

Tilted

Investment & Portfolio Analyst

Job description, person specification and terms

Full-time (part-time and job-share applications welcome) · London, hybrid · £38,000–£45,000 FTE · Permanent

Applications close 10am, Monday 19 October 2026

Job description

Job title	Investment & Portfolio Analyst
Company	Tilted Productions Ltd (trading as Tilted)
Reports to	Sam Hodges, Founder and Producer
Works with	Katy Galloway (Associate General Manager), Aidan Grounds (investment partner), the company's accountant, and third-party producers and general managers across the portfolio
Contract	Permanent, employed. Full-time (five days). Part-time (minimum three days a week) and job-share applications are welcome — see section 4
Salary	£38,000–£45,000 per year full-time equivalent, depending on experience; pro rata for part-time
Location	London. Tilted works from co-working spaces (principally Shoreditch Works, with 180 Works and Soho Works Dean Street), with some remote working by agreement. Expect to be in person most of the week during the first three months
Start	As soon as possible; ideally before Christmas 2026

About Tilted

Tilted is a production company founded by producer and director Sam Hodges, making new work across theatre, live podcasts and film — recent productions include *Shadowlands*, *Uncanny: Fear of the Dark*, *Every Brilliant Thing* and *Giant*. With tech entrepreneur and investor Simon Nixon, Tilted also runs one of the UK's largest and most active theatre investment portfolios: over 100 productions backed in five years across the West End, Broadway, touring and international markets. We're building an investment process that is more systematic and more scalable — better data, proper portfolio tracking, less manual work, and automation and AI where they help. Nobody in theatre has a settled way of doing this yet; this role is at the centre of how we do it.

The role

You will own the operational engine of the portfolio: modelling each investment opportunity from the producer's pack, keeping every model, the database and the vintage files accurate and current, tracking each show against forecast, overseeing investment cashflows, and producing the monthly and quarterly reporting that investment decisions rest on. You will also look after the tools behind the numbers — an investment database, a dashboard and a modelling app, much of it finessed with AI — and use AI in your day-to-day work. Once the cycles are running well, we expect the role to grow into helping shape how Tilted makes its strategic investment decisions, using the data you keep.

Producers' information is confidential and commercially sensitive. Our AI tools run within Tilted's own systems, under business terms that do not allow training on our data; producers' figures are never put into public or consumer AI services. Keeping it that way is part of the job.

Main responsibilities

Modelling investment opportunities

- Read, interpret and critically assess investment packs, including recoupment schedules and the assumptions behind them; extract and structure the key financial data into Tilted's proprietary

modelling templates (West End, touring, Broadway and international variants), and reconcile each model to the pack.

- Build and maintain the models for prospective investments — cashflow, recoupment, IRR and scenario analysis — identify the key risks, assumptions and commercial drivers in each opportunity, and liaise with producers and third parties to get the inputs right.
- Prepare a clear written recommendation for each opportunity for the investment committee: the case, the risks, the return scenarios and the recommended position.
- Maintain and refine the templates and the assumptions behind them as the portfolio and the market change.

Portfolio tracking and data

- Keep every model, the master database and the vintage files accurate and up to date across the whole portfolio.
- Collect weekly sales reports and production accounts from producers and general managers, chase what is missing, and update live sales and production-account cycles on schedule.
- Track each investment's performance against its original forecast and re-forecast returns when the evidence warrants it, under agreed rules.

Reporting

- Own the monthly investment report and the portfolio overview: produce them on time, to a consistent standard, with the numbers reconciled; produce quarterly portfolio reporting including ROI and IRR tracking and production-level analysis against forecast.
- Contribute to investor updates, year-end reporting and the annual review of each vintage.
- Support the company's investment decisions with reliable, well-presented analysis, and answer questions on it directly.

Payments and financial administration

- Oversee the investment cashflows — drawdowns, capital calls and distributions — and keep the schedule of what is due and what has been received.
- Track and reconcile investment payments against the models and the accounts and liaise with the company's accountant and with producers' offices to resolve discrepancies.

Systems and improvement

- Maintain and develop the master investment database: the single source of truth for every investment, its forecasts and its results.
- Operate, test and improve the digital dashboard and the modelling app, working with Sam and with external partners on what they do next; report bugs, propose improvements, and take ownership of the parts that support your cycles.
- Support the transition to AI-assisted processes: use AI tools as a normal part of the work — extracting data from packs, drafting analysis, checking models — introduce automation where it actually adds value, and make sure the outputs remain accurate and useful.
- Document how the cycles run so that the work is repeatable and not dependent on any one person.

General

- Handle a large volume of confidential and commercially sensitive producer information with care — on company systems only, to the company's data and AI policy, and never through public or consumer AI services.

- Attend producer and marketing meetings for portfolio shows where useful, and build good working relationships with producers' offices.
- Any other duties relating to the investment portfolio that may reasonably be required.

What the first six months look like

- **Month 1:** learn the templates, the database and the reporting calendar; shadow one full monthly cycle; model two or three live packs alongside Sam.
- **Months 2–3:** run the monthly cycle yourself with review; take over the sales-report collection; clear the backlog of models and re-forecasts.
- **Months 4–6:** own the cycles end to end; produce the vintage review; propose the first improvements to the templates and the process.

Success at six months looks like: the monthly report goes out on time without Sam building it; every live model is current; and the investment committee gets a written recommendation on every pack it considers.

What this role is, and is not

This is not a producing role, and it does not start as a strategy role. In the first year you will be measured on whether the numbers are accurate, on time and clear, and on whether the tools that produce them work. If that is going well, you will be part of the strategic conversations, with the evidence in front of you. If what you want is the strategy without the operational work, this is probably not the job for you.

Person specification

We will assess applications against the criteria below. A theatre background is not necessary; how you work with numbers and data matters more than where you have worked. If you meet most of the essential criteria, please apply.

Essential

- **Excel to an advanced level.** You build and audit models confidently — structured layouts, lookups, scenario logic, error-checking — and you can find the mistake in someone else's spreadsheet.
- **Financial literacy.** You understand a P&L, cash flow, break-even and return on investment, and can explain them plainly to someone who does not.
- **Accuracy and attention to detail.** You reconcile and check, and you notice when a number does not tie back.
- **Process and reliability.** You can run a recurring cycle to a calendar, chase inputs from busy people, and deliver on the date.
- **Clear writing.** You can turn analysis into a short, well-organised written recommendation.
- **Discretion.** You are comfortable holding confidential commercial information and understand why it matters.
- **Self-direction.** You are happy working in a small team, largely managing your own workload, and asking for what you need.
- **Open to new technologies.** You already use AI tools in your own work and are happy learning, testing and improving in-house systems — a database, a dashboard, an app — as well as Excel.

Desirable

- Experience of commercial theatre, live entertainment or another rights- or project-financed business (film, music, publishing, property development), or evident interest in it.
- Experience building or maintaining a database, dashboard or reporting system; any exposure to low-code or AI-assisted development.
- Two or more years in an analytical role — financial analysis, management accounts, investment or fund operations, consulting, audit — or equivalent.
- Knowledge of theatre recoupment models and production accounts, and of how theatre markets work.
- Familiarity with Xero or another accounting package.
- A relevant qualification (accounting, finance, economics, data) — helpful, not required.

Who this suits

Someone with strong financial and analytical skills who wants more ownership than a typical corporate role offers, is comfortable in a small, fast-moving environment, and is interested in applying financial thinking in a creative industry. It would suit someone moving away from a full-time corporate role, or building a portfolio career, who wants something more hands-on — which is why part-time and job-share applications are welcome.

What we can offer

- A central role in an established and growing investment portfolio, with real responsibility from the start and direct access to the decisions your work informs.
- Hands-on work with a data and modelling toolkit built in-house, and a say in where it goes next.

- Exposure to commercial theatre at producer level — London, Broadway and touring — and to the people who run it.
- A small, informal, fast-moving company where good work is noticed and the role will grow with the business.
- Flexibility on working pattern and some remote working once established.

Terms of employment

The headline terms are below. A full contract will be issued with any offer.

Term	Detail
Employer	Tilted Productions Ltd
Contract	Permanent, subject to a six-month probationary period
Hours	Full-time: 40 hours a week, normally 10am–6pm Monday to Friday, in line with the existing team. Part-time (minimum three days) and job-share applications are welcome; see below
Salary	£38,000–£45,000 FTE depending on experience, paid monthly; pro rata for part-time. Reviewed annually
Holiday	25 days plus bank holidays (full-time equivalent), pro rata for part-time
Pension	Workplace pension with Penfold; Tilted contributes 3% of salary
Notice	One month during probation; two months thereafter
Location	London, hybrid: a dedicated desk at Tilted's co-working base (principally Shoreditch Works), with remote working by agreement and some flexibility required around deadlines. Some travel to shows and producers' offices
Equipment, data and AI	Company laptop and accounts. All portfolio data stays on company systems and in the company's database and tools; AI tools are used within those systems under business terms that exclude training on our data, and producers' information is never entered into public or consumer AI services. A confidentiality undertaking forms part of the contract
Declared interests	You will be asked to declare any existing investments in, or relationships with, theatre productions or producers, and not to invest personally in productions the company is evaluating without written agreement
Right to work	Applicants must have the right to work in the UK. Tilted is not currently a licensed sponsor

Part-time and job-share applications

Our first preference is one person, five days a week. We know that excellent candidates may want something different, so we will consider part-time (three or four days) and job-share applications seriously. If you are applying on that basis, say so in your covering note and tell us the pattern you have in mind. Two things cannot be split: each reporting cycle has one named owner from start to finish, and the monthly report goes out on a fixed date regardless of who is in that week. A job-share pair would need to show us how they would handle both.

Equal opportunities

Tilted welcomes applications from everyone and is committed to building a team that reflects the audiences we make work for. We will make reasonable adjustments at any stage of the process; tell us what you need. Applications are assessed against the person specification only.

How to apply and timetable

Send the following to info@tiltedco.com with “Investment & Portfolio Analyst” in the subject line:

1. Your CV (two pages maximum).
2. A covering note of no more than one page telling us why this role and what in your experience matches the essential criteria. If you are applying part-time or as a job share, say so here.