



Seagull Theatre Productions

Mentoring Programme

This document covers the
basics of the mentoring
programme.

If you have any questions
regarding the programme
or applying, feel free to
drop us a message or
email us!

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Context



Mentee

- What is the mentoring programme?
- What to expect?
- What roles are available?
- What is expected of you?
- Who can apply?
- How to apply?
- Finances

Mentee



What is the mentoring programme?

The mentoring programme is a programme offered by Seagull Theatre Productions to encourage newcomers to take their first step into the industry. With the extra support of an experienced mentor, you will have the opportunity to learn, work and grow together!

As previously mentioned, you will be working with a highly experienced individual, i.e. your mentor. We aim to get the most suitable person for the position, so we will hire someone who has a handful of years of experience in their respective role, as well as a variety of projects under their belt, to ensure you're getting the most out of your time!

With each production, there will be a range of different roles that we will offer mentoring for, these will usually be more demanding and significant positions but we are happy to discuss smaller positions depending on your needs!

Each mentoring timeline will differ from the next, which means there's no fixed schedule. Depending on the role, the mentoring can range from weeks to months, for example a mentee doing producing will have a lot more to cover than a mentee doing directing, therefore the timeline of work will greatly differ! Some roles may be more prominent in the pre-production process and others in the production process, it's simply dependant on the roles responsibilities.

Mentee



What to expect?

Throughout the programme, you should expect a multitude of different and new opportunities/responsibilities for you to take on! You will have a flexible weekly schedule with your mentor to fulfil as well as responsibilities within a live commercial production to uphold.

We will provide you and your mentor with a flexible weekly schedule to work together on. Within this schedule you will have a set number of weekly tasks to complete. Ranging from a weekly virtual mentoring session, to in person opportunities. We do encourage our mentees to try their best to have an open and flexible schedule as some opportunities may not repeat.

Within your timeline, you will have 3 one-on-one virtual catch-up sessions with Kieran Lomas, the individual behind this mentoring programme. Within these sessions, we will cover how the mentoring has impacted your skills, knowledge, confidence and much more! These sessions will also be used to ensure your mental and physical wellbeing are not affected as well as to uncover opportunities for improvement.

In addition to your mentee commitments, as apart of the programme, you will have responsibilities to uphold within the production. With the help/supervision of your mentor, you will partake in making a successful production along with the rest of the team.

Mentee



What roles are available?

List of roles available:

- Co-Producer
- Co-Director
- Co-Script Writer
- Lighting 2 (Design + Tech)
- Sound 2 (Design + Tech)
- Deputy Stage Manager
- Costume assistant (Design + Creation)
- Prop assistant (Design + Creation)
- Set assistant (Design + Creation)
- Make-up Artist (Design + Implementation)
- Marketing (Design + Implementation)

The roles we offer on the mentoring programme differ from production to production, so please do check the website to see what are available for upcoming productions. If you don't see the role your looking for, check back often as it may become available for a future production.

If you don't see the role your looking for here then consider looking at our newcomers programme for more options.

Mentee



What is expected of you?

We see these programmes as an investment, you invest your time and energy into the project and receive experience, skills development and a higher level of understanding.

Due to this we do expect some dedication and commitment to the project in order to get the most out of it!

We simply ask for you to:

- Have an open and/or flexible schedule
- Be open to new experiences
- Communicate
- Be ready for long and late hours (will not always be the case)
- Be considerate of others
- Try your best and don't give up
- make your time with us count
- Be ready/open to criticism

If you're able to take these points into consideration and implement them into your work then we can do the rest!

Mentee



Who can apply?

We try to keep these programmes open and accessible to all so we try and keep criteria very basic and minimal. We know how being experienced can cause a problem when wanting to expand your horizons, so we base our approach on individuals with less experience in the precise role rather than your overall experience in the industry.

Due to this we have very few criteria that has to be met for someone to be eligible for this program.

Criteria:

- Have less than 3 years of experience in the given role
- Be in commuting distance of East London
- Have a passion for Theatre & Learning
- Be over 16

Unfortunately we do not work with individuals under 16 as we do not have the facilities to accommodate for the extra needs.

You do not need any prior experience to join this programme. In fact the less experience the better!

Mentee



How to apply?

You are able to apply via our website or by emailing us.
Make sure you check the eligibility criteria before applying.

Simply select the programme you wish to apply for and fill out the application.

In this application, you'll need to input your full name, email, phone number as well as some information about medical history. We work with Disabled and Neurodivergent individuals all the time so don't hesitate to be honest and open with us as it allows us to better accommodate for your needs!

If you are applying by email then please format it in this way and answer the questions below:

Title: (Your name) Mentee application

Role: (Tell us which role you would like to apply for, you can find available roles on the website)

What kind of experience do you have?

Why are you the perfect fit for this role?

Email: (Input your email)

phone number: (Input your Phone number)

Mentee



Finances

We understand that the constant back and forth to rehearsals, venues etc can put a strain on your personal finances so we're happy to cover your travels and provide a daily meal allowance to ensure your able to focus on what's important!

You'll be able to apply for financial support by simply requesting a financial support form via email. In doing so, we'll send you a link to the form for you to complete.

The sooner you complete the form, the sooner we're able to check your eligibility and provide you with the needed support!

Regarding eligibility, if you agree with any of the statements then you may be eligible for financial support:

- Doesn't work (full time/part time)
- Is a full time/part time student
- Is on any form of benefits
- In a difficult financial situation

We have a limited amount of resources to share, so we aim to help those who need it most, so you may not receive financial support due to criteria becoming stricter in line with demand.

Context

Mentoring



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Mentor



What is the mentoring programme?

The mentoring programme is a programme offered by Seagull Theatre Productions to encourage newcomers to take their first step into the industry. With the extra support of an experienced mentor, you will have the opportunity to learn, work and grow together!

As previously mentioned, you will be paired up with a newcomer to the industry/role, i.e. your mentee. We aim to get the most suitable person for the mentee position, looking for a newcomer who's passionate, dedicated and committed to bettering their skills to ensure you're getting the most out of your time!

All of the mentoring opportunities provided in each production are based off individuals who are willing to take on a mentee during their work. This would be discussed during the last stages of the hiring process to ensure a mentor is available. Once you have agreed to take on a mentee, you will officially be put onto our mentoring programme and have a mentee assigned to you based off of their experience, knowledge and skills.

Each mentoring timeline will differ from the next, which means there's no fixed schedule. Depending on the role, the mentoring can range from weeks to months, for example a mentee doing producing will have a lot more to cover than a mentee doing directing, therefore the timeline of work will greatly differ! Some roles may be more prominent in the pre-production process and others in the production process, it's simply dependant on the roles responsibilities.

Mentor



What to expect?

Throughout the programme, you should expect a multitude of different and new responsibilities for you to take on! You will have a flexible weekly schedule with your mentee to fulfil as well as responsibilities within a live commercial production to uphold.

We will provide you and your mentee with a flexible weekly schedule to work together on. Within this schedule you will have a set number of weekly tasks to complete. Ranging from a weekly virtual mentoring session, to in person opportunities. We do encourage our mentees/mentors to try their best to have an open and flexible schedule as some opportunities may not repeated.

Within your timeline, you will have 3 one-on-one virtual catch-up sessions with Kieran Lomas, the individual behind this mentoring programme. Within these sessions, we will cover how the mentoring has impacted your skills, knowledge, confidence and much more! These sessions will also be used to ensure your mental and physical wellbeing are not affected as well as to uncover opportunities for improvement.

In addition to your mentor commitments, as apart of the programme, you will have responsibilities to uphold within the production. It will be your responsibility to ensure your mentee is helping and fulfilling their part, in addition to you fulfilling your responsibilities outside of the mentoring role. These responsibilities could include supervision, guidance and support throughout any practical/physical work.

Mentor



What is expected of you?

We see these programmes as an investment into the future of the industry, you pass on your skills, knowledge and experience to the newer generations of writers, producers and so on, to ensure the longevity of the industry!

Due to this we do expect some dedication and commitment to the project in order for your mentee to get the most out of it!

We ask for you to:

- Have an open and/or flexible schedule
- Communicate
- Be considerate of others
- Guide and Lead
- provide useful and constructive feedback
- Supervise and ensure the safety of your mentee
- Encourage a safe and healthy work ethic

If you're able to take these points into consideration and implement them into your work then we can do the rest!

Mentor



Who can Apply?

We try to keep these programmes open and accessible to all so we try and keep criteria basic and minimal.

Due to this we have very few criteria points that has to be met for someone to be eligible as a mentor.

Criteria:

- Have more than 5 years of experience in the given role
- Be in commuting distance of East London
- Have a passion for Theatre & Learning
- A well-rounded understanding of your role and responsibilities

Although being DBS checked isn't necessary, we highly recommend it as it'll greatly increase the number of mentees you'll be able to work with!

Mentor



How to Apply?

You are able to apply via our website or by emailing us.
Make sure you check the eligibility criteria before applying.

Simply select the programme you wish to apply for and fill out the application.

In this application, you'll need to input your full name, email, phone number as well as some information about medical history. We work with Disabled and Neurodivergent individuals all the time so don't hesitate to be honest and open with us as it allows us to better accommodate for your needs!

If you are applying by email then please format it in this way and answer the questions below:

Title: (Your name) Mentor application

Role: (Simply input what roles your experienced in)

What kind of experience do you have?

What makes you think you'll be a good Mentor?

Email: (Input your email)

phone number: (Input your Phone number)

Mentor



How to Apply?

In addition to applying yourself, if we believe you to be a good fit as a mentor, we can ask during the middle stages of the hiring process if you would like to be moved onto our mentor programme in addition to your primary role.

If you accept the offer, after a short period you will have the necessary resources/weekly schedule to work with as well as a new mentee appointed by us.

This mentee will be hand picked to ensure the highest quality of collaboration and cooperation.

Mentor



Finances

We understand that the constant back and forth to rehearsals, venues etc can put a strain on your personal finances so we're happy to cover your travels and provide a daily meal allowance to ensure your able to focus on what's important!

You'll be able to apply for financial support by simply requesting a financial support form via email. In doing so, we'll send you a link to the form for you to complete.

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