



**Box Office Supervisor  
Recruitment Pack**

## Job Description: Box Office Supervisor

### Contract

Fixed-term contract from Wednesday 11 June — Monday 25 August 2025, full-time.

This is an on-site role at the Edinburgh International Book Festival office on George Street, Edinburgh, and at our Festival site at the Edinburgh Futures Institute, Lauriston Place, Edinburgh.

### Rate of Pay

£13.88 per hour, paid weekly in arrears by bank transfer (plus holiday pay).

### Key dates

The Edinburgh International Book Festival runs from Saturday 9 August – Sunday 24 August 2025.

Advance Booking: Friends and sponsors of the Book Festival: 16 – 19 June 2025  
Booking opens to the public: Saturday 21 June 2025 (TBC)

### Background

The Edinburgh International Book Festival is a world-leading cultural festival, with democracy, creativity and ideas exchange at its heart. We celebrate the power of words and writing in all of their dynamic and imaginative forms, bringing diverse perspectives together, and empowering our audiences to deepen their understanding of our ever-changing world.

Since 1983, we have welcomed hundreds of thousands of visitors to engage with the world's greatest and emerging writers, thinkers, artists, and performers. Each year, we programme innovative events that broaden the horizons and enrich the minds of our audiences, both in Edinburgh and online. These take the form of on-stage conversations, workshops, creative masterclasses, think tanks, and more, all informed by a culture of open dialogue, curiosity about the perspectives of others, and active embracing of new ideas and experiences.

A registered charity, we are run by a passionate team who believe in the power of words and ideas to ignite imaginations, foster human connection, and challenge the status quo – as well as to offer solace, nurture wellbeing, and spread joy. Our Festival aims not just to open up conversations, but to broaden them too: existing as a space where nuanced discussion happens.

At the heart of our Festival is a commitment to accessibility, inclusivity, and the creation of a truly democratic environment for the exchange of ideas and collaborative thinking. We give a platform to voices who are often overlooked and aim to break down barriers to access for those who might not typically see themselves as a book festival audience. More than just a summer festival, we work year-round with partners in the local community – with schools, libraries, prisons, hospitals, and other community hubs – with the aim of developing engaged, knowledgeable audiences of all backgrounds and ages. The Festival also makes hundreds of events available to watch online via a Pay What You Can model, offering audiences who cannot attend in person the opportunity to take part, and making the Festival truly global in nature.

Over the last four decades, we have continually transformed our Festival model to reflect our rapidly evolving world, and ensure our ongoing relevance, with a programme balancing today's most challenging topics with exploration of how we can work together towards a brighter future. In 2024 this evolution saw the beginning of a new chapter of our story under the leadership of our new director, Jenny Niven, including our successful first year of presenting the Festival in our new home of the Edinburgh Futures Institute – a new university building created from the stunning renovation of the city's old Royal Infirmary, and positioned at the heart of the city's Festival environment. We are excited about the opportunities this will offer us to collaborate with new partners and share new innovations and voices with our audiences, now and far into the future.

## The Box Office team

The Box Office comprises the Manager, Schools Booking Coordinator, Supervisors, and increasing numbers of sales staff in the run-up to the Festival. The Box Office can be very busy - during June and the Festival, staff can work long days in six-day weeks. The Box Office operates on the Red61 ticketing system.

## The role

### June – July

The Box Office opens in early June: the phone room and admin office are in the Book Festival offices at 121 George Street. There is an advance booking period for sponsors and Friends of the Book Festival. The opening day of public booking usually sees an extremely high demand and involves a large-scale operation. Tickets are sold through phones and web until August when a box office counter opens on site.

### Festival

The Box Office counter sales operation moves to the Edinburgh Futures Institute on Lauriston Place for the duration of the Festival in August. During this period, the Box Office supervisors will work on a duty management shift system with the Box Office Manager.

The post will be line-managed by the Box Office Manager.

## Key responsibilities

- Supervision of all daily operations, ensuring staff are well-supported and correct procedures are being followed at all times
- Assisting with training of Box Office staff
- Selling tickets using the Red61 ticketing system, often covering assistants' breaks or providing extra cover on phones or counter as required
- Resolving customer queries by phone, email or in person, and providing excellent customer care at all times
- Administration of the Red61 ticketing system including changes to event data, set-up of new events or ticket offers, scheduling regular reports, and ensuring staff maintain high standards of accuracy in customer data entry
- Processing non-public bookings for groups such as sponsors, Festival participants, guests and industry professionals and corresponding with these bookers as required
- During the Festival, supervision of the Box Office counter and information point, queue management, administration of returns queues for sold out events, maintaining information screen displays and resolving customer issues occurring on-site
- Engage in sustainable practices while in the workplace and adhere to the Book Festival's environmental sustainability policies
- Any other duties as required by the Box Office Manager

## Person Specification

This is an ideal development opportunity for candidates wishing to build on existing Box Office experience, either at supervisor or assistant level, in a world class festival environment.

The successful candidate will possess the following:

### Essential

- Box Office experience or customer service experience (preferably 2 years or 2 festival contracts)
- Exceptional customer service skills and the ability to effectively handle any queries or complaints
- Previous experience of supervising, training and mentoring staff in a customer-facing environment
- Strong communication skills and the ability to diplomatically resolve customer issues
- Excellent administration skills, IT competency and a high level of accuracy and attention to detail
- Ability to work on own initiative and as part of a team, and to lead and motivate others
- A positive, flexible attitude and calm manner under pressure

### Desirable

- Knowledge of the Red61 ticketing system would be an advantage
- Previous experience in a festival or similar arts environment

## Staff wellbeing

The Book Festival is developing an open and active staff wellbeing culture and is committed to making everyone in our team feel safe, welcome and included. An Employee Assistance Package is available which offers a variety of levels of counselling, one-to-one personal support and resilience tools, along with personal legal and financial advice and family support. Several of our team have chosen to be trained in First Aid for Mental Health and our Safer Spaces Policy actively promotes a culture where everyone's experience (staff, artists, partners and audiences) is valued and no-one is made to feel unsafe or excluded. We continue to reflect and consult with our team.

## Terms and conditions

The post is based at our offices, 121 George Street, Edinburgh; satellite locations as required; and at the Festival site at the Edinburgh Futures Institute during August. Normal hours of work are 09:30 – 17:30, Monday to Friday during June (35 hours per week), apart from the Public On Sale weekend when staff will be required to work on Saturday 21 and Sunday 22 June 2025.

Additional hours will be required during the Festival itself (42 hours per week), when staff should expect to work a six-day week (most staff are usually scheduled to have two days off during the Festival). Rotas are issued in advance of the Festival.

The rate of pay for this position will be £13.88 per hour. Wages are paid weekly in arrears by bank transfer.

Edinburgh International Book Festival will auto enrol you in their NEST pension scheme 3 months from the start date of your employment. You can choose to join the scheme from the start date of your employment. You can get further details of the scheme from the Head of Operations and Finance.

## Equal opportunities

The Edinburgh International Book Festival is an equal opportunities employer and a Real Living Wage employer. Our work is framed by a commitment to Equity, Diversity, Care and Inclusion.

The Book Festival is a working environment where everyone is treated fairly, and our differences are celebrated as strengths. We actively encourage applicants with diverse backgrounds and experiences to apply. If you have any specific access requirements, please let us know and we will do our best to meet your needs.

## How to apply

Please read the job description carefully and complete the online application using the links on our website: <https://www.edbookfest.co.uk/about-us/jobs>.

Please ensure you upload a copy of your current CV (no more than two pages) and an application letter outlining your suitability for the role and why you wish to work at the Book

Festival. You may include any other information that supports your application, and we ask that you provide two recent professional references.

If the job description doesn't answer your questions, please contact Catherine Smith, [jobs@edbookfest.co.uk](mailto:jobs@edbookfest.co.uk)

**Closing date for applications: Sunday 30 March, 23:59**

## Interviews

Interviews will be held at the Book Festival offices at 121 George Street, Edinburgh, EH2 4YN (for local candidates) or virtually if preferred.

**Interviews:** Tuesday 8<sup>th</sup> and Wednesday 9<sup>th</sup> April 2025