural members – walls, columns, balustrades and parapets. A crucial and innovative part of the structural design is the use of post-tensioning technology, which was used to reduce movement and cracking and to provide adequate strength within constricted parts of the structural envelope. Parapets and balustrades are all in-situ post-tensioned construction, and the stability of the entire stratified administration wing is reliant upon the main body of the building through post-tensioning.

The National's main building uses Tri-Generation M&E Systems to provide heating and cooling. Energy efficient gas boilers, a Combined Heat and Power Plant, Absorption Chiller and evaporative cooling towers make up these systems. We abstract a portion of our mains water from the local aquifer passing it through a RO treatment Plant. Through innovation and improved control, we have improved our energy rating from G in 2011 to B in 2019.

The last major refurbishment, NT Future, completed in 2016 was designed by Haworth Tompkins Architects, following the 2009 Conservation Management Plan, which sets out conservation principles and guidance for any changes to the building. We have two other sites:

- The NT Studio is next to the Old Vic in The Cut. Built originally as the NT's construction workshops, it now houses our New Work department, with rehearsal and writers' spaces and the NT's archive, and is Grade 2 listed.
- The newly developed Green Store is located in Southwark and is a store for our costume, props, and production materials which can be recycled into to new production and operates as a successful commercial enterprise, as well as being a resource for other theatres and for schools.

Together the facilities enable the organisation to deliver a complex and busy production schedule of circa 20 productions a year across the NT's three stages, supporting the work of circa 1,000 staff and 1,000 artists and creative people to present theatre, and welcoming circa 700,000 audience members plus many more hundreds of thousands of non-audience customers each year to enjoy our building, our external space and their facilities. The NT has committed to being carbon neutral by 2030.

The building is complex and open from 6am to 12pm, six days a week. Operations and projects are carefully planned alongside each other.

The Safety Team

The Safety Team sits within the Estates Directorate, made up of six departments: Facilities, Support Services, Major Projects, Safety, Security and Building Design & Sustainability.

The Senior Safety Advisor is a key member of the Team, supporting the Head of Safety in the development and delivery of the National Theatre's safety strategy, priorities and objectives. The role provides practical and proportionate safety advice, guidance and assurance across the organisation, helping to promote a positive and proactive safety culture.

The Senior Safety Advisor provides operational leadership and coordination across a broad range of health, safety and fire safety matters, working collaboratively with teams to ensure risks are effectively managed and statutory requirements are met. The role also supports continuous improvement in safety performance, contributes to the development and implementation of safety initiatives, policies and training and deputises for the Head of Safety as required.

Job Description

Contract Type:

Permanent

Salary:

£45,000 per annum

Hours:

35 hours per week. Although additional hours may be necessary in order to fulfil the post's requirements.

We would be open to a discussion and requests for alternative, part-time hours and work patterns as well a potential job share. Please do state in your application if this would be something you would like us to consider for you.

Responsible to:

Head of Safety

Purpose of the Role

The Senior Safety Advisor is a key member of the Safety Team, supporting the Head of Safety in delivering the NT's safety strategy and providing operational guidance and management across the organisation.

The Senior Safety Advisor provides expert safety advice, guidance and assurance across the NT and deputises for the Head of Safety as required. The role holder supports the delivery of safety priorities, contributes to continuous improvement initiatives.

The role supports the development and delivery of the NT's internal safety training programme, ensuring staff across all departments have the competence and confidence to manage safety effectively. Working with the People Team, managers and subject matter experts, the postholder will oversee training design, coordination and continuous improvement.

The role also provides oversight of fire safety management across the organisation, working with Estates and operational teams to ensure fire risks are effectively controlled and managed in line with statutory requirements and internal standards.

Duties and Responsibilities

Safety Support

- Deputise for the Head of Safety on specific matters as required and provide senior professional advice and guidance on safety related matters
- Support the coordination and delivery of Safety Team priorities and activities
- Lead or contribute to safety projects and continuous improvement initiatives. Promote consistent safety standards, policies and practices across the NT
- Build collaborative relationships with internal and external stakeholders to support effective safety management

Safety Advice

- Provide competent safety advice across the NT, develop and maintain safety policies, procedures and guidance
- Build strong relationships with managers and departments in the identification, assessment and control of operational risks
- Undertake STAR audits and SPOTS inspections to assess compliance and drive improvement
- Conduct significant accident and near-miss investigations and ensure learning is embedded within the Safety Team and across the NT
- Attend and contribute to meetings, prepare supporting reports and papers as required. This includes participation in forums such as HSSG, Estates Safety Meetings, Contractor Management meetings and other relevant governance groups

Training and Competence

- Lead the development and delivery of the NT internal safety training strategy, ensuring courses are regularly reviewed, evaluate training effectiveness and recommend improvements
- Work with the People Team to maintain training portfolio and ensure training provision is consistent, effective and aligned to NT needs
- Develop training materials including workshops, briefings and e-learning content.

Fire Safety, Premises and Projects

- Provide oversight of fire safety management across NT premises, supporting Estates in maintaining fire safety systems and controls
- Monitor actions arising from Fire Risk Assessments and ensure completion. Review fire procedures, emergency plans and evacuation arrangements, identifying specialist advice when required
- Provide advice on fire safety requirements for projects, maintenance and refurbishments and source/commission specialist advice for complex or higher-risk fire safety issues

Safety Management Systems

- Support the development and maintenance of the NT Safety Management System, monitoring safety performance data, trends and emerging risks
- Support maintenance of risk registers and action tracking
- Contribute to initiatives that improve compliance and organisational resilience, promote good practice and continuous improvement in safety management

General Responsibilities

- Maintain professional competence through CPD
- Build effective relationships with external bodies and professional networks
- Maintain accurate records and reporting information
- Undertake other duties as required by the Head of Safety
- Promote equality, diversity and inclusion in all aspects of work
- Comply with all National Theatre policies and procedures

Person Specification

- Level 3 Safety Qualification & evidence working towards Level 6 qualification (or equivalent) in Occupational Health and Safety.
- Significant experience in a health and safety advisory role in a complex environment.
- Chartered Member of IOSH or working towards chartered status (or equivalent).
- Experience of audits, inspections and assurance activities.
- Experience in arts, entertainment, cultural or public-facing organisations
- Level 3 Fire Qualification or equivalent.
- Experience delivering or managing safety training and competency frameworks.
- Experience developing and implementing safety management systems.
- Strong communication and stakeholder engagement skills.
- Ability to interpret legislation and apply it in practical settings.
- Experience of line management or team supervision.
- Practical knowledge of fire safety management and fire risk assessment processes.
- Experience leading projects and driving improvement.

Recruitment Process

Link to apply:	https://jobs.nationaltheatre.org.uk/
Closing date:	Wednesday 26 August 2026 at 9am
Further queries:	email recruitment@nationaltheatre.org.uk

We want to understand each candidates skills, experience, and perspectives, so we encourage you to complete your application using your own words. While generative Artificial Intelligence (AI) can be a useful tool for exploring ideas or structuring responses, applications that rely heavily on AI-generated content can appear generic and make it difficult for us to assess your individual experience.

If you choose to use AI during the application process, please use it only as a tool to help draft and structure your ideas, check your spelling and grammar, and guide your writing, while ensuring the personal experiences are entirely your own words. Responses that do not demonstrate your own voice may affect how your application is assessed and could result in it not being progressed.

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)
- ✓ Development Programmes via e-learning platform, and specialist in-person training relating to role
- ✓ Standard hybrid working arrangement available (60% office working and 40% from home). Flexible working also available subject to agreement and policy.
- ✓ Access to interest-free season ticket loan and cycle scheme partnership
- ✓ Enhanced sick pay
- ✓ Family Friendly policies with paid leave available from day 1 of employment.
- ✓ 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.



Sustainability

We are committed to promoting a sustainable future and improving the social, economic, and environmental well-being of the communities in which we work. The National Theatre has set ambitious aims to reach Net Zero, which requires collaboration across the whole organisation and is the responsibility of every member of staff. Therefore, we expect everyone to integrate sustainability considerations into their job.

Our Culture, Support and Adjustments

At the National Theatre (NT), we support and encourage people from a variety of backgrounds, experiences and skill sets to join us and help shape what we do.

We're proud to be a London Living Wage employer: <https://www.livingwage.org.uk/>

In line with our commitment to Equity, Diversity and Inclusion (EDI), we recognise that we need to address underrepresentation in our organisation. We actively welcome applications from individuals who are part of global majority, disabled and LGBTQ+ communities, and are committed to creating an environment where everyone can thrive.

We strive to promote inclusive and equitable practices in all areas of the NT. As a Disability Confident Employer, we guarantee to interview disabled applicants who meet our minimum requirements for our vacancies.

If you would like to speak to someone about any adjustments or have any questions about the recruitment process, you can email recruitment@nationaltheatre.org.uk or call us on 02074523834.

Data Protection

As part of our recruitment process, we collect and process personal data relating to job applicants. We are committed to protecting your privacy and handling your personal information in accordance with applicable data protection legislation, including the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018. Your personal information will only be accessed by individuals involved in the recruitment process. If your application is unsuccessful, we will retain your personal data for up to 6 months after the recruitment process has ended, unless a longer retention period is required by law. If you are successful, your recruitment information will become part of your employment record and will be retained in accordance with our employee privacy notice.

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