

**Senior** **Capital Projects Manager**

**About us**

ATG Entertainment is proud to stand at the forefront of the live entertainment industry.

Our expertise and capabilities enable producers and other creatives to bring their visions to life and create unforgettable performances for audiences, presented in our landmark venues and delivered with exceptional hospitality. It is the passion of our teams, that cover every discipline across the live entertainment industry, that underpins our continuing strategic growth and success.

**We own, operate or programme some of the world’s most iconic venues**; ATG Entertainment manages 64 venues across Britain, the US and Germany.

**We are the world leader in theatre ticketing**; We process more than 18 million tickets every year for hit musicals, acclaimed plays, concerts, comedy shows and a variety of other live events across the UK, US, and Germany.

**We present the world’s best live entertainment in our venues**; working alongside the world’s leading producers and creative artists, our venues present an extraordinarily diverse range of top-quality entertainment.

**We produce award-winning shows**; our in-house production team, ATG Productions, are dedicated to producing critically acclaimed, commercially successful and creatively ambitious work for the West End, Broadway, Continental Europe and beyond.

People are at the heart of our success. We are passionate about bringing great live experiences to the widest possible audience; about giving the world’s best creative talent the stage it deserves; and about providing our people and partners with opportunities to realise their full potential.

**Our values**

In everything we do, we strive to be Ambitious, Collaborative, Passionate and Smart.

* We are **ambitious** and seek to exceed people’s expectations.
* We are **collaborative** and help each other to reach our goals.
* We are **passionate** about our work, our business, and our industry.
* We are **smart** in our quest for simple, efficient, and innovative solutions.

**Corporate Social Responsibility: our priorities**

* Next Generations: introducing tomorrow’s audiences to the pleasures of live entertainment, recruiting and nurturing the next generation of industry talent.
* Inclusion: improving and promoting diversity, inclusion and well-being in the workplace.
* Sustainability: helping reduce our impact on the environment by making our business more sustainable.

**A Stage for Everyone - Our Inclusion, Diversity, Equity and Access Mission Statement**

Our stages are a platform for compelling stories – stories that are for all, by all, and of all. We shine our spotlight on our differences and believe that understanding and celebrating these differences makes us better global citizens. We are passionate about the pursuit of true diversity and equality. We strive to make our venues beacons of these ideals in our communities. Onstage and off, we hold ourselves accountable for nurturing an inclusive culture, one in which everyone can bring their authentic selves. At ATG entertainment, we provide a stage for everyone.

We recognise that we do not have all the answers; but we strive to listen, to learn and to change in order to ensure ATG Entertainment becomes a truly inclusive organisation. We therefore welcome and encourage applications from individuals from the widest possible range of backgrounds and particularly welcome applications from those currently underrepresented in our workforce.

We are a Disability Confident Committed Employer, which means that we are taking action to ensure that people with disabilities and long-term health conditions feel supported, engaged and able to fulfil their potential in the workplace. We will offer an interview or recruitment event to disabled candidates who tell us they wish to participate in the scheme and who demonstrate in their application that they best meet the essential criteria for the role. Where we receive more applications than we are reasonably able to interview for any given role, we will retain applications for the next available interview opportunity wherever possible.

If you’d like to discuss accessibility prior to applying, please email [recruitment@atgentertainment.com](mailto:recruitment@atgentertainment.com) for a confidential discussion.

**The Senior Capital Project Manager** **Role**

You will be responsible for the strategic leadership and delivery of capital projects across ATG Entertainment Portfolio of theatres and performance venues. This role demands an expert in project management, procurement, and legislative compliance, ensuring all projects are executed efficiently, within budget, and to the highest industry standards. The Senior Project Manager will play a key role in shaping ATG’s property strategy, working closely with senior leadership and cross-functional teams to deliver world-class theatre facilities.

**Responsibilities:**

**Project & Capital Works Management**

* Lead the end-to-end procurement and delivery of capital works, ensuring compliance with all legislative, regulatory and ATG Entertainment requirements (e.g., fire safety, health & safety, CDM regulations).
* Develop technical briefs and scopes of work for consultants and contractors, ensuring robust contractual agreements.
* Oversee project delivery with a strong focus on risk management, stakeholder engagement, and value engineering to optimize efficiency.
* Lead the planning and execution of multiple, high-profile projects, ensuring alignment with business objectives.
* Serve as the direct line manager for one Project Manager, providing mentorship, performance guidance, and professional development. Prior experience in line management is required, with a proven track record of effectively managing teams in complex project environments. This role demands the ability to cultivate a high-performing team, ensuring alignment with ATG Entertainment strategic goals and fostering a culture of excellence and accountability.

**Financial & Budget Control**

* Full financial accountability for capital project budgets, ensuring tight financial control and proactive cost management.
* Develop, monitor, and manage capital expenditure plans across ATG Entertainment venues, ensuring projects align with long-term strategic objectives.
* Lead project prioritization to support budget planning and investment decision-making.
* Ensure strict adherence to PMO and procurement processes at all times, cultivating a culture of compliance within the team. Uphold the business’s rigorous procurement policies and work collaboratively to ensure all projects follow these guidelines without exception.

**Reporting & Governance**

* Prepare and deliver monthly, quarterly, and annual reports to the Property Director, ensuring clear visibility of project progress, financials, and key risks.
* Ensure compliance with governance structures, driving accountability across all levels of project execution.
* Establish data-driven reporting methodologies to track project performance and inform continuous improvement.
* Development and authorship of project-related policies, standards, and procedures, particularly in areas of governance, compliance, and risk. Work collaboratively with internal specialists such as Health & Safety, Legal, Facilities, and technical teams to ensure accuracy, relevance, and alignment with best practice. Draft documentation for senior management review and support the implementation of these standards across the wider portfolio.

**Collaboration & Stakeholder Management**

* Work closely with key internal teams including Property, Technical Operations, Interior Design, Risk Management, Facilities Management, Procurement, PMO and F&B Department and Venue Operations to ensure seamless project execution.
* Build and maintain strong relationships with landlords, management companies, local councils, and legal teams, ensuring ATG Entertainment fulfils all lease and license responsibilities.
* Lead engagement with venue teams, Heads of Departments, and senior stakeholders, ensuring effective communication and alignment of project objectives.

**Risk & Change Management**

* Proactively identify, assess, and mitigate project risks, ensuring timely escalation where necessary. Maintain clear, consistent communication with all relevant stakeholders throughout the project lifecycle to enable informed decision-making and effective risk management. Manage change control processes, ensuring agility without compromising quality or scope.
* Conduct impact assessments and scenario planning for potential project disruptions.

**Operational & Emergency Management**

* Oversee the effective delivery of emergency works outside of normal working hours, coordinating building and engineering resources as required.
* Provide expert guidance and support for day-to-day building and engineering challenges, ensuring venues maintain operational integrity.
* Develop best-practice maintenance and response strategies, ensuring venue teams achieve optimal value for money.

**Leadership Style & Behaviours**

* A hands-on leader who thrives in a fast-paced, high-energy environment, spending time on-site rather than behind a desk.
* Resilient, adaptable, and solution-oriented, with a strong ability to lead in high-pressure situations.
* A strategic thinker with a high degree of autonomy, capable of balancing big-picture planning with tactical execution.
* A natural relationship-builder, able to foster strong partnerships with contractors, internal teams, and senior stakeholders.

**Experience & Technical Expertise**

* A proven track record of project management experience, ideally in property, facilities, or engineering.
* NEBOSH Construction
* PMP, PRINCE2, or equivalent certification required. RICS (Desirable)
* Proven track record managing multi-site, complex capital projects, particularly within a diverse property portfolio.
* Expertise in MEP (Mechanical, Electrical, and Plumbing) projects is highly desirable.
* Strong understanding of property compliance, lease management, and regulatory frameworks.
* Experience in implementing structure, process, and governance in an inclusive, collaborative manner.
* Familiarity with project management tools, financial reporting systems, and procurement best practices.

**Key Competencies**

* **Leadership & Decision-Making** – Ability to drive results, influence stakeholders, and lead teams effectively.
* **Strategic Thinking** – Strong analytical and problem-solving skills with a focus on business impact.
* **Communication & Negotiation** – Excellent verbal and written skills for managing complex stakeholder relationships.
* **Resilience & Adaptability** – Ability to navigate change, handle pressure, and manage competing priorities.

**Everyone’s responsibility**

Everyone at ATG Entertainment is expected to play their part in achieving our goals and upholding our core values, by:

* Committing to creating and upholding a positive, inclusive culture that nurtures potential and supports well-being.
* Playing your part in reducing our environmental impact and finding more sustainable ways of working.
* Encouraging the next generation in live entertainment by contributing to our outreach and training programmes, including mentoring students and trainees, and supporting our Creative Learning and Community Partnerships work.
* Having a positive attitude to health and safety, legal and insurance requirements and take care to understand our policies and procedures. You’ll help us uphold a positive culture around meeting our obligations.

We are all expected to participate actively in the life of the company, and opportunities will arise for you to collaborate with others across the business. Everyone at ATG Entertainment is expected to be flexible and adapt as the needs of the business change, taking on new or different responsibilities as the need arises.