

national **dance**
company **wales**
cwmni **dawns**
cenedlaethol **cymru**



Artistic Director Recruitment Pack



A message from Chair of Trustees, Jane McCloskey

Thank you for your interest in the role of Artistic Director. This is an exciting time for NDCWales and for me personally, as the Board prepares to appoint an Artistic Director who will be attracted by the chance to work in Wales and to be inspired by contemporary Wales and its culture.

For us – as for all those in dance and the wider cultural sector – this is a moment of dynamic and urgent change. It is a moment for someone to join us who can seize the opportunity to reimagine what a contemporary dance company might be, whilst remaining true to our mission and values and inspire the people of Wales and the world with great dance. We are open to radical ideas and new ways of operating – with our audiences and participants at the heart of our thinking. We want to find new ways of working to reach new and different people – to achieve our mission ‘to make great dance with and for all kinds of people in all kinds of places.’

You will be an inspirational and experienced leader with a bold, distinctive artistic vision and an unquenchable passion for dance. Reporting to and working closely with the Chief Executive, you will co-create our strategic plan and devise and commission the Company’s adventurous artistic programme with learning and participation at the core plus a bold new digital programme. We’re open to new approaches and ideas to match our desire for innovation and express our values.

It’s important that you are an experienced dance curator, audience-focussed and widely respected by established and emerging artists and by industry colleagues. Comfortable in the studio and the office, you will have a forward-looking and resilient approach, tapped into what is happening now. If you are a choreographer, you will be willing to forgo creating work with NDCWales for the first two years to give the Company the full energy and breadth of your vision.

We’re looking for someone with deep knowledge of contemporary dance, proven ability to support and nurture artistic collaborations who is in touch with promoters and programmers relevant to NDCWales. You will be deeply

committed to finding more ways in which NDCWales can connect with the public to meet its social justice priorities and to increase and diversify who sees and takes part in our work. The Board of trustees – of which I became Chair in September 2017 – is a vibrant, diverse, knowledgeable and dedicated group with a shared love of contemporary dance and an agenda to support the growth and success of NDCWales. Our specialisms include dance, participation, business, legal and financial, digital, and management.

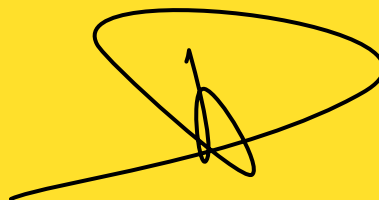
In this pack you will find:

<u>Background information on NDCWales</u>	<u>Page 6</u>
<u>Job description and person specification</u>	<u>Page 16</u>
<u>How to apply</u>	<u>Page 20</u>
<u>Current staff structure</u>	<u>Page 22</u>

You can, of course, find more information about NDCWales on our website www.ndcwales.co.uk including our most recent annual report for 2018/19, and more information on our trustees.

We have retained Theresa Beattie as our recruitment consultant, and she would be happy to have an informal, confidential conversation with prospective candidates. I encourage you to contact her on theresa.beattie1@gmail.com. The closing date for applications is 10.00, Friday 27 November. We look forward to hearing from you.

Best wishes



Jane McCloskey, Chair of Board of Trustees

This pack is available [here](#) in Welsh, large print and audio formats. Please e-mail Kelly Twydale at kelly@ndcwales.co.uk to request any other formats.

Neges gan Gadeirydd yr Ymddiriedolwyr, Jane McCloskey

Diolch i chi am eich diddordeb yn y swydd Cyfarwyddwr Artistig. Mae hwn yn amser cyffrous i CDCCymru ac i mi yn bersonol, wrth i'r Bwrdd baratoi i benodi Cyfarwyddwr Artistig a fydd yn cael ei ddenu gan y cyfle i weithio yng Nghymru ac i gael ei ysbrydoli gan Gymru gyfoes a'i diwylliant.

I ni – ac i bawb yn y sector dawns a'r sector ddiwylliannol ehangach – mae hwn yn adeg o newid dynamig a brys. Mae'n adeg i rywun ymuno â ni a all achub ar y cyfle i ail-ddychmygu'r hyn y gallai cwmni dawns gyfoes fod, wrth aros yn driw i'n cenhadaeth a'n gwerthoedd ac ysbrydoli pobl Cymru a'r byd gyda dawns wych. Rydym yn agored i syniadau radical a ffyrdd newydd o weithredu - gyda'n cynulleidfaoedd a'n cyfranogwyr wrth wraidd ein meddwl. Rydym eisiau dod o hyd i ffyrdd newydd o weithio i gyrraedd pobl newydd a gwahanol - i gyflawni ein cenhadaeth 'i wneud dawns wych gyda phob math o bobl, ac ar gyfer pob math o bobl, ym mhob math o leoedd.'

Byddwch yn arweinydd ysbrydoledig a phrofiadol gyda gweledigaeth artistig feiddgar, unigryw ac angerdd diderfyn dros ddawns. Yn adrodd i'r Prif Weithredwr ac yn gweithio'n agos gydag ef, byddwch yn cyd-greu ein cynllun strategol ac yn dyfeisio a chomisiynu rhaglen artistig fentrus y Cwmni gyda dysgu a chyfranogi wrth ei gwraidd ynghyd â rhaglen ddigidol newydd feiddgar. Rydym yn agored i ddulliau a syniadau newydd sy'n cyd-fynd â'n hawydd am arloesi ac yn mynegi ein gwerthoedd.

Mae'n bwysig eich bod yn guradur dawns profiadol, yn canolbwyntio ar y gynulleidfa ac yn cael eich parchu'n eang gan artistiaid sefydledig, artistiaid sy'n dod i'r amlwg a chydweithwyr yn y diwydiant. Yn gyffyrddus yn y stiwdio a'r swyddfa, bydd gennych ddull gweithredu blaengar a gwydn, ac yn ymwybodol o'r hyn sy'n digwydd nawr. Os ydych chi'n goreograffydd, byddwch yn barod i ymatal rhag creu gwaith gyda CDCCymru am y ddwy flynedd gyntaf i roi egni ac ehangder llawn eich gweledigaeth i'r Cwmni.

Rydym yn chwilio am rywun sydd â gwybodaeth ddofn am ddawns gyfoes, gallu profedig i gefnogi a meithrin cydweithrediadau

artistig ac sydd mewn cyswllt â hyrwyddwyr a rhaglenwyr sy'n berthnasol i CDCCymru. Byddwch wedi ymrwymo'n ddwfn i ddod o hyd i fwy o ffyrdd y gall CDCCymru gysylltu â'r cyhoedd i gyflawni ei flaenoriaethau cyfiawnder cymdeithasol a chynyddu ac amrywio pwy sy'n gweld ac yn cymryd rhan yn ein gwaith.

Mae Bwrdd yr Ymddiriedolwyr - y deuthum yn Gadeirydd arno ym mis Medi 2017 - yn grŵp bywiog, amrywiol, gwybodus ac ymroddedig sydd â chariad a rennir at ddawns gyfoes ac agenda i gefnogi twf a llwyddiant CDCCymru. Mae ein harbenigedd yn cynnwys dawns, cyfranogi, busnes, cyfreithiol ac ariannol, digidol a rheoli.

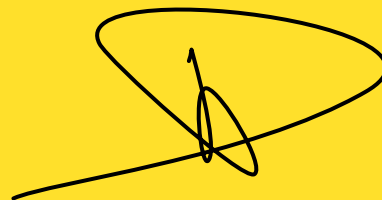
Yn y pecyn hwn mae yna:

Gwybodaeth gefndirol am CDCCymru	Tudalen 6
Swydd Ddisgrifiad a Manyleb Person	Tudalen 16
Sut i wneud cais	Tudalen 20
Strwythur staff presennol	Tudalen 22

Gallwch, wrth gwrs, ddod o hyd i ragor o wybodaeth am CDCCymru ar ein gwefan www.ndcwales.co.uk gan gynnwys ein hadroddiad blynyddol diweddaraf ar gyfer 2018/19, a mwy o wybodaeth am ein hymddiriedolwyr.

Rydym wedi cyflogi Theresa Beattie fel ein hymgyngorydd recriwtio, a byddai'n hapus i gael sgwrs anffurfiol, gyfrinachol gyda darpar ymgeiswyr. Rwy'n eich annog i gysylltu â hi trwy: theresa.beattiel@gmail.com. Y dyddiad cau ar gyfer ceisiadau yw dydd Llun 23 Tachwedd am 12 hanner dydd. Edrychwn ymlaen at glywed gennych.

Dymuniadau gorau



Jane McCloskey, Cadeirydd Bwrdd yr Ymddiriedolwyr

Mae'r pecyn hwn ar gael yn Gymraeg, mewn print bras a fformat sain yma. Anfonwch neges e-bost at Kelly Twydale yn kelly@ndcwales.co.uk i ofyn am y pecyn mewn unrhyw fformat arall.

Our Chief Executive, Paul Kaynes, says:

‘We’re ready for change and reinvention to meet the needs and aspirations of the people of Wales, with a strong focus on our audiences and participants. We have the potential to create increased impact through our work, and I’m looking forward to getting started on that task with our new Artistic Director. We will spend time understanding each other’s perspectives and ideas, tapping into our mutual energy and seeking insight into how we can engage audiences and support each other’s work. Together we will listen to people both within and outside the Company, to understand what change is needed to achieve our priority of social justice for future generations. That won’t be simple or quick – it will take patience and sensitivity, but it’s a programme of change and development that we are up for.’





Our vision



Our vision is a Wales where dance is part of everyone's life, and that we are celebrated as a nation passionate about dance and dancing.

Our mission is to make great dance with and for all kinds of people in all kinds of places.

As a repertory dance company, we create a mix of work by a range of choreographers to reflect different perspectives of Wales and the world. By making dance for stages large and small, outdoors, in unusual spaces, online, and through learning and participation experiences, we can remain flexible and fleet of foot.

Central to our mission is that our programmes resonate with the diverse communities of Wales and are representative of them. Working together, we aim to inspire our partners across the nation with our passion for dance, and so increase and diversify our audiences. We believe dance can help Wales and its communities flourish. By putting audiences and participants at the heart of our work we ensure that NDCWales is responding to community aspiration, and harnessing creativity in the way we plan, devise and deliver what we do.

We can help Wales to re-imagine itself, enabling the nation to recognise the parts of itself that are not often seen. Our international work reflects the idea that the world is already in Wales – not least through our colonial history – so our international working relates as much to our environment as it does to others'.

Our priorities are:

- Social justice for the benefit of future generations
- Acting as a 'Laboratori' for innovation
- Being financially robust and organisationally resilient.

Our values are to be:

Connected – to the dance community, to other cultural organisations, to a diverse range of partners beyond the cultural sector, and to communities of place and interest

Confident – as champions for dance, leading research, creation and engagement, presenting work in different settings from stages to laboratories, from digital platforms to care homes

Curious – to learn, to innovate, to test and choreograph new arrangements of people and ideas, embracing diversity as a catalyst for learning

Generous – to share our passion, our knowledge and our resources with artists, participants, collaborators and audiences.

Equality

NDCWales makes innovative dance with and for all kinds of people, and presents its work in different formats and contexts across Wales and around the world. We believe diversity should be fully embedded into organisational culture and values, and we are seeking a shift in the diversity of the company and its work. We are passionate and committed to diversifying the organisation and the world of dance, but to achieve this we need to better understand the barriers to people taking part in our work. To that end we are talking with and listening to people from a range of communities, to bring understanding and insight, and to foster change.

Details of the action we are taking can be found in our **Strategic Equality Plan 2020**.

Wales is a place of rare beauty with the oldest language in Europe and a tradition of literature and poetry to rival any in the world. Cardiff is gaining a national and international reputation as a fulcrum of creativity through the arts and media. The City itself is a dynamic, youthful and optimistic capital well connected to the rest of the UK and to Europe.

NDCWales is one of the national arts companies of Wales, alongside National Theatre Wales, Theatr Genedlaethol Cymru (the Welsh language national theatre), BBC National Orchestra of Wales and Welsh National Opera amongst others. We reach and inspire audiences and participants across Wales, the wider UK and around the world creating demonstrable impact with work of the highest quality.

Based at the Dance House in Cardiff's Millennium Centre at the heart of a vibrant nation, we are proud of our status as a national company. Wales is undergoing a dynamic renaissance, and key to this is a country-wide network of artists, venues, producers and festivals. NDCWales has played a tangible part in this growth, creating distinctive work, by Wales for Wales, celebrating the cultural resonance of this country by championing the work of Welsh artists. The Company is making a significant contribution to the profile and awareness of contemporary Welsh culture across the UK and internationally.

Within the Company there are eight exceptional dancers including a Learning Lead Dancer, two work-based learners and a highly talented creative and business team. The Company is led by Chief Executive Paul Kaynes who has been with NDCWales for over 5 years, and a senior leadership team of four (see staff structure p22/23).

We recognise the value of learning and participation in developing talent, widening dance engagement and developing audiences not only for us but for other dance artists' work - this activity is at the heart of what we do. With our partners we explore the positive links between dance and health and run classes for over 8000 people of all ages and abilities each year.

Diversifying the people we work with as artists, staff, audiences and participants is vital. We have ambitious targets to build on work which has resulted in a more diverse Board, workforce and dancers. 14% of our Board and workforce is from a Black and Minority Ethnic background, 17% is Deaf or disabled, with 30% identifying as LGBTQ+. We recognise there's much more to be done to achieve equity and this is a key aim for the Board and leadership team.

Dance in Wales

The dance sector in Wales includes companies and individual artists creating work and delivering community-based activity. The sector is not large: however it is increasingly diverse. There are a number of organisations which are part of the Arts Council's 'Arts Portfolio Wales'. Besides NDCWales, members include Ballet Cymru and Jukebox Collective, as well as Migrations, a contemporary arts organisation based in North Wales commissioning dance work. There is a strong and long-established network of community dance agencies across the nation – Rubicon in the South East, Impelo covering Powys, Dawns i Bawb in North West Wales and North East Wales Dance (NEW Dance), and a growing recognition of the role dance can play in the health sector. In addition, there is a network of independent dance artists, who create and tour work when lottery awards allow. There is a higher education dance course at University of Wales Trinity St. David's in Carmarthen while the course at the University of South Wales is set to close. There are a number of mid-scale and some small-scale venues who regularly programme dance. Cardiff Dance Festival, an international biennial event, uses the Dance House as one of its regular venues.



A National
Company



The Company

Recent achievements

Over recent years NDCWales has created more diverse work, significantly increased audience and participant numbers, increased levels of activity and presented high quality work in Wales and internationally. This includes large-scale outdoor productions, digital commissions, co-productions, a small-scale venue tour in Wales and expanding touring to mid-scale venues. As a result, the Company has grown in confidence and profile and has built strong relationships, especially in Wales with artists and practitioners who we work with as artistic collaborators, workshop partners and commissioned artists.

During the Covid-19 crisis, we have maintained links with our audiences and artists in Wales through creating original work online, making participatory activity available for a wide range of participants, and streaming performances. This has built on work already underway exploring new digital means of creating and sharing dance, through Mixed and Augmented Reality. This is the focus of an extended R&D process and is intended to create a new element for our programme.

In recent years we have commissioned Alexandra Waierstall, Anthony Matsena, Marcos Morau, Fernando Melo and former Artistic Directors Caroline Finn and Fearghus Ó Conchúir, to create live works with the Company. We also make work with the Young Associates, our Youth company aged 14-19 who attend weekly professional level contemporary training, and our Dance for Parkinson's dancers, the most recent being Reflections, created by Fearghus and inspired by Afterimage by Fernando Melo.

We have a growing role in the wider dance sector in Wales through projects such as Laboratori which brings together established and emerging independent choreographers and NDCWales dancers to work with experienced mentors, creating a space for those involved in creating and programming dance in Wales to collaborate to create change. We have recently commissioned 8 Wales-based artists to work with poets to create Plethu/Weave, a series of short dance and poetry films.

NDCWales' international work contributes to Wales' reputation overseas: in 2019/20 we gave 20 performances in Japan (alongside the Rugby World Cup), Hong Kong, Spain, Germany and Austria. Supported by Wales Arts International the Company is developing new international partnerships and tours. For instance, we are planning a collaboration with the Korean National Contemporary Dance Company (KNCDC) in 2021/22 when a Wales-based choreographer will create work with KNCDC, and a Korean choreographer will create work with NDCWales.

NDCWales was founded as ‘Diversions’ in 1983 and grew in size and stature. In 2004 the Company moved to a purpose-built home, the Dance House, as part of the new Wales Millennium Centre (WMC) and in 2009 the Company became National Dance Company Wales, reflecting its status and role in leading and championing dance for Wales.

NDCWales maintains a permanent company of eight full-time dancers and two work-based learners who perform at base and at other venues in Wales, the wider UK and internationally.

Having stepped down from her role as Artistic Director of the Company in 2017, Caroline Finn maintains a close relationship with NDCWales which tours work she made during her time as Artistic Director. Caroline will make a new work for the Company’s Spring Tour in 2021. Associate Artists Antony Matsena and Matteo Marfoggia help the Company to express, extend and diversify its vision through longer-term relationships that inform different aspects of our work. Selected by the Artistic Director, for periods of at least two years, Associate Artists may work with NDCWales on creating pieces for its professional repertoire, the Young Associates and other programmes and may contribute to the Company’s learning and participation activity.

We run a growing programme of dance participation, especially in Wales for young and old, for those who have never tried dance before, for dancers who want to develop their skills and artistry, and for people for whom dance is a therapeutic activity because of a condition or illness. While Company dancers are involved in some of these wide-ranging projects, the majority are delivered by our Dance Ambassadors, a network of 24 freelance dance artists across Wales and England, who are steeped in our repertoire and work in their local communities with young people and adults. Many of these Dance Ambassadors are attached to one of our eight Priority Venues which are primarily in Wales.

We have our [own rehearsal studio](#) plus a [102-seat performance space](#), offices and production facilities at the Dance House. In addition to its use by NDCWales, we hire the performance space to local and UK dance training companies, independent dance artists mainly from Wales, and artists working in other disciplines. There is scope, funding permitting, to develop a curated public dance programme in the performance space.

We create performances for all kinds of places – from Welsh theatres large and small to the Maes at the Eisteddfod, from European and International stages to online and screen projects, and from heritage settings to our home at the Wales Millennium Centre.

Governance and Finance

NDCWales is a registered charity with trustees who also act as directors of the Company: [here is a link to Board of Trustees, October 2020](#). The Board is led by Chair Jane McCloskey, broadcaster and academic, with a strong background in creative industries development. Trustees are recruited through advertisement and interview.

We aim to create a programme that is artistically adventurous and ambitious whilst maintaining a financially robust position. Our work is funded through grant income from Arts Council Wales (the Company’s major funder - £843,000 in 20/21), box office income, space hire and fundraising from charitable trusts, businesses and individual donors.

The Board is establishing a new sub-committee, the Artistic Advisory Group, made up of trustees, staff and external representatives to support the Artistic Director in curation and decision-making – the Group will not have decision making powers. The Artistic Director will help to shape and decide the remit of this group.’

Links to full length works or trailers:



[Tundra, by Marcos Morau \(2017\)](#)



[Reveller's Mass, by Caroline Finn \(2019\)](#)



[Afterimage, by Fernando Melo \(2019\)](#)



[2067: Time and Time and Time, by Alexandra Waierstall \(2020\)](#)



[Why Are PeopleClapping!?, by Ed Myhill \(2018\)](#)



[Plethu/Weave, by 8 poets and dancers \(Digital work 2020\)](#)



[Rygbí: Annwyl i mi/Dear to me, by Fearghus Ó Conchúir \(2019\)](#)



[Lunatic, by Nigel Charnock \(2009, revived 2020\)](#)



[Reflections, by Fearghus Ó Conchúir \(2019\)](#)

Audiences and Participants

The Company gave 56 performances in 2019/20 (57 in 2018/19). Of these 19 were international and 33 in Wales, with the remainder in the rest of the UK. During 2019/20 NDCWales reached:

- 28,143 live audiences and participants.
- 2,700 young people (7-18) engaged through schools and workshop activity.
- 556 people engaged with NDCWales and English National Ballet's Dance for Parkinson's.
- 1,300 adults took part in an evening classes at the Dance House.

In the last 6 months there were 280,000 views of video content on social media and YouTube.

Live audiences

- Our audiences are not frequent attenders of dance, attending once every 2 years.
- The main reasons audiences want to see NDCWales live is to be stimulated, entertained and inspired, and to spend time with loved ones.

Digital audiences

- NDCWales digital audiences are much younger than Live Audiences.
- 17% identified as d/Deaf or disabled, or with long-term health conditions.
- 53% of online audiences are existing high frequency live attenders. 13% are low frequency NDCWales live attenders, and 10% are non-NDCWales live attenders.

In September 2020 we commissioned qualitative research with existing and potential audiences, to test for links between the digital work that has been created and shared, and live performance attendance.

We found that online audiences were more open to trying new things and keen to deepen their knowledge about the creation of NDCWales' work. They would go and see NDCWales live in the future.

Core audiences and non-attenders will watch online if they have to, but they crave being in the space with audiences and being part of a live atmosphere. They are screen-time fatigued. They would prefer to watch shorter films online.

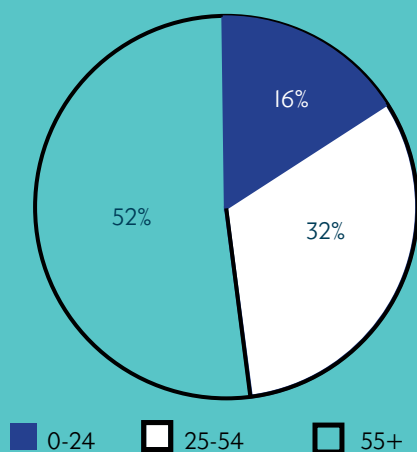
'I thought you responded really rapidly and positively to providing quality digital content and really appreciated the 'Watch Together' sessions with live Q&As from company members. I never get around to asking questions at Q&As after live performances, but I felt somehow more compelled to connect with people because they were effectively in my home. Anyway, thank you!'

Online attender

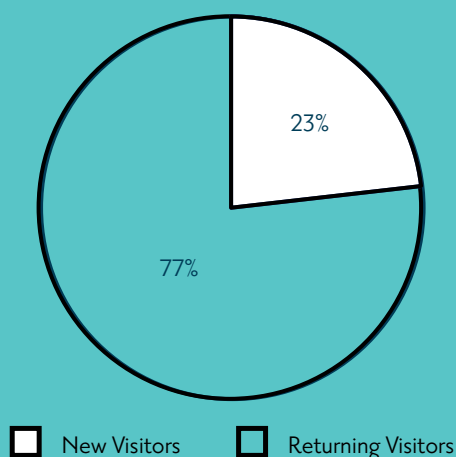
'It has really widened accessibility for people who have disabilities, mobility issues, etc.'

Online attender

AVERAGE AGE OF AUDIENCES



NEW Vs RETURNING VISITORS





The Role



The Artistic Director provides artistic leadership for the Company, curating inspirational programmes of work and enthusing company members, audiences and participants with the transformational power of dance. The Artistic Director is appointed by the Board and reports to the Chief Executive.

NDCWales is looking for a creative artistic leader who has a strong, distinctive vision for the future of this repertory contemporary dance company. Together with the Chief Executive and the Senior Leadership Team they will lead the strategic thinking and planning for the Company including the business plan. As an arts and cultural sector leader, the Artistic Director will spend around half their time out and about in Wales engaging with artists and colleague organisations, building partnerships, undertaking advocacy work, fundraising and viewing learning and participation activity and performances.

We welcome applications from dance leaders. You might be a choreographer, curator of dance, creative producer, programmer or from another creative background in dance. It is likely you will have led an established dance company or organisation or worked in one at a senior level. You will have a track record as a programmer and the ability to support and nurture artistic collaborations. You will be a leader with an eye for spotting talent and an artistic vision that you can explain and excite others with. You will be comfortable as an advocate and a leading representative and voice of Dance in the national discourse about the arts and their potential to effect transformational change.

A collaborative leadership style and the ability to engage with NDCWales' role as a national company of Wales are essential, as is a passion to inspire audiences and dance participants with work that is entertaining, intriguing and of excellent quality. As comfortable working in an office environment as a studio, the Artistic Director will be required to communicate and collaborate with the Board and team members across all departments.

The Artistic Director has line management responsibility for the Learning and Participation Producer and the two Rehearsal Directors who line-manage the Company dancers. They will work closely with senior post holders in Development, Producing and Communications. The Artistic Director will attend and contribute to board meetings and have a close working relationship with the Board and especially the Artistic Advisory Group.

We aim to make this appointment by the end of January 2021 with a view to the new Artistic Director starting by Summer 2021 and curating programmes from 2022.

Terms and conditions

This is envisaged as a full-time role; however, we are open to job share proposals.

Salary:	£50,000 - £55,000 dependent on experience
Pension:	NDCWales contributes up to 5% of salary to a pension with Royal London, dependent on employee's matching contribution
Contract:	Permanent full-time employment contract
Hours:	Normal hours will be 37.5 hours per week, worked flexibly
Place of work:	Dance House Cardiff
Travel:	Regular national and international travel and touring with the company
Holidays:	28 days per year plus 8 public holidays (3 of these days must be taken between Christmas and New Year)
Probation:	6 months
Notice Period:	3 months

It is essential that the post-holder lives locally. NDCWales will contribute towards relocation to within 20 miles of Cardiff.

Any offer of employment will be subject to the receipt of:

- References that are satisfactory to the trustees
- Evidence of right to work in the UK as defined by the Home Office
- Disclosure Barring Service certificate

Job specification

The purpose of the post is to provide artistic leadership for NDCWales, including:

- Planning, commissioning and curating the artistic programme across live, learning and participation and digital activity.
- Advocating and promoting the vision, mission and values of the Company in all matters.
- Ensuring diversity and inclusion are integral to the Company, through works commissioned, talent development, participation work and other creative projects.

- Forging and maintaining relationships and collaborations locally, nationally, with the other countries of the UK and internationally that develop the Company's artistic programme and enhance its reputation and profile.
- Acting as an ambassador for the company, particularly for fundraising purposes and for the wider dance sector in Wales.

Responsibilities

Artistic vision and programme (50%*)

- Developing and articulating an inspirational artistic policy and working in collaboration with the Board and Chief Executive to anchor this within a strong strategy for the Company's future.
- Leading the curation and delivery of programmes of work for touring on all scales and settings including digital, at the Dance House, in communities and internationally.
- Building relationships with choreographers, creatives and partners and commissioning new live and digital dance work aligned with the vision.
- Supporting guest choreographers to create their best work.
- Developing the performance standards of the Company including the fitness and welfare of the dancers, supported by the Rehearsal Directors.
- Providing leadership for the staff and dancers to develop and deliver our learning and participation programme to reach the widest possible range of people, especially in Wales.
- Creating and implementing artistic plans within the available resources and supporting the Production team to ensure productions are ambitious while managing artistic expectations where necessary.
- Developing artistic partnerships, taking full account of Wales' network of arts organisations and artists, and beyond, including activities such as touring and broadcasting.
- Working with the Chief Executive and the Communications Director, to develop audience development objectives and to strengthen links between programming and diversifying audiences.

Leadership and Management (20%*)

- Providing leadership for the dance sector in Wales, devising programmes to develop knowledge and skills and partnerships between the Company and local artists, fostering creative partnerships and seeking out diverse talent.
- Acting as an advocate for dance in Wales.
- Contributing to the overall strategic thinking and direction of the organisation, ensuring the artistic programme fully reflects the Company's vision and resources.
- Inspiring and motivating staff across the organisation to realise the vision.
- Leading the approach to skills and talent development, particularly for dancers, dance students and practitioners.
- Attending and contributing to discussions about all areas of operation at board meetings and working closely with the Artistic Advisory Group.
- Co-creating and delivering the business plan and contributing to its development and renewal.
- Contributing to funding applications and bids.
- Leading the evaluation of artistic activities and creating a culture of learning and improvement.
- Keeping informed of current practice in international and UK dance, advising the Board and colleagues, and contributing to Welsh and UK networks and developments.
- Inputting to the effective scheduling of Company activities.
- Collaborating with Higher Education institutions to develop opportunities for dance students.

Finance (10%*)

- Working closely with the Chief Executive, Finance Manager and Operations Director and Tour and Projects Producer (and others) to develop and manage programming budgets.

HR Management (10%*)

- Line managing the Rehearsal Directors and Learning and Participation Producer taking responsibility for performance and professional development.
- Working closely with the Rehearsal Directors to set the culture and tone of work amongst Company dancers, championing ways of working which actively promote the Company's values.

- Contributing to the health and wellness strategy for the dancers.
- Supporting and encouraging the professional development of Company staff.
- Participating in recruitment, performance management, discipline and grievance, in line with policies.

General duties (10%*)

- Acting as a role model for all employees in terms of professional conduct, standards and policies.
- Acting as a spokesperson for the Company at fundraising events, in general advocacy and internally.
- Deputising for the Chief Executive as required.
- Providing timely reports and information for the Board.
- Undertaking other duties reasonably expected by the Chief Executive or Board.

This job description and percentages are a guide to the nature of the work required of the Artistic Director. This is not wholly comprehensive or restrictive and may be reviewed with the postholder, from time-to-time.

*These percentages are given as an approximate guide to the expected proportion of time spent on each area.

Person specification

Skills and experience

Essential

- A proven leader with specialist dance experience and a track record of commissioning, creating, producing or delivering a range of high-quality dance work.
- Experience of programming/curating dance work for touring and other performance contexts.
- A forceful and effective commitment to equality and diversity in dance generally and the Company in particular: its staff, dancers, participants audiences and ways of working, along with the ability to making change happen.
- Extensive knowledge of dance practice in the UK and internationally, and a wide network of contacts and collaborators relevant to NDCWales.
- Understanding of and active interest in the potential and scope of working digitally.
- Commitment to and experience of planning learning and participation activity as an integral part of the overall artistic vision of an organisation.
- Cultural understanding of the promotion and use of the Welsh language and if not a speaker, commitment to learning the language to the best of their ability.
- High-level interpersonal and communication skills.
- Track record as a collaborator who can instigate and maintain strong creative relationships, internally and externally, and work well in a range of partnerships.
- Commitment to seeking out dynamic collaborations and to partnership working.
- The ability to think long-term and contribute to strategic planning.
- Insight into the administrative and financial aspects of company management, with a track record of working to budgets and deadlines.
- Proven ability to nurture talent and potential.
- Understanding of the remit and political context in which a national arts company works
- Understanding of the health and safety and training needs of dancers.
- Risk aware but not risk averse.

Desirable

- Experience and understanding of Welsh culture and language.
- A Welsh speaker.
- Experience of leading a touring company.
- Experience of planning repertory programmes.
- Experience in overseeing creations and choreographers.
- Experience of working with and reporting to a Board.
- Experience of working internationally.
- A driver with a full, clean driving licence.

How to apply

Before you make an application we encourage you to contact Theresa Beattie, our recruitment consultant, at Theresa.beattie1@gmail.com and she will set up a time for a conversation.

In your application please explain how you meet the person specification and set out why you would like to be considered for this role. You can apply in any of the following ways in either Welsh or English:

- Covering letter of no more than two pages of A4 (12-point font size),
- Maximum 5-minute audio file,
- Maximum 5-minute MP3/ MP4 video file using We Transfer

In addition, please include:

- A CV.
- Links to three examples of curation or programming in the last two years each no longer than three minutes.
- Details of any notice period / current commitments/artistic commitments in the next 18 months.
- Names and contact details for two employment/ professional referees. We shall not take up references unless candidates are invited to a second interview.
- A statement that you have the right to work in the UK or require a work permit to do so.

Please complete this **Equal Opportunities form**, which is for monitoring purposes and is separate to your application.

Applications should be submitted to Jane McCloskey, Chair of the Board NDCWales, via email to artisticdirector@ndcwales.co.uk with 'NDCWales Artistic Director' in the subject line. **The closing date for applications is Friday 27 November at 10.00.**

Candidates invited for interview will be notified by Friday 04 December. We will contact every candidate, whether they are shortlisted for interview or not. Disabled candidates who demonstrate that they meet the person specification will be invited for an interview, and we are committed to meeting access requirements; just let us know what you need.

First stage interviews via teleconference will be held on Thursday 10 December. There will be a second round in January which will allow time for selected candidates to meet the dancers and the wider team.

This pack is available [here](#) in Welsh, large print and audio formats. Please e-mail Kelly Twydale at kelly@ndcwales.co.uk to request any other formats.

Social justice, equality and fairness are at the core of everything that NDCWales does. We are committed to ensuring that everyone in Wales has equal opportunity to access dance. NDCWales will seek to ensure that no one receives less favourable treatment because of having a protected characteristic. We particularly encourage applications from people who are underrepresented in the dance sector, and from those who experience discrimination due to race, gender identity, sexual orientation, marital status, race, religion, nationality, ethnic origin, disability or age.

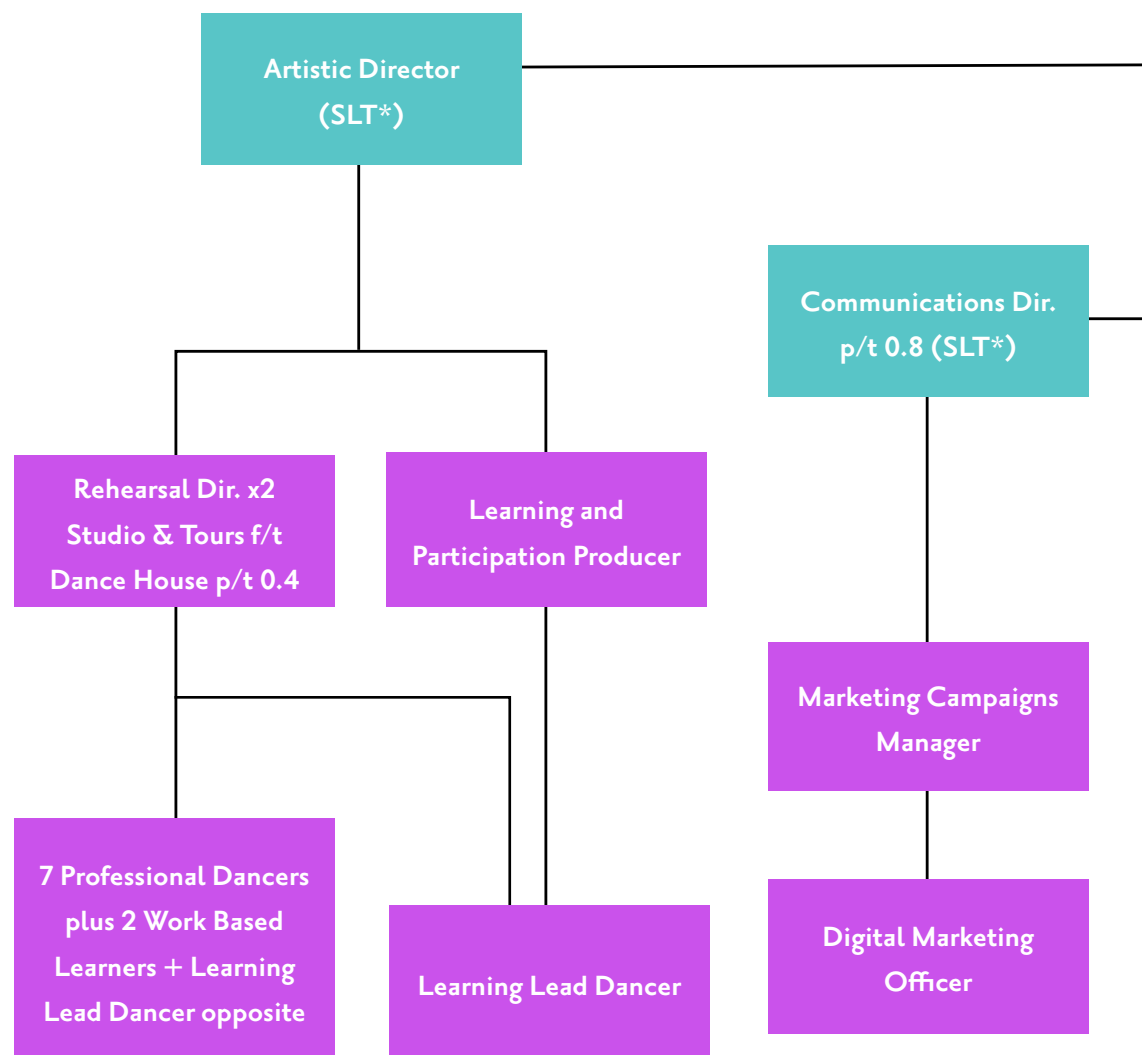
Data Protection.

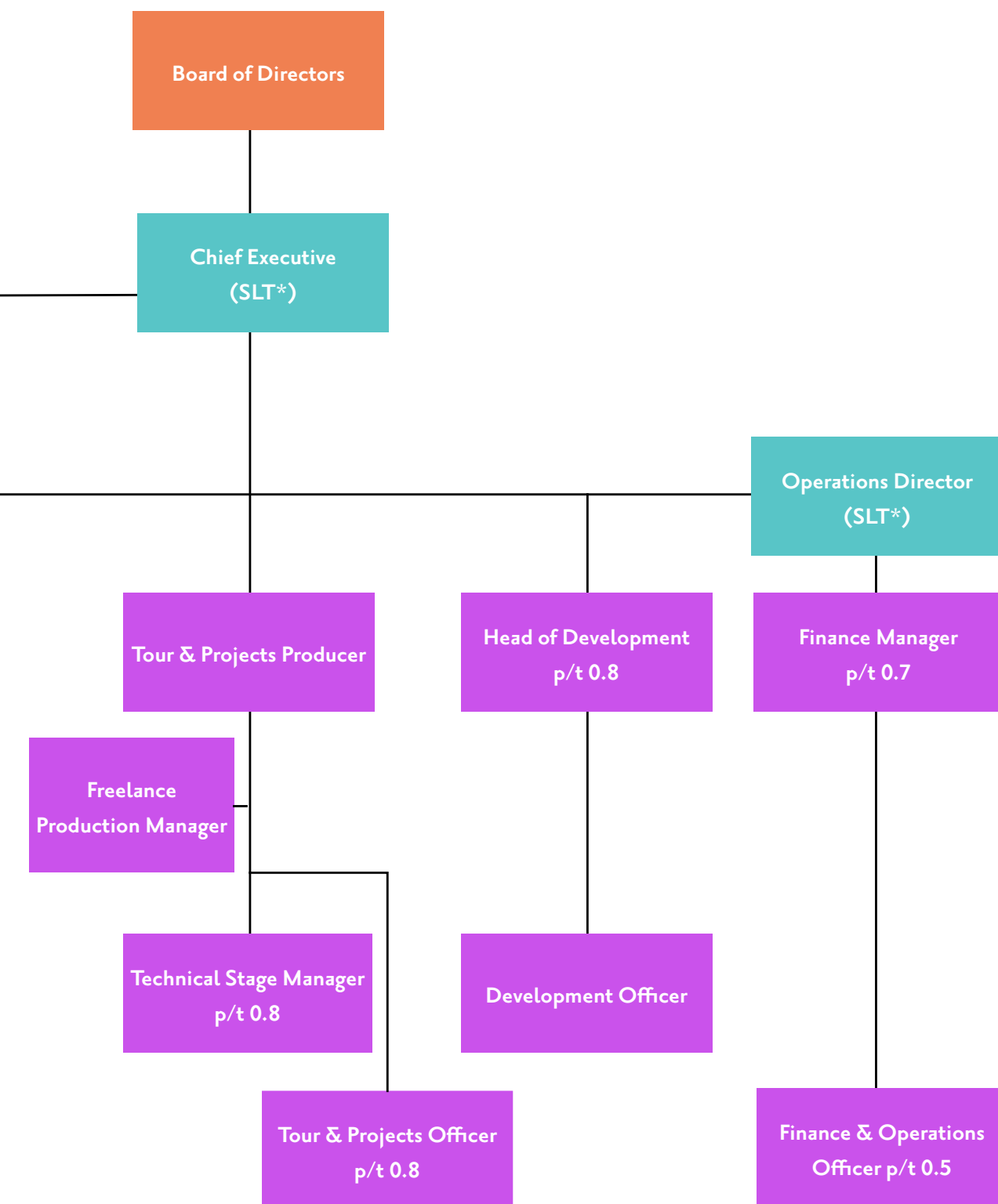
The information you provide will be used to create a shortlist for interviews and to inform our decision of who to appoint. All your details will be held securely with access limited only to those involved in the recruitment process. Your application will be kept on file for at least three months after the closing date and destroyed no later than twelve months after.

Recruitment equal opportunities data is also anonymised and used internally to identify ways to improve our processes and reach the widest possible pool of candidates. Submission of your application to us indicates your consent to your data being used in this manner.

Current Staff Structure

*SLT – Senior Leadership Team





Photographs in order of appearance:

Lunatic by Nigel Charnock: Image by Mark Douet

Cyswllt, *Datgyswllt*, dance film by poet, Elan Grug Muse and dancer, Sha-
keera Ahmun: Screenshot

Dance for Parkinson's class: Image by Billie Charity

Afterimage by Fernando Melo: Image by Rhys Cozens

2067: Time and Time and Time by Alexandra Waierstall: Image by Mark
Douet

Rygbí: Annwyl i Mi by Fearghus Ó Conchúir: Image by Iolo Penri

Lunatic by Nigel Charnock: Image by Mark Douet

Repertoire images as labelled by Rhys Cozens, Mark Douet and Iolo Penri

Plethu / Weave: Screenshots from *Triptych Part I* by Ed Myhill and Marvin
Thompson, and *Ble Mae Bilaadi* by Aisha Naamani and Hanan Issa.

Reflections by Fearghus Ó Conchúir: Screenshot

Community cast of *P.A.R.A.D.E.* by NDCWales, BBCNOW and Marc Rees:
Image by Mark Douet

Atalajj by Mario Bermudez Gil: image by Rhys Cozens



Cyngor Celfyddydau Cymru
Arts Council of Wales



Noddir gan
Lywodraeth Cymru
Sponsored by
Welsh Government



Cymru
Wales