Senior People Advisor

Big ambition. Bold theatre. People who make it possible.

We make theatre in the hills with ambitions that reach far beyond them. With Alan Cumming as our Artistic Director, Pitlochry Festival Theatre is a place for imagination, daring ideas and creative possibility.

Now we're looking for a brilliant Senior People Advisor to help us build the working culture behind that ambition.

The part you'll play.

Working closely with our Head of People and Culture, you'll bring sound judgement, practical advice and the confidence to move things forward.

You'll manage routine employee relations casework, help managers navigate people challenges and turn policies into clear, useful guidance. You'll know when to take the lead and when a complex or high-risk matter needs the Head of People and Culture's involvement.

You'll also supervise our People & Recruitment Administrator, oversee our HR system and help strengthen the processes that keep our People service accurate, responsive and dependable.

Help our leaders grow.

You'll support the coaching and development of leaders and managers across Pitlochry Festival Theatre, helping them build confidence, handle difficult conversations and lead their teams well.

Working with the Head of People and Culture, you'll help turn leadership development into practical habits that strengthen performance, trust and our working culture.

From supporting organisational change to turning employee feedback into action, your contribution will reach beyond individual cases. You'll help shape how it feels to work here.

Know your stuff. Bring your spark.

You'll be an experienced HR professional who can build trust, ask good questions and give clear advice - even when the conversation is difficult.

You'll bring strong generalist experience, sound employment law knowledge and confidence managing employee relations independently. You'll be comfortable with HR systems and data, able to supervise others and keen to improve how things work.

CIPD Level 5, or equivalent knowledge gained through relevant experience, is essential. Experience in theatre, the arts or charities would be welcome, but we're equally interested in the perspective you could bring from elsewhere.

Above all, you'll combine professional rigour with warmth, curiosity and a practical instinct for getting things done.

Help write our next chapter.

This is an opportunity to help develop a People service in an organisation where creativity is the day job. There is meaningful work to do, room to contribute your ideas and the chance to see your expertise make a difference.

If you care about helping people do their best work - and like the idea of supporting a theatre with an adventurous spirit - we'd love to hear from you.

The nuts and bolts

Salary: Up to £38,000, depending on experience.

Hours: Permanent, full time, 35 hours per week over five days, on an annualised hours basis.

Location: Primarily onsite at Pitlochry Festival Theatre, with some hybrid working by agreement and according to operational needs.

Fancy joining us?

Send your CV and a supporting statement telling us why this role interests you and what skills and qualities you would bring to our team.

Apply to: HR@pitlochryfestivaltheatre.com

Closing date: 5pm on Thursday 5 November 2026. We may close the advert early if we receive a high number of applications, so we encourage you to apply as soon as you can.

We welcome applications from people of all backgrounds. Please let us know if you need any adjustments to take part in the recruitment process.