



## **Drama Commissioner**

Welsh language skills are essential for this role

### **Why join S4C?**

At S4C, we are passionate about creating a positive, energetic and inclusive working environment that reflects our core values:

Be your best, Proud of S4C, Celebrating all, Go for it

This is an exciting time to join our team as we roll out our new multi-platform content strategy. We are looking for a dynamic, creative and enthusiastic individual who lives our core values to join our team of commissioners.

### **Job Overview**

This is a unique opportunity for an experienced creative individual to lead on the development and commissioning of Welsh language dramas on S4C. From the outset, S4C dramas have won the acclaim and support of viewers. We are looking for an experienced individual in all aspects of the world of drama who is creative and has considerable experience in delivering major productions on time and on budget. Drama can entertain but should also be challenging, it can focus on the historical aspects of Wales and portray its diverse places on screen, be it landscape and/or communities.

Soap operas are a key part of our content, and the successful candidate should have experience in this area and possess a deep knowledge and understanding of productions of this type.

In the digital landscape, there will be a requirement to explore opportunities for experimentation and pushing boundaries. We are looking for someone who can think progressively and originally, both in Wales and internationally, while nurturing the next generation of Welsh writers and directors from across Wales.

### **What will you do?**

As a Drama Commissioner you will:

- Collaborate with the Chief Content Officer to commission the content of bold, popular and original Welsh language drama which will be inherently Welsh in terms of content enabling us to broaden audience reach and respond to changing viewing habits for audiences increasingly choosing to watch through streaming.
- Ensure that all S4C drama commissions are presented ready for distribution on the international market.
- Develop links with international broadcasters and drama producers to secure new opportunities for the sector in Wales.
- Under the leadership of the Chief Content Officer, and along with the Film Commissioner, Head of Planning and Head of Digital and Streaming, contribute to the creation and regular review of S4C's multi-platform drama content strategy.
- Working with the Children's Commissioner, the Young Audiences Commissioner and the Digital Content Commissioner on productions that appeal to younger audiences and are delivered across new platforms. Review, assess and lead the strategy of the two S4C soap drama series, meeting regularly with the producers and writers and screenwriters.



- Lead on offering feedback and data analysis from multiple sources on viewing habits of soap operas and dramas.
- Ensure that we offer a range of contemporary topics in our dramas and soap operas.
- Work closely with the BBC in overseeing the content of their drama productions for S4C as part of the strategic partnership.
- Visit the set of each drama production and the editing process.
- Boost creativity and foster innovation for new drama content.
- Develop long-term partnerships with producers that have innovative ideas that align with S4C's vision and strategy, in order to ensure a steady supply of quality dramas and to highlight talent in the sector, reporting back to the Chief Content Officer and Chief Executive.
- Lead the way in promoting diversity on screen and in productions working alongside the Social Purpose Team.
- Meet regularly on-site with independent companies to discuss and develop new ideas, evaluating their alignment with S4C's content strategy, and discussing with relevant departments to ensure value for money and to match our scheduling and streaming needs.
- Occasionally offer guidance and advice on any scripted content by collaborators and commissioners in other genres in areas such as children's and young people's dramas and comedy.
- Ensure that Wales is reflected in all its diversity.
- Ensure that any commissions are based on producers having a sound understanding of Welsh language production requirements, diversity in production on and off screen, cost, quality, maximising production rights and financial considerations.
- Ensure that each production casts different lead actors where those productions are released in close succession.
- Implement and review the development of those in key roles on each production who can speak Welsh; specifically Senior Producers, Director, Producer, Writers and Screenwriters, and that these main roles are Welsh speaking.
- Encourage an ambitious and bold culture that is willing to take risks.
- Represent S4C in public forums, conferences, juries etc.

**You will succeed in this role if:**

- You have a deep understanding of dramas, and the opportunities and challenges of multi-platform broadcasting.
- You are able to develop and maintain positive and productive relationships with external individuals, organisations and companies.
- You are passionate about creating an inclusive, active and healthy work culture.
- You can work independently with the freedom to make decisions but also enjoy working with a wider team to share ideas.
- You are a strong communicator in Welsh and English (spoken and written – language refreshment support available).

**You will also:**

- Be aware of S4C's strategy and undertake to ensure that you take personal responsibility to follow all our policies and procedures as required which include

working within Health and Safety guidelines, diversity and inclusion, data protection, financial guidance and so on.

- Contribute in a positive way towards culture and achieving S4C's strategy.
- Contribute to and support the use of Welsh in the workplace.
- Collaborate with your line manager and be proactive in managing and developing your own performance.
- Ensure that you work in a positive, collaborative, cross-organisational way, which develops excellent services for our viewers on all platforms and ensures a positive, energetic and inclusive work environment that treats everyone with respect.

## What will you get?

- The opportunity to make a significant contribution to Wales' creative culture
- The opportunity to make a real difference in an organisation that values people.
- Working in a flexible environment within one of our offices in Wales.
- S4C is committed to the personal growth of its employees, offering comprehensive training and development opportunities to upskill and advance careers. This includes in-house training, and professional development programs.
- Access to unique opportunities in the media sector including attendance at events, panel discussions and internal updates.
- Employees have the unique opportunity to contribute to the promotion and preservation of the Welsh language and culture through their work.
- S4C offers a Group Personal Pension Scheme with 10% contributed by S4C.
- 26 days of leave gradually increasing up to 32 days in 9 years.

For an informal chat about the role please contact the Chief Content Officer Llion.Iwan@s4c.cymru.

In your application, please ensure that you highlight the skills and experience you have that are relevant to the role listed in the personal specification below and are in line with our core values. Give clear examples that show why you are a good fit for the job.

## Personal Specification

Feature	Essential	Desirable
<b>Experience</b>	<p>Experience of creative writing and scriptwriting – the person appointed will be expected to be able to help identify talent and ensure personal development and mentoring.</p> <p>Experience and knowledge of all stages of the creative process: story creation, scripting, production, editing and conveying and distribution.</p> <p>Experience of high-level content production and supervision along with awareness of issues relating to compliance, funding and co-production.</p> <p>Awareness of S4C's 2030 Strategy and the vision for the future.</p>	<p>Script and/or creative writing for theatre, television or print.</p> <p>Knowledge of the British and international production landscape.</p> <p>Experience in script editing, casting, negotiating with agents, creating a financial plan as well as the post-production process.</p> <p>Experience as a producer or senior drama producer on a range of productions.</p> <p>Awareness of the international drama market and the ability to</p>

	<p>Experience developing, producing or overseeing innovative drama content for different broadcasters, uses and purposes.</p> <p>Understanding and knowledge of the drama and film production landscape in Wales.</p> <p>Relevant contacts in the drama and film industry.</p> <p>Experience of promoting and encouraging diversity on screen and in the production teams.</p> <p>Be very familiar with Welsh literature productions, with theatre and television productions and be able to identify new talent at all levels.</p>	<p>identify creative and commercial opportunities.</p> <p>Experience in managing significant budgets.</p>
<p><b>Skills and Knowledge</b></p>	<p>A thorough and deep knowledge of Welsh and international television drama.</p> <p>Strong skills of editing scripts and offering detailed and constructive feedback.</p> <p>The ability and desire to respond quickly and reliably with scripts and ideas.</p> <p>An organised individual who can cope with the pressures of work.</p> <p>An in-depth knowledge of Wales and its diverse communities and the ability to create a series of dramas that fit together geographically, narratively and tone.</p> <p>Excellent oral and written communication skills in both Welsh and English.</p> <p>Creative ideas about content, pushing ideas and the ability to realise them.</p> <p>Be able to work independently.</p> <p>Act as part of a team and offer guidance.</p> <p>Excellent organisation and delegation skills.</p> <p>An understanding of production and directing talent in drama in Wales.</p>	

	<p>Extensive experience developing ideas and scripts for multi-platform dramas and series.</p> <p>A vision on how to discover and nurture new talent.</p> <p>An understanding of digital communication and the ability to recognise and understand the nature and aspirations of the audience for traditional, digital and multi-platform content services.</p> <p>Sound editorial judgement and the skills to provide clear and expert feedback during the production process.</p> <p>Good planning skills.</p> <p>Strong interpersonal skills.</p> <p>The ability to make an effective decision while acting promptly under pressure.</p> <p>Excellent attention to detail and accuracy.</p> <p>The ability to work in a flexible and positive manner.</p>	
<p><b>Personal Characteristics</b></p>	<p>Passion for drama, theatre and Welsh literature.</p> <p>A problem solver.</p> <p>Understanding and commitment to S4C's Diversity and inclusion strategy and policy.</p> <p>Show Values and Behaviours that are in line with S4C's values.</p> <p>Willingness to work flexibly.</p>	<p>Valid Driving Licence</p>

## Other details

**Location:** Carmarthen / Cardiff / Caernarfon (minimum 3 days at the office)

**Salary:** A competitive salary is dependent on skills and experience. The salary will not be less than £70,000 per annum. Please feel free to contact the People and Culture team on



pobl@s4c.cymru for more details about the terms and conditions of the post.

<b>Agreement:</b>	4 years in the first place
<b>Working hours:</b>	35.75 per week. Due to the nature of the job, flexibility including working outside office hours on weekends and bank holidays, is expected.
<b>Probationary period:</b>	3 months
<b>Holidays:</b>	In addition to the statutory bank holiday, you will be entitled to 26 days of holiday. If you are employed part-time you will receive a pro rata portion of the leave.
<b>Pension:</b>	Salaried staff are entitled to join a Group Personal Pension Scheme subject to the terms of any existing scheme as amended from time to time. If you are a member of the Group Personal Pension Scheme, S4C will contribute 10% of your basic salary to the Scheme. You are expected to contribute 5%.
<b>Travel:</b>	Travel between offices, on visits and to events will be part of the job, usually within the United Kingdom.

## Applications

Applications should be sent by **9.00 on Monday 27 July 2026** to Pobl@s4c.cymru or to the People and Culture Department, S4C, Canolfan S4C Yr Egin, Carmarthen, SA31 3EQ.

CVs will not be accepted.

***Our current intention is to shortlist shortly after the deadline, with interviews scheduled for mid to late August, depending on availability of short-listed candidates. Please can you let us know if there are any dates you are unavailable during August. We are focused on finding the right person for the role and the timetable may need to be adjusted if necessary.***

An application submitted in Welsh will not be treated less favourably than an application submitted in English.

## Using AI

If you choose to use AI or similar tools, make sure your responses are accurate, honest and reflect your own experience and words. Non-original or AI-generated applications may be rejected.

During the interview, the use of AI or recording equipment is not permitted, unless agreed in advance on accessibility grounds. Any evidence of unauthorised use may result in your application being withdrawn.



## **Equal Opportunities and Diversity**

S4C does not allow discrimination on the basis of sex, race, colour, disability, ethnic or socio-economic background, age, family circumstances, marital status or civil partnership, full-time or part-time employees, religion, political viewpoint, sexual orientation, gender reassignment, pregnancy and maternity, use of language (except where the ability to communicate in Welsh is essential to the job) or other irrelevant discrimination and is committed to working with diversity in a way positive.

S4C welcomes and encourages applications from under-represented groups, including black and minority ethnic groups and people with disabilities. The principles of fair and open competition will apply and will be determined on the basis of merit.