

# CATCHLIGHTS PERFORMING ARTS TEACHER RECRUITMENT PACK

## ROLE OVERVIEW

**Role Title:** Performing Arts Teacher (Singing, Dance & Acting)

**Contract Type:** Freelance

**Start Date:** February / March 2026

**Location:** Various locations across the Shrewsbury & Shropshire area

Catchlights are recruiting new **Performing Arts Teachers** to lead weekly evening, and weekend classes for young performers aged 4 - 19. We are seeking committed, long-term practitioners who are passionate about working with young people and are capable of delivering professional-level performing arts training. The ideal candidate enjoys both creative autonomy and responsibility and is excited to play an active role in shaping the future of a growing youth production and training company.

## ABOUT CATCHLIGHTS

Catchlights is a **youth production and training company** for performers aged 0 - 19, creating high-quality theatre and on-screen work while providing meaningful, professional training. We combine real creative outcomes with structured training to give young people opportunities to develop their skills, confidence, and love of performing.

Our environment is student-focused, creative, and supportive, with high standards balanced by warmth and enjoyment. We believe young performers thrive when they feel inspired, challenged, and cared for, and our teachers play a central role in delivering that experience.

People are at the centre of everything we do. By investing deeply in our students and staff, we build strong relationships and create meaningful opportunities for growth. Alongside weekly training, we produce stage shows, filmed projects, and wider experiences that help young people connect to the performing arts. Community is central to our work, with regular events, trips,

and shared experiences that strengthen bonds between students, staff, and families.

Catchlights is entering an exciting period of growth, and this role offers the chance to help shape the future of the organisation and be part of something ambitious and inspiring.

## **ROLE DESCRIPTION**

As a Performing Arts Teacher at Catchlights, you will:

- Lead weekly classes for consistent groups of students aged between 4 and 19
- Plan and deliver engaging sessions that cover singing, dancing, and acting
- Prepare and lead material for your classes, with approval from the Catchlights management team
- Direct and choreograph song, dance, and acting routines
- Develop work towards showpieces for both stage and filmed projects
- Create a fun, focused, and inclusive learning environment
- A commitment to creating a space where all students feel safe, respected, and able to take creative risks, supported by clear and fair behaviour management.
- Build strong rapport with students and maintain positive, professional relationships with parents and carers
- Take full responsibility for the delivery and running of your sessions
- Work alongside a teaching assistant, without relying on them to lead the class
- Support students of all abilities and experience levels
- Occasionally cover additional sessions where possible
- Contribute to showcases, productions, and filmed content
- Work with the Catchlights media team to capture material for training, rehearsal, promotional, and social media content
- Represent Catchlights professionally on stage, on camera, and in person
- Have a genuine commitment to advocating for and supporting young performers
- Take an active interest in students development both inside and outside of Catchlights. Including celebrating their achievements, encouraging their growth, and, where possible, showing up to support them in performances beyond Catchlights (*any tickets would be fully subsidised by Catchlights*)
- Take part in community events, trips, and promotional events

# **PERSON SPECIFICATION**

## **Essential Requirements**

Applicants must:

- Have experience teaching children and/or young people across a wide range of ages (early years through to teens)
- Be confident teaching singing, dancing, and acting
- Be comfortable working with mixed abilities
- Be reliable, organised, and consistent
- Be able to travel to venues across the Shrewsbury & Shropshire area
- Be confident on camera and on stage
- Have a genuine passion for inspiring and working with children / young people
- Be a positive role model and uphold professional standards at all times
- Hold evidence of safeguarding training
- Hold an Enhanced DBS certificate (or be willing to obtain one)
- Have the right to work in the UK

## **Desirable Requirements**

The following are highly desirable but not essential:

- Professional performance experience
- Formal qualifications in performing arts or education
- First Aid certification
- Experience creating or delivering filmed training content
- Experience contributing to productions or showcases

## **BENEFITS & OPPORTUNITIES**

- Competitive freelance rates, dependent on experience
- Consistent weekly work during term times
- Opportunities to teach additional 1:1 singing and/or dance sessions for suitably qualified teachers
- Opportunities to work on additional projects, productions, and filming throughout the year
- Free tickets to selected theatre and live productions through Catchlights staff and community trips

# **RECRUITMENT & HIRING PROCESS**

Our recruitment process takes place in stages, with candidates shortlisted at each step before progressing.

## **Stage 1: Application**

Applicants submit an online application via our Vacancies page, including a showreel or self-tape to demonstrate ability in performing / teaching.

## **Stage 2: Informal Interview**

Shortlisted applicants are invited to an informal interview to discuss experience, approach, and alignment with Catchlights.

## **Stage 3: Assessment Session**

Selected candidates take part in a group assessment session alongside other applicants. This will involve leading short teaching activities, both prepared & improvised, as well as participating in a variety of creative exercises.

## **Stage 4: Paid Trial Shift**

Candidates who reach the final stage will take part in a paid trial shift within a live class environment. During the session, candidates will support and lead parts of the class, giving us a real view of teaching style, group management, and how they work with young performers. This stage is designed to be as supportive and realistic as possible.

As part of our commitment to safer recruitment practices, candidates will be required to provide two references (at least one industry-related), right to work documentation, evidence of safeguarding training, and an enhanced DBS certificate (or willingness to obtain one) before being able to take part in Stage 4 of the recruitment process.

## HOW TO APPLY

Applications should be submitted via the **Vacancies** page on the Catchlights website for your desired role.

Applicants will be asked to complete an online form and upload a **showreel or self-tape** demonstrating relevant performing and/or teaching experience.

## JOIN THE TEAM

If you are a passionate, experienced performing arts practitioner who wants to inspire young performers, contribute creatively, and help shape the future of a growing youth training and production company, we would love to hear from you.

This is a chance to join a supportive, ambitious team and make a real impact on students aged 4 - 19 across the Shropshire area and beyond.