

National Theatre

Occupational Health Nurse

People and Culture

Permanent (Part-Time)



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 People and Culture Department

The unique nature of the in-house Occupational Health Unit (OHU) within the National Theatre enables it to be a dynamic and holistic team, responding with care and speed to the needs of both staff and production companies (in-house and off-site).

As part of the People & Culture department, the OHU collaborates on ensuring physical and mental wellbeing is addressed and supported accordingly, working with relevant team members (such as the Welfare Lead, People Business Partners, Safety) as well as external healthcare providers where required. The OHU actively works to support health initiatives and wider objectives of the National Theatre, both on and off stage.

Job Description

Contract Type:

Permanent

Salary:

£36,344.20 (Based on FTE of £48,458.93)

Hours:

30 hours per week. Hours of work are 10am to 8pm Monday – Friday and 12 noon to 10pm Saturdays.

Responsible to:

Senior Occupational Health Nurse

Purpose of the Role

Working with our actors, musicians, technical and other staff, you will play an integral part in supporting the work on stage and maintaining the health and well-being of this busy and complex organisation. Communication skills, discretion and the ability to deal with a varied workload are all important in this role. A working knowledge of occupational health and minor treatments are a necessity. This role will also include an element of administration responsibilities and be responsible for maintaining accurate patient records.

Duties and Responsibilities

Treatment provision

- Provide treatment for illness and accidents for all employees
- Provide general health advice and guidance on a consultation basis
- Support the Welfare team with providing first line mental health support

Occupational Health

- Work with the People & Culture department to manage a system of pre-employment health assessment and annual health surveillance.
- Work with the People department and/or line managers to support short- and long-term sickness, with ability to determine whether employees are fit to return to work and recommending adjustments where appropriate.
- Preparing occupational health reports for managers in line with house style.
- Liaise and collaborate with Health and Safety and any external health providers (e.g. physio) to enable workforce rehabilitation
- Actively provide health education and advice, alongside health promotion activities/engagement
- Liaise with the Welfare Lead and People department to support mental health awareness and wellbeing, and related engagement
- Lead and deliver on health surveillance including but not limited to audiometry, spirometry, HAVS, dermatology, working at height, drivers and night workers
- Work with the productions teams to support actors in matters including but not limited to pre-placement assessment, fitness for role, voice care, MSK support, social issues, mental health and/or GP support
- Provide pre-placement assessment and care for external National Theatre shows, including tour visits where necessary
- Plan and implement flu vaccination clinics across all National Theatre sites (including Green Store and touring companies)
- Maintaining a clean and tidy work environment at all times.

Occupational Health Unit administration

- Follow and contribute to procedures for case management, ensuring OHU medical records and related journals are kept up to date, and that confidentiality is maintained as required
- Engage with and adhere to defined procedures to ensure the OHU complies with high standards of clinical supervision and clinical governance
- Follow established procedures for drug ordering and drug recordkeeping, as well as ensure the arrival stock-take of equipment and drugs is completed and recorded accurately
- Administration and management of the online booking system.
- Support departmental financial processes procedures as required

- Engage with external learning opportunities via study or events / courses to support ongoing professional development
- Establish a good working relationship with all departments within the National Theatre as well as outside agencies

General

- Support the National Theatre's communications objectives by sharing information your manager and colleagues as appropriate, whilst respecting confidentiality, so that you and your colleagues have all the information you need to perform your duties effectively
- Comply with and champion the National's Equal Opportunities and Health and Safety policies at all times
- Contribute to the National Theatre's ambition to create an inclusive environment for colleagues and visitors
- Any other duties as reasonably required.

Person Specification

- A&E/nurse practitioner or allied health professional
- Established experience of working in an occupational health department
- Experience of providing treatment to minor injuries
- Ability to communicate effectively and sympathetically, verbally and in writing, with artists and staff however difficult the circumstances
- Experience of audiometry and spirometry
- Ability to be absolutely discreet and to inspire confidence among staff that confidential information will be respected
- Ability to identify between work-related health issues and non-work-related problems
- Ability to remain calm under pressure and be an active problem-solver
- A working knowledge of up-to-date health and safety legislation
- Ability to work alone, as part of a small nursing team and as part of a multidisciplinary team
- Excellent organisational skills with the ability to process a wide range of paperwork/recordkeeping efficiently
- Excellent attention to detail and be able to work accurately when preparing reports
- Ability to keep up to date with new developments within the OH field and be keen and able to devise processes and policies to support those developments, and to meet the needs of the National Theatre

DBS Check

The successful applicant will be required to undertake a Disclosure and Barring Service (DBS) Enhanced Disclosure and appointment to this post is subject to the NT being in receipt of a satisfactory DBS Disclosure, under section 115 of the Police Act 1997.

Recruitment Process

Link to apply:	https://jobs.nationaltheatre.org.uk/
Closing date:	Wednesday 26 th November 2025 at 12 noon
Further queries:	email recruitment@nationaltheatre.org.uk

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
- ✓ Flexible working, 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.

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.

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