



### **Requirements for a Prospective ILT Director (January 2022)**

**To be eligible to direct a play for ILT**, the person concerned must have

- i worked satisfactorily as an assistant director to an experienced director and
- ii have directed a one act play to the satisfaction of the Selection and Administrative Committees.

As part of this mentoring process the Selection Committee will maintain a list (approved by the Administrative Committee) of current ILT directors who have successfully directed for ILT and are deemed to have sufficient experience to mentor a future director.

Experienced Directors are entitled to select an assistant of their own choosing who is not part of this process, but there needs to be an acceptance that a mentoring programme can only work if directors embrace it.

Aspiring directors will be encouraged to raise an awareness with the Selection Committee and experienced directors of their desire to become part of the mentoring process.

#### **Step 1**

A mentoring director will be expected to indicate clearly the responsibilities of the assistant which must be sufficiently rigorous to give an indication of ability and an understanding of the requirements of ILT. Both parties must approach this as a teaching/learning experience.

At the conclusion of this process, the Director involved will be required to give feedback to the both the assistant and Selection regarding the input made by the assistant director.

If this, and any additional information, give rise to concerns, the assistant will be informed that Step 1 has not yet been accomplished satisfactorily and why.

Assistants will, at any stage, be able to put a case to Selection Committee should they feel that the circumstances under which they are being assessed are prejudicial.

#### **Step 2**

Once the above milestone has been satisfactorily achieved, the member is eligible to apply to direct a one act play.

This cannot occur in the same selection period as the assistant directorship process.

While the chief objective of Selection Committee is to devise a programme that is balanced content wise, there should be an awareness that one act plays should be embedded somewhere in the programme sufficiently frequently to allow this second part of the mentoring process to occur.

Selection is asked to ensure that in any one act play season where new directors are involved, there are some more experienced directors either directing or assisting.

An ILT a Director has a long list of responsibilities either to fulfil personally or to ensure are being carried out by someone else. These are well-documented in other guidelines which must be made available to the director.

There must be an acceptance by those who have responsibility for mentoring that a new director needs sympathetic guidance and, where targets are not being met, the problem should be addressed immediately.

#### Assessment Procedure

During, or after, the season ANY member of Admin should raise with ANY member of Selection Committee ANY undue concerns which they feel have impacted unsatisfactorily on the new director's performance.

A fair and constructive report, either written or face to face, will then be given to the new director. The new Director will have the same right of reply as before. This report has to reflect the opinions of all Selection Committee and any other stakeholders.

#### **Step 3**

Once the above steps have been satisfactorily undertaken, the new director is eligible to apply to direct a full length play with the assistance of an experienced director.

Again, this cannot occur in the same Selection period as Step 2.

During this production, attendance of Selection members at rehearsals should be heightened.

The mentoring at this stage needs to be fairly rigorous and broadly based.

#### Assessment Procedure

Again following the season, a similar but more rigorous process to that undertaken in Step 2 will establish whether the new director has satisfactorily fulfilled expectations.

Recommendations should then be:

i that the new director produced a play of sufficient calibre and adhered to expectations with sufficient degree of satisfaction that he or she can be considered to have fulfilled requirements as an ILT director

Or

ii that there are some concerns which indicate that the new director should be required to work through the process again.

Or

iii that the outcome was unsatisfactory to the extent that the status of director is not warranted.