

national **dance** | cwmnï **dawns**
company **wales** | cenedlaethol **cymru**

Job Pack

Venue and Touring Technician



Dance made in Wales, shared with the world



National Dance Company Wales embraces the distinctive voices of artists from near and far.



We commission bold artistic collaborations with dance at their heart.



We share dance of ambition and imagination in theatres, public spaces, festivals and immersive settings, creating unforgettable performance experiences.



We inspire everyone to move by nourishing talent and insight, enabling new ideas to emerge and develop.

Our vision

A world enriched by dance

Our mission

We dance to express ideas beyond words, exploring what it means to live in Wales and the world now. We are of many voices, in many places, working together to connect and transform.

This pack is [available here](#) in Welsh.
Please e-mail recruitment@ndcwales.co.uk
to request any other formats.

About National Dance Company Wales

National Dance Company Wales (NDCWales) is a dance company that creates and presents ambitious, engaging dance work across the UK and internationally. As a repertory company, we create work by a range of choreographers to reflect different perspectives.

Our artistic programme is driven by a commitment to create new work, discover and develop new artists and to inspire audiences and communities through high quality and enriching dance experiences.





NDCWales marked its 40th year in 2023, and our strategic plan for 2023-2027 aims for a dance company that works across different scales of performance and offers a variety of approaches to reach more diverse audiences.

[\(Read our Strategic Equality Plan here\)](#)

Our social engagement work involves people in the places they live, delivering innovative works of impact. We broaden access and enhance wellbeing for all ages by promoting physical activity and creative engagement.

Our connection with freelance artists across Wales enables us to develop ongoing community relationships at a local level and co-create with them to ensure the direction of these shared projects are rooted in place, community, creativity and ambition.

Our talent development programmes support those with aspirations for a career in dance, on and off stage.

By enabling artistic innovation at all stages of career development we seek to make a significant contribution towards a diverse dance ecology in Wales.

We are putting many voices and styles of dance presentation at the heart of our work, which develops our artform and explores how dance can reach and connect with audiences. These distinctive collaborations aim to thrill, inspire, surprise and delight, presenting audiences with opportunities they could not experience anywhere else.

[Read our Strategic Equality Plan.](#)

Our priorities are to

Widen engagement across our work by placing justice at the heart of everything we do

Champion innovation and excellence in dance, nurturing talent and enabling change

Advocate for dance as an essential platform for human expression and wellbeing

Enhance our agility, sustainability and financial resilience

Our values are:

CURIOUS

to discover new ideas, to learn and innovate

COLLABORATIVE

in the way we connect with each other, artists, communities, audiences and partners in and beyond the cultural sector

COURAGEOUS

in our ambition for dance in Wales and the world, championing change

GENEROUS

by sharing our passion, knowledge and resource

Impacts we seek to make

**People embracing dance as part of their individual and collective identity
Progressive social change through greater equity and opportunity for everyone**

The Welsh Context

NDCWales is one of the national arts companies of Wales and is based at the Dance House in Cardiff's Wales Millennium Centre in Cardiff Bay.

We are proud of Wales' traditions and language, as well as the many other languages found here today. It is this diversity that is one of the central drivers of our creative energy.

In a population of three million, 20-25% speak or understand Welsh, many in the rural strongholds of the North and West, growing in the larger, younger populations of South Wales. Towns such as Wrexham and Llandudno are cultural centres in their own right with strong communication links to England.

The capital city of Cardiff is gaining a national and international reputation in the arts, media and digital world, with a wealth of films, TV dramas and digital content being produced here. Key to this cultural renaissance in Wales is a country-wide network of artists, venues, producers and festivals. NDCWales has played a tangible part in this growth, creating distinctive work, made in Wales primarily for Welsh audiences, and celebrating and championing the work of Welsh artists. It also makes a significant contribution to the profile and awareness of contemporary Welsh culture across the UK and internationally.





The Company

The company is made up of exceptional dancers who have a rich physical understanding and sense of individual artistry, alongside a highly talented creative and business team. The company performs at our home base in Cardiff Bay and other venues across Wales, the wider UK, and internationally.

NDCWales was founded as 'Diversions' in 1983 and developed in size and stature. In 2004 the company moved to a purpose-built home, the Dance House, part of the Wales Millennium Centre in Cardiff Bay.

In 2009 it became National Dance Company Wales, reflecting its status and role in leading and championing dance for Wales. In collaboration, we embrace ambitious, courageous new ideas that physicalise our values and inspire audiences.

Equally important is the work we do to engage people across Wales in dance, to tap into the wellbeing benefits of movement.

Recent choreographers include [Melanie Lane](#), [Marcos Morau](#), [Lea Anderson](#), [Sarah Golding & Yukiko Masui \(SAY\)](#), [Andrea Constanzo Martini](#), [Boram Kim](#), [Anthony Matsena](#), [Matthew William Robinson](#), [Daisy Howell](#), [June Campbell-Davies](#) and [Osian Meilir](#).

Click below to learn more about:

[Dance for Parkinson's](#)
[Young Associates](#)
[Above and Beyond, Penrhys](#)

Our Dance for Parkinson's work in three locations across Wales, development of young talent through our Young Associates programme and our deep-rooted, long-term programme in the village of Penrhys in Rhondda Cynon Taf are examples where we deploy our knowledge of dance, alongside other artform practice, to enrich people's lives.

Our engagement programme is focused primarily in Wales for young and old, with those who have never tried dance before, as well as those who want to develop their skills. We also work with people for whom dance is a therapeutic as well as artistic activity.

While company dancers are involved in some of these wide-ranging projects, the majority are delivered by a network of freelance dance artists who are steeped in our repertoire and work in their local communities with their specialist knowledge.



We have our own rehearsal studio plus a 104-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 and theatre companies, independent dance artists from Wales, and artists working in other disciplines.

Diversifying the people we work with, as artists, staff, audiences and participants, is embedded in our plans. We have ambitious targets to build on work which has resulted in a more diverse board, workforce, including our dancers.

One in four of our workforce and board is from the Global Majority, 17% are d/Deaf or disabled and 30% identify as LGBTQ+.

We recognise there's much more to be done to achieve equality and this is a key aim for the board and leadership team.





Recent Achievements

NDCWales creates performances for Welsh and UK theatres large and small and European and international stages. We've delivered online and screen projects and worked indoors, outdoors, in venues of all sizes and at home at the Dance House.

Over the past five years NDCWales has created more diverse work than ever before, and increased audience and participation numbers and levels of activity in Wales and beyond.

Audience numbers in many theatres we have visited are now at pre-Covid levels and our engagement programmes are finding new audiences across Wales.

We also create dance with our Young Associates, our youth company aged 13-21, who attend weekly professional-level contemporary training, and with our Dance for Parkinson's dancers.

Alongside the work we create and tour, and the engagement activity so vital to our impact, we also have a role in the wider dance sector in Wales through our artist development programme, which brings together independent choreographers and practising choreographers within the company with NDCWales dancers.

NDCWales' international work contributes to Wales' reputation overseas. In recent years the company performed in France, Italy, South Korea, Germany, Japan, Hong Kong, Spain, Austria and Switzerland.



Governance and Finance

NDCWales is a registered charity with trustees who also act as directors of the company: The board is led by Chair Alison Thorne, who has a strong background in retail and people development. Trustees are recruited through advertisement and interview. The company employs 17 staff members and had a turnover of £1.5 million in 2024/25.

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 of Wales (the company's major funder - £855,581 for 25/26), box office income, space hire and fundraising from charitable trusts, businesses and individual donors. We are delighted to have recently secured a three-year funding commitment from Arts Council of Wales for 2024-2027.

There are two well-established sub-committees; the People and Finance Committee, which advises the Board on financial, operations, HR and other relevant matters and the Artistic Advisory Group, made up of trustees, staff and external representatives to support the Artistic Director in programming. There are also Task and Finish groups when needed to support the executive leadership in specific areas of development.

[Here is a link to the current board of trustees.](#)

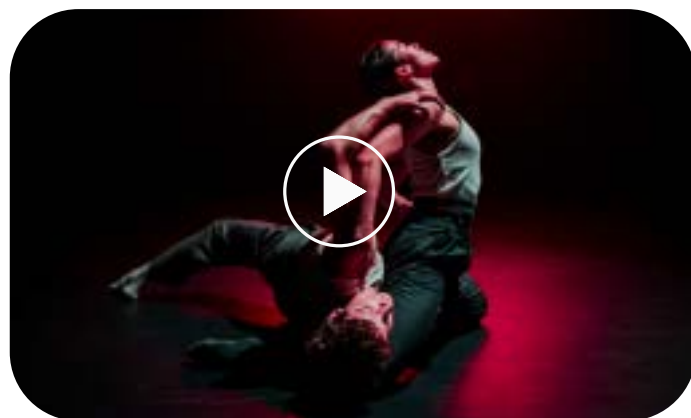
Repertoire

The links below to go to trailers for our repertoire.

[Click here for audio described trailers](#)



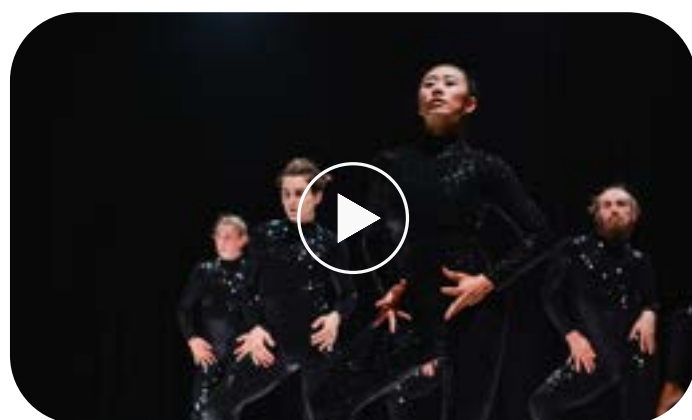
Skinner's: Melanie Lane



AUGUST: Matthew William Robinson



Zoetrope: Lea Anderson



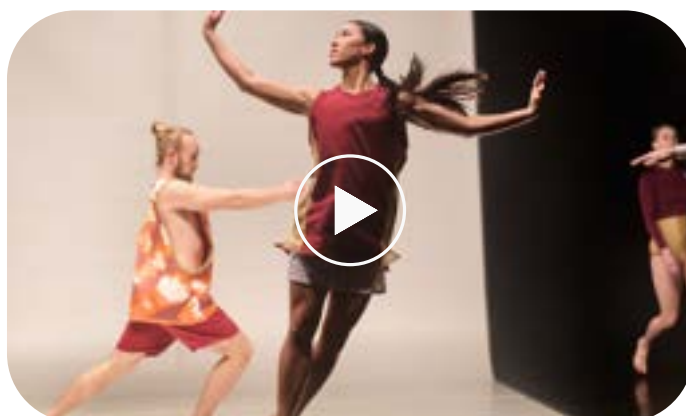
Waltz: Marcos Morau



Say Something: SAY



SEPTEMBER: Matthew Robinson



Wild Thoughts: Andrea Costanzo Martini

Details

Role:

Venue and Touring Technician

Main Purpose:

Provide technical support for the company in the creation and performance of work at the Dance House, on national and international tour and in other locations, as well as for external hires at the Dance House.

Reports to:

Head of Production

Place of Work:

Dance House, Cardiff and Touring

Type of Contract:

Annualised Hours

Contract based on 3 days a week

Salary:

£30,349 Pro rata (£18,209pa)

Please note that the following job description is a guide to the nature of the work required by the Venue and Touring Technician and the post holder may be required to undertake other duties appropriate to the nature of the post as agreed with the Head of Production.



Responsibilities

Production

- Undertake the role of Production Electrician when required
- Assist Lighting Designers with lighting programming
- Operate lighting/sound during performances and events
- Support the Head of Production with technical and production administration requirements
- Ensure that accurate and appropriate records are made and kept during the rehearsal period

Touring

- Tour the company's work nationally and internationally
- Assist with each production get in, fit up and get out as determined by the Head of Production
- Operate lighting/sound during performances and events
- Assist with pre-show and interval changes (including scenic changes)
- Lead on the rigging, focusing and any pre-programming of lighting/sound equipment on tour
- Assist with the installation and operating of other technical elements
- Assist the Head of Production in creating lighting plans & paperwork
- Assist with the supervision of crew
- Maintenance of technical equipment whilst on tour



Building

- Support the rigging, focusing and programming of lighting and sound equipment used in the Dance House by NDCWales or by external companies
- Assist with the installation and operating of other technical elements such as flies, set and staging used in the Dance House by NDCWales or by external companies
- Support Dance House activity by external hires, acting as the Duty Electrician during performances and events
- Assist with the supervision of casual crews, as required
- Assist with the annual LOLER, COSHH and PAT testing within the building
- Assist with maintenance of lighting and technical equipment
- Ensure all areas are kept clear and tidy, resolving or reporting any issues to the Head of Production
- Assist the Head of Production with smooth running and maintenance of the storage unit.

General

- Read and interpret lighting plans technical riders and other paperwork
- Attend production, company and departmental meetings as required
- Ensure that NDCWales' Health and Safety policies and Risk Assessments are followed
- Deputise for Head of Production as required
- Play an active part in development, promotion and implementation of all NDCWales policies including bilingualism, anti-racism, anti-oppression, representation, access, environmental sustainability and health and safety.



Person Specification

Candidates should not be put off applying if they do not demonstrate full competency in all the below areas. We would expect candidates to be able to demonstrate a level of competency in the majority of these fields.

- Good rigging, focusing and lantern maintenance skills
- Comfortable working at height
- Experience of plotting and operating experience of ETC lighting consoles
- Previous theatre and/or touring experience
- Knowledge of electrical maintenance and PAT testing
- Experience working with lighting designers and other creative team members
- Experience in using Computer Aided Design software
- Experience with other technical aspects used in theatre such as flying, sound and video equipment
- Ability to drive vans and larger vehicles
- Working at height training and IPAF licensing is desirable, though full training will be provided
- Ability to respond to problems creatively, calmly and positively
- An open and flexible approach, willingness to learn and develop new skills
- Excellent team worker with the ability to work to deadlines
- Enthusiasm and a passion for the live performance sector
- Ability to speak Welsh or willingness to learn.



How To Apply

If you would like to talk about this opportunity in more detail before applying, please contact:

recruitment@ndcwales.co.uk

If you would like to apply with audio, video or a form accessible to you, please do.

Please complete the Equal Opportunities Monitoring Form and send along with your CV and a covering letter (maximum 2 pages) outlining how you fulfil the person specification and the skills you can bring to the roles to:

recruitment@ndcwales.co.uk

In your covering letter please outline, and in the order set out in the job pack, how you meet and fulfil the requirements outlined in the Person Specification. Additionally, please set out why you would like to be considered for the role and your motivation.

In your CV, please evidence your skills and experience plus:

- Names and contact details for two employment/professional referees. References will not be contacted until 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 the Equal Opportunities form, which is for monitoring purposes and is separate to your application

Closing date for applications:
12 noon, Monday 24 November 2025



[Email here to ask questions](#)

[Email your application here](#)

[Access the Equal Opportunities Here](#)

Recruitment Pledge

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.

Equality

NDCWales aims for dance to be part of everyone's life and presents its work in different formats and contexts across Wales and around the world.

We believe diversity should be fully embedded into our organisational culture and values, and we are continuing to expand the diversity of the company and its work.

To that end we are talking with and listening to people from a range of communities, to bring understanding and insight, and to identify changes we can make.

Details of the action we are taking can be found in our [Strategic Equality Plan](#).

Social Justice

Social justice, equality and fairness are at the core of everything 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 arts sector, and from those who experience discrimination due to race, gender identity, sexual orientation, marital status, race, religion, nationality, ethnic origin, disability or age.



[Read our Strategic Equality Plan.](#)

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.

