



## JOB DESCRIPTION

### INTERIM LEAD PRODUCER

**Responsible to:** Head of Producing and Planning

**Key Relationships:** Artistic Director, Co-Executive Producers, Producers, Head of Production & Technical, Finance Director, Head of Operations & General Manager, General Management team, Production Management, Creatives and wider freelance teams

**Contract:** Freelance Fixed-Term, circa £60,000 per annum equivalent, pro rated for the three-month engagement.

**Contract Duration:** Initial three-month full-time contract, with potential for extension depending on project requirements.

**Place of Work:** Punchdrunk Offices in Woolwich, London

**Start date:** We are looking for someone to join us as soon as possible.

**Hours of Work:** Monday to Friday, 10am to 6pm. Due to the nature of this role some evening or weekend work will be required. No overtime is paid but the Company operates a TOIL policy.

**Deadline:** 10:00am on Monday 31st August 2026

We reserve the right to close this vacancy before the advertised closing date if we receive sufficient applications for the role. Therefore, if you are interested in this role, we encourage you to submit your application as early as possible [here](#).

If you have any questions or are experiencing any difficulties with the application process, please contact [workwithus@punchdrunk.com](mailto:workwithus@punchdrunk.com).

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#### About Punchdrunk:

Founded in 2000 by Felix Barrett, Punchdrunk has pioneered a game-changing form of theatre which places the audience at the very heart of the action. Recently listed amongst the **50 most influential artists of the last 50 years** (*Sky Arts*, 2022) alongside Bowie, Sir Steve McQueen and Vivienne Westwood, Punchdrunk disrupts the theatrical norm, creating worlds in which audiences can rediscover the childlike excitement of exploring the unknown.

Its iconic "mask" shows, which redefined the genre of immersive experiences, have been cited amongst the **40 creative moments that changed culture** (*Creative Review*), and have found phenomenal success across the globe, with record-breaking productions established in the US, UK, China and South Korea. *Sleep No More* in New York played to



sell-out audiences for 14 years from 2011 until its final performance in 2025, and in Shanghai the show has been running since 2016 - becoming the longest-running immersive production in the city's history. In 2025, the internationally acclaimed experience also opened its newest edition in Seoul, South Korea.

*The Drowned Man: A Hollywood Fable* broke the National Theatre's box office records when it went on sale in 2013. Punchdrunk's 2022 London production, *The Burnt City*, became the company's longest-running show in its home city, coinciding with the opening of its first permanent venue at 1 Cartridge Place in Woolwich.

In 2024, *Viola's Room* debuted in Woolwich, marking a bold shift from Punchdrunk's signature mask performances. This intimate, barefoot sensory experience distilled two decades of the company's immersive expertise, using binaural sound to create a deeply personal journey. It transferred to The Shed, New York in Spring 2025.

In autumn 2025, Punchdrunk launched a new live experience titled *Lander 23*, a live action video game-style immersive experience that merges the company's theatre practice with genuine game mechanics.

Alongside these landmark live theatrical experiences, Punchdrunk has taken its ground-breaking approach to cross-cultural collaborations in music, tech, fashion and TV: from projects with Rihanna to Jack White, Louis Vuitton to Alexander McQueen, and HBO to Brad Pitt's Plan B Studios – most recently with TV series *The Third Day*, starring Jude Law, Naomie Harris, Katherine Waterston, Emily Watson and Paddy Considine which included the Bafta-nominated live event: *The Third Day: Autumn: a 12-hour live episode*, filmed in one continuous take.

Punchdrunk's past theatrical works include: *The Drowned Man: A Hollywood Fable* (with the National Theatre), *The Crash of the Elysium* (Manchester International Festival), *The Duchess of Malfi* (with ENO), *Sleep No More* (with the American Repertory Theatre, Boston, Mass.), *It Felt Like A Kiss* (with Adam Curtis and Damon Albarn, Manchester International Festival), *Tunnel 228* (in collaboration with The Old Vic), *The Masque of the Red Death* (with Battersea Arts Centre), *Faust* (in collaboration with the National Theatre), and *The Burnt City*.

## THE ROLE

Punchdrunk are looking for a highly experienced Freelance Interim Lead Producer who can take the lead on the development of a number of large scale productions. The Lead Producer will provide strategic, creative and commercial leadership from development through to opening, ensuring each production fulfils its artistic ambition while achieving its commercial and operational objectives.

Working closely with Punchdrunk's leadership, creative teams and external partners, the Lead Producer will shape the producing strategy for each project, oversee financial planning and project governance, and build and lead the teams required to deliver the work.



This is a highly collaborative role requiring exceptional producing judgement, commercial acumen and the ability to build trusted relationships with creatives, rightsholders, investors, commercial partners and senior stakeholders. The successful candidate will thrive in an ambitious, fast-paced environment, anticipating challenges, identifying opportunities and providing clear leadership through periods of complexity and change.

The responsibilities outlined below indicate the expected scope of the role but are not exhaustive. As with all producing roles, the Lead Producer will be expected to respond flexibly to the evolving needs of the productions and the wider organisation.

## **SKILLS & EXPERIENCE**

### **Essential**

- Significant senior producing experience within commercial theatre, with a proven track record of delivering large-scale productions from development through opening and operation.
- Demonstrable experience building and managing multi-million-pound production budgets, sophisticated financial models and cashflow forecasts, with excellent commercial and financial acumen.
- Proven experience negotiating complex commercial agreements with investors, venues, rightsholders, creative teams, or co-producers.
- A thorough understanding of commercial producing models, including investment structures, recoupment, royalties, licensing and profit participation.
- Excellent knowledge of the complete theatrical production lifecycle, from commissioning and development through production, opening, running and closure.
- Demonstrable experience leading the producing process for complex creative projects, partnering with creative teams to realise ambitious artistic work within commercial and operational parameters.
- Extensive experience recruiting, leading and developing senior production teams, creating high-performing collaborative working environments.
- Outstanding communication, influencing and relationship management skills, with the ability to build credibility with senior creatives, and commercial partners.
- Excellent judgement, strategic thinking and decision-making skills, with the ability to balance creative ambition against commercial and operational priorities.
- Exceptional organisational skills, with the ability to oversee multiple complex workstreams simultaneously while maintaining meticulous attention to detail.

### **Desirable**

- Experience of immersive theatre or large-scale site-specific productions.
- Experience working with licensed intellectual property and/or major rightsholders.

## **EMPLOYMENT TERMS**

Freelance, circa £60,000 per annum equivalent, pro rata for the three-month engagement.

**Place of Work:** Punchdrunk Offices in Woolwich, London



## **NOTES TO APPLICANTS**

This is a guide to the nature of the work required. It is not wholly comprehensive and may be reviewed with the post holder and the line manager from time to time.

If you are called for an interview you will be required to sign Punchdrunk Non-Disclosure Agreement in advance of the meeting.

All applicants must be eligible to work within the UK.

## **HOW TO APPLY**

To apply, please provide your CV and a brief statement describing your suitability for the position, and specifically how your experience matches the person specification, [here](#). This is a rolling application, with successful candidates contacted for an initial conversation with the Head of Producing and Planning.

You may submit your application in written format or alternatively, as a video or audio file of no more than 5 minutes in length. To submit video or audio, the file should be uploaded privately to a hosting site and an access link emailed to [workwithus@punchdrunk.com](mailto:workwithus@punchdrunk.com).

If you have any questions or are experiencing any difficulties with the application process, please contact us at [workwithus@punchdrunk.com](mailto:workwithus@punchdrunk.com).

Applicants should provide contact details for two professional references, one should be your current employer (or most recent if currently not in employment). We will seek your permission before making direct contact with any referees. Please note that it is likely we will seek to take up one reference for candidates progressing past interview, prior to making an offer.

As an Equal Opportunities Employer, Punchdrunk welcomes applications from all sectors of the community, regardless of gender, age, race, sexuality or disability and makes appointments based solely on ability to fulfill the duties of the post. Candidates who are shortlisted for interview will be given the opportunity to specify any access needs so that appropriate arrangements can be made.