



Head of Finance

Location: London (West End) / some hybrid working

Reporting to: Co-Founder & Chief Executive

ROYO is a dynamic and fast-growing force in the commercial theatre landscape. Recent and current productions include *Kinky Boots* at the London Coliseum, *13 Going on 30* and the Steps musical *Here and Now*, with programming for this year including a tour of *Legally Blonde the Musical* starring Amber Davies and Rob Madge's *Bank of Dave* musical. *Life of Pi* and *Murder on the Orient Express* toured to China in 2025, and Rambert's *Peaky Blinders* ballet will open there this year.

The company is now seeking a commercially minded Head of Finance to oversee end-to-end financial management and contribute to the company's future growth. They will be responsible for the financial health of ROYO's entire portfolio, ensuring that both the corporate entity and individual theatrical productions are financially robust. The Head of Finance will also act as a strategic partner to the Co-Founders, helping to evaluate the commercial viability of new IP, optimise ROYO's corporate infrastructure for scale, and further develop its systems and processes.

Key Responsibilities

Strategy and planning:

- Contribute to long-term growth and sustainability for the company through a financial plan created with the Co-Founders;
- With the Co-Founders, review company strategy on a regular basis to reflect new and unforeseen opportunities;
- With the Co-Founders, take responsibility for the company's annual budget;
- Support the Co-Founders in mitigating organisational risk by evolving internal controls and updating financial management systems.

Core finance responsibilities:

- To have control of all the company's accounting functions;

- To ensure all of the company's financial systems are robust and compliant;
- To ensure rigorous and accurate financial management of the company and the various productions and related activities;
- Lead the company's finance function and work collaboratively with production and operations teams;
- Assume ultimate responsibility for company cash flow / cash management policies;
- Maintain good relations and communications with the external auditors and lead the year-end audit;
- Undertake bookkeeping duties as needed.

Reporting & governance

- Provide accurate and timely financial reports to the Co-Founders;
- Ensure that all statutory and legal requirements are met.

Please note that this job description is intended to provide a general overview of the key responsibilities and expectations for the role. It is not meant to be an exhaustive list and may be subject to change based on business needs or priorities.

Person specification

The ROYO environment is fast-paced, often reactive, and endlessly evolving. The ideal candidate will be excited to be part of a team whilst equally willing to be a proactive self-starter; happy to get their hands dirty, and who can make finance accessible for a team with a varied range of financial knowledge / ability.

They will ideally bring all or most of the following attributes:

- An accountancy qualification;
- A collaborative approach and an interest in theatre and the creative process;
- The ability to be a trusted partner at a senior level;
- A depth of production/content finance experience;
- Management experience from a relevant context;
- Knowledge of entertainment industry production, systems, software, and process;
- Adept at operating under tight timescales and managing competing priorities;
- A convincing and persuasive communicator across diverse teams, as well as senior stakeholders;
- Ability to work calmly and effectively in a fast-paced, dynamic work environment.

Terms of appointment

- This is a full time, permanent role;
- Competitive salary commensurate with experience;
- Working hours of Monday to Friday, 10am to 6pm, but out of hours work will be expected as necessary. Senior staff are expected to attend regional openings periodically (typically no more than 4-5 times a year).
- The job description outlined is not exhaustive and may be amended from time to time.

How to apply

ROYO is partnering with executive search consultant Todd Heppenstall of TH Consulting on this appointment.

To apply for this role, please send your application consisting of a CV and a supporting statement, each of maximum 3 pages, to todd@th-consulting.uk.

If you wish to discuss the role before you apply, please email todd@th-consulting.uk to arrange an informal conversation.

The closing date for applications is noon Monday 23rd March 2026.