



Recruitment for Artist Leader

Thank you for your interest in the role of Artist Leader at Dance4. Below is further information about this post and the organisation.

To apply for the role please download and complete [the Application form](#). Then complete the [online submission here](#), giving your contact information, entitlement to work in the UK and details of 2 referees. Upload the Application as a Word document or PDF as part of your submission.

On completion you will also be asked to fill out a Monitoring Form.

Dance4 is committed to equality of opportunity and diverse candidates are encouraged to apply. If you would like to submit your application in an alternative format or have any particular requirements for the interviews, please let us know how we can support you.

The deadline for applications is **Monday 10 August at 10am**.

There will be two stages of interviews for the post; please ensure you are available for both dates. Shortlisted candidates will be invited to a brief online interview on Zoom on **Monday 17 August**. No preparation will be required at this stage.

Selected candidates will then be asked to attend an interview on **Monday 24 August** at Dance4's international Centre for Choreography in Nottingham. Candidates selected for in-person interviews will receive a fee of £250 plus travel expenses

For any questions or if you require further information please contact jobs@dance4.co.uk.

Best wishes,

Paul Russ

Artistic Director and Chief Executive



Artist Leader - Information for candidates:

Background information on Dance4

Job Description

Person Specification

Terms & Conditions

For current information on our programme visit our website at www.dance4.co.uk.

A summary business plan, equality and diversity and environmental policies can be downloaded from www.dance4.co.uk/about-dance4/.

Background Information

Dance4 was founded in 1991 as a consortium of regional promoters and agencies came together to create a registered charity and limited company to support the development of dance in the East Midlands. In May 2016 Dance4 realised one of its long-term business objectives with the move to its international Centre for Choreography in Nottingham. This has enabled the organisation to finally take residence of spaces that embody its international reputation as an organisation of the highest quality.

Artistically, Dance4 has established an international reputation for experimental work that places 'the questioning of practice' at the heart of its programmes and champions research, debate and learning. Dance4 has curated and managed the international festival Nottdance since 1995. It is committed to the development of artists and the art form of dance, and sees empowering future generations of dance artists as central to this aspiration.

Dance4 has become a celebrated dance development organisation both nationally and internationally, contributing significantly to the development of dance and choreographic practice in the UK. In more recent years the organisation has created a producing portfolio, increased presenting and undertaken research into new areas of work. It has actively embraced its strategic function as a development agency for the East Midlands, increasing public engagement in dance and providing high quality pathways and frameworks to encourage participation and training for children and young people.

Dance4 has been a regularly funded client of Arts Council England throughout its history. In 2016 Dance4 was given a significant uplift in funding to deliver an international showcasing programme for Dance from England.

Mission

Through exploration of new territories in dance and choreographic practices Dance4 provides inspirational artistic experiences by artists from across the world, engaging people of all ages across Nottingham, the Midlands and beyond. Dance4 has a unique national voice in the development of new discourses, knowledge and practices that are informing the future of the dance and choreographic field from its home at the international Centre for Choreography in Nottingham.

As a strategic agent for dance, Dance4 provides local, national and international leadership, working in partnership with venues, local authorities, education, creative industries and other providers to connect the most extraordinary dance and choreographic practices to the widest possible audiences.

Fundamental to Dance4's mission is to consider the needs of the individual and undertake our programmes and operations with a person-centred approach. The organisation is committed to diversity and recognises that diverse practice refreshes and releases the true potential of creative process and working practices. Dance4 is committed to providing equality of opportunity in employment and to developing work practices and policies that support work-life balance.

Dance4 also recognises that the arts need to play its part in working towards UK and international climate change commitments to reduce carbon emissions.

Current position of Dance4

Dance4 recently re-opened its premises at iC4C, with a socially distanced working practice in place. Residencies by local artists are taking place, alongside private hires from artists.

Dance4 is currently considering long-term planning in light of the current situation, the needs of dance, and the necessary considerations in applying for NPO funding in the next 12 to 18 months.

Staff Team

Artistic Director / Chief Executive, Paul Russ, leads the organisation's strategic development and delivery, and works with two senior managers to drive forward strategies to secure the necessary resources to deliver Dance4's work.

The Executive Director provides the organisation with strategic leadership in its delivery of Dance4's financial and operational objectives. A new appointee will take over this role in September 2020.

Programme Director, Hannah Sharpe, provides the organisation with strategic leadership in its delivery of Dance4's artistic objectives through creating and implementing effective plans for all programme activities, and overseeing audience development and marketing activities to support them.

Hannah Sharpe will be on maternity leave from July 2020, returning in January 2021. During this time, Dance4 is working with DanceXchange to explore greater partnership working. Lucie Mirkova will cover elements of the Programme Director role and we will work across the teams to deepen connections and future collaborations. This process will also include the Artist Leader role.

Three Producer roles take specialist leadership for areas of the programme and a team of 5 staff provide support across programme, communications and operations.

Working in Nottingham

Nottingham is a vibrant city with a strong cultural offer, a fast-growing creative industries sector, award-winning public transport and two world class universities. For more information about living and working in Nottingham visit:

www.investinnottingham.com/why-nottingham

<https://marketingng.co.uk>

Artist Leader – Job Description

Purpose of the post

Dance4 is listening to artists' desire to rebalance the decision-making power in the institution. In order to explore and consider any necessary change, Dance4 has created this role to place an artist within the senior team, to collaborate with the Board, staff and stakeholders in considering new ways of working.

This role places an artist at the heart of Dance4's decision-making processes, working closely with the senior leadership and the producing team to contribute to and positively influence the delivery of Dance4's objectives over a 6-month period, and planning for the next 12-18 months.

Outcomes are not expected, but a proposal for discussion and consideration for change will be:

- to proactively experiment with new artistic leadership at Dance4 and present proposals for long-term change
- to identify sustainable and meaningful ways for Dance4 to connect more directly with the artistic community locally, nationally and internationally, and support our ambition to involve them effectively in decision making processes

Areas of action research

The role is anticipated as live action research, an exploration into forming new artistic leadership, working within the organisation to realise our ambition for long-term change. The Artist Leader will be fundamental to dialogues to shape the future of the organisation, and adaptability and shared learning is key.

Areas of leadership

This role will directly lead on five key specialist programme areas outlined here:

- Dance4's artist residency programme post-Covid-19, including remote residencies
- developing digital opportunities to connect to the artistic programme
- developing Dance4's international strand of work and supporting the delivery of professional development tools and resources for artists during this period of no international travel
- continuing to develop equality and diversity across all programme strands, with a specific look at selection processes
- explore how best to support professional class provision and artist/producer's network for the East Midlands region

Key duties

- To explore the areas of action research through discussion, consultation and networking with artists, Dance4's staff and Board
- To work with the Senior Team and Producers to propose and agree programme activities for the areas of leadership
- To oversee delivery of the programme activities by the team
- To maintain and develop existing, and identify new partnerships which support the programme for the 6-month delivery and future planning period
- To actively support the development of Dance4's continual efforts to ensure equality for all across Dance4's programme of work and ensure the programme reflects the creative case for diversity and meets Dance4's Diversity Action Plan targets
- To highlight any gaps within provision and propose ideas that align with Dance4's priorities and vision as relevant
- To take part in discussions developing income generation to enable more opportunities for the artistic community
- To contribute to the team effort in reporting, monitoring, evaluation and documentation of programme areas
- To work in line with Dance4's artistic vision, business plan objectives and within budget allocated
- Be a strong external advocate for Dance4's programme at all times

Artist Leader - Person Specification

Essential:

- A practicing Artist in movement-based practice (researcher, maker, teacher, dancer, practitioner)
- Considerable knowledge of the UK and international dance sector, developed through direct working experience
- Committed to working with the staff and Board to influence the future of the organisation
- An ideas person who has entrepreneurial flair and inspires others
- Positive, proactive and self-motivated
- Excellent written and verbal communication skills and sound interpersonal skills
- Strong organisational and project management skills, with the ability to prioritise effectively
- IT skills with knowledge of the Microsoft Office suite of programs
- A generosity and openness to discovering new ways of working
- A desire and ability to propose and contribute to implementing change
- Committed to collaborative ways of working within the team and have a flexible approach
- Commitment to and demonstrable understanding of equal opportunities practice
- Ability to maintain significant partnerships and relationships for Dance4
- A desire to learn and develop
- Willingness to travel across the UK and internationally if required and to work evenings and at weekends when necessary

Desirable:

- Experience of engaging with the community and building excellent relationships
- Experience of devising and leading dance programmes involving the professional development of artists and audiences
- Experience of audience development to support activities
- Local knowledge of Nottingham and the Midlands

Artist Leader - Terms and Conditions

There will be a written contract of employment to include the following outline terms:

The post is offered on a temporary contract for a six-month period. The preferred start date is 14 September 2020 but this can be negotiated.

The post is offered on a part-time basis. The working week will be 15 hours (2 days), including a certain amount of evening and weekend work. No overtime payments will be made but time off in lieu may be taken by arrangement.

Dance4 is committed to appropriate and equal pay and operates a fixed-point salary scale. The post of Artist Leader is offered at scale 5 which is currently £40,000 pro rata (total salary over period £8,000). Salaries are reviewed each year by the Board. Salary will be payable monthly in arrears after deduction of PAYE tax and National Insurance.

Paid annual leave during the period will be 5 days holiday and 1.2 days Bank Holiday.

The office base will be in Nottingham and there is an expectation that at least 26 days will be worked in Nottingham. Dance4 has a flexible working policy, and a flexible approach will be taken to working hours, and remote working.

There is provision for expenses to support an artist to carry out the responsibilities of the role in Nottingham. Travel may also be necessary around the city, the region, nationally and internationally for which expenses will be paid.

A probationary period of 2 months will apply, during which time your employment may be ended with one week's notice.

After probation is complete, the post is subject to 2 months' notice in writing on either side or otherwise for cause in accordance with disciplinary procedure.

All staff are obliged to act within the company's equal opportunities policy.