

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

## Recruitment Pack

# Trustees





# 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, large print and audio formats.

Please e-mail [recruitment@ndcwales.co.uk](mailto:recruitment@ndcwales.co.uk)

to request any other formats.



## A message from our Chair

It's a true career highlight to serve as Chair of the Board for National Dance Company Wales (NDCWales), and I'm delighted to invite new people to join us in supporting the mission of this iconic and impactful national dance company. The Board of Trustees plays a vital role in shaping NDCWales's development, sustainability and reach, helping to guide the organisation through both opportunity and change.

In recent years, the Board has supported a much-needed transformation across the organisation, ensuring it remains resilient and relevant in the face of an ever-changing funding landscape, artistic environment and evolving audiences — while continuing to deepen its impact in Wales and beyond. As we look ahead, and with several of our long-standing, much-valued trustees reaching the end of their tenure, alongside a recent skills audit, we are seeking new members to help lead the organisation into its next chapter.

We welcome applicants from both within and beyond the world of dance, arts and performance. We are particularly interested in hearing from individuals who bring knowledge and experience gained through professional roles, volunteering and, crucially, lived experience. Those considering a trustee role for the first time are also encouraged to apply. We believe this diversity of perspective strengthens our governance and ensures we are guided by a broad and inclusive range of voices.

For this round of recruitment, we are specifically looking for candidates with expertise in the following areas: finance, legal and governance, performing arts, learning and participation/education, and fundraising and partnerships. We are also prioritising the recruitment of individuals who are fluent Welsh speakers or who use Welsh as their first language, and who can support our commitment to the Welsh Government's Cymraeg 2050 strategy.

This is a voluntary (pro bono) role, with expenses covered, and the opportunity to attend first nights, development workshops and community events; all moments that reflect the power of dance to inspire and connect.

As part of the recruitment process, we are hosting two Open House events to offer first-hand insight into NDCWales and the extraordinary breadth of work we deliver across Wales and beyond. These sessions will also provide an opportunity to meet members of the current Board, executive team and wider organisation at our home in Cardiff Bay. You'll find details later in this pack, and we would be delighted to welcome you if you're able to attend.

If you would like to discuss the role or opportunity further, please don't hesitate to get in touch with me directly.

We hope you'll consider joining us on this exciting journey and becoming part of NDCWales' future, a deeply rewarding opportunity to make a difference.

**Alison Thorne**



**To explore the role and working with us please contact me.**  
**Click here to email Alison on: [alison@atconnect.org.uk](mailto:alison@atconnect.org.uk)**

# 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.](#)



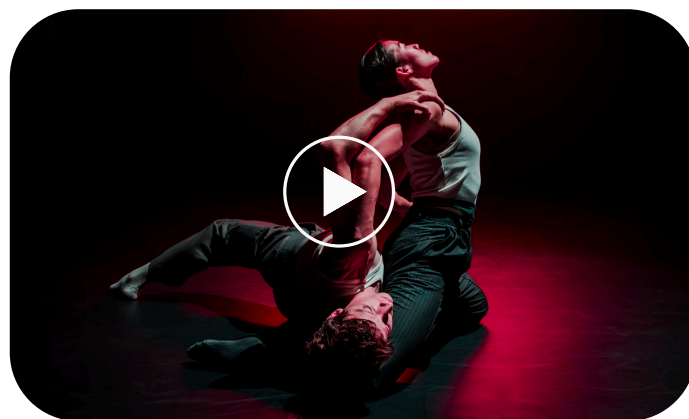
# Repertoire

The links below to go to trailers for our repertoire.

[Click here for audio described trailers](#)



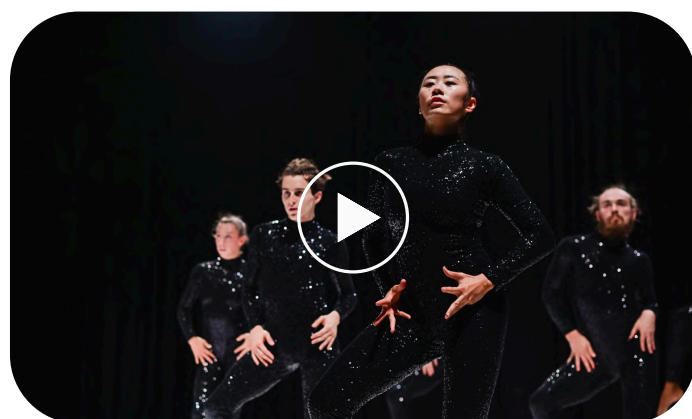
Skinner's: Melanie Lane



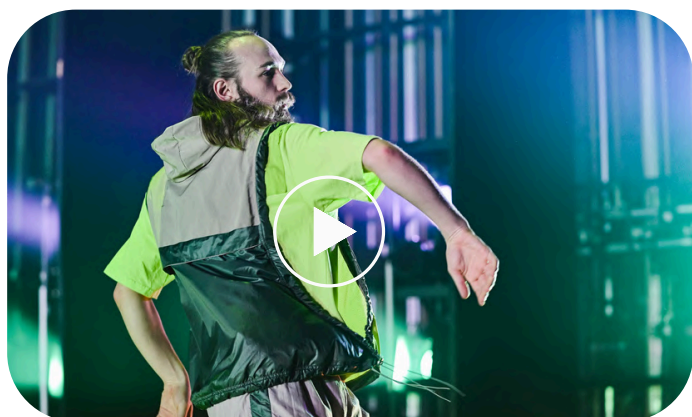
AUGUST: Matthew William Robinson



Zoetrope: Lea Anderson



Waltz: Marcos Morau



Say Something: SAY



SEPTEMBER: Matthew Robinson



Wild Thoughts: Andrea Costanzo Martini

**“ONE OF THE MOST EXCITING THINGS ABOUT NATIONAL DANCE COMPANY WALES IS THAT YOU TRULY HAVE NO IDEA WHAT TO EXPECT WHEN YOU SEE ONE OF THEIR SHOWS. THEIR STYLISTIC RANGE IS SO HUGE, AND THE TALENT THEY PULL IN SO DIVERSE, THAT IT’S IMPOSSIBLE TO ANTICIPATE WHAT THEY’RE PUTTING FORWARD NEXT.**

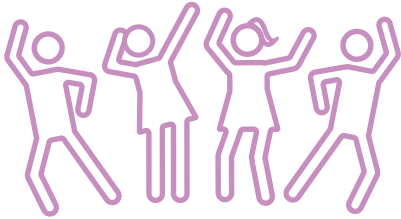
**THAT’S NOT TO SAY THEY DON’T HAVE A DISTINCT FEEL AND STYLE TO THEIR WORK, THOUGH, AND THAT’S A REMARKABLE COMBINATION: A CLEAR BRAND AND AN ENDLESS SENSE OF POSSIBILITY. ”**



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cenedlaethol **cymru**

**2024/25**



Engaged 9,001 participants  
across workshops, classes,  
talks and more.



Worked with 27  
new artists



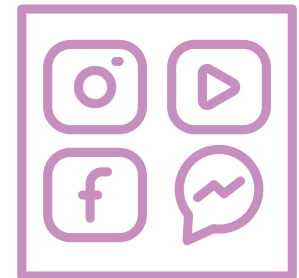
Audience of 6271  
a 4.5% rise on UK  
audiences on 23/4



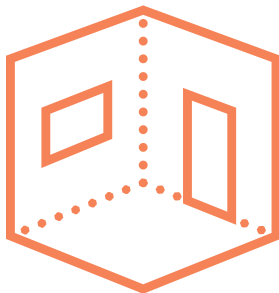
Engaged  
95 freelance  
collaborators



Created 7 new  
dance works



Increased social media  
following by 19%  
(despite no longer  
using X)



Hired the dance  
house to 62  
organisations across  
327 sessions



Made audio  
description available  
for all touring shows at  
every venue



Performed 53  
times in Wales

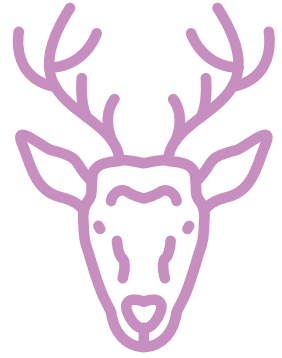
# ACHIEVEMENTS:



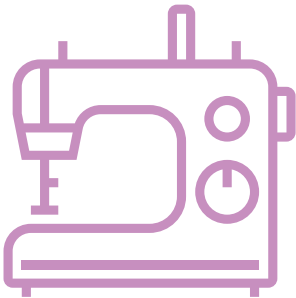
Produced films to teach teachers all across Wales how to teach dance if they've no experience.



Produced and performed our first full length work for schools and families



Performed our first seasonal show and our first Welsh language show in collaboration with Theatr Cymru



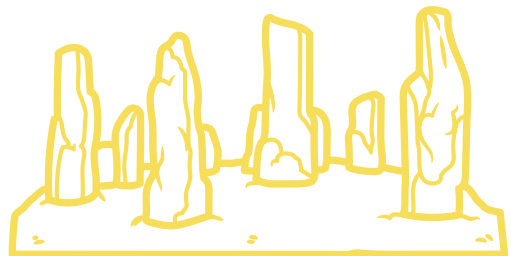
Employed an emerging artist in Penrhys to teach costume making, sewing and repair to all ages - and secured funding for equipment



Taught workshops across Wales including a number of free events aimed at expanding the reach of Young Associates



Created an exclusive show for business partners Goodson Thomas



Amped up Academy (Penrhys) at the Eisteddfod Genedlaethol Cymru



# A Year in the Life:

## An NDCWales Trustee



As a Trustee at NDCWales, you will meet with your fellow Board Members and the executive leadership team each quarter at a board meeting to review strategic progress and to support development.

If you are a member of one of our two sub-committees (People & Finance, and the Artistic Advisory Group) you will have a further quarterly meeting to attend. For all meetings there papers to read and digest beforehand, provided 1-2 weeks in advance of the meeting.

On occasions you will work closely with members of the team to consult and support on creative and operational developments, deploying your skills and experience to improve our work offer, and assisting with internal appointments. You will have the opportunity to see the company perform at least 3 times a year, and witness the engagement work we do.

We will keep you up to date throughout the year with current activity, news and successes, and you will receive invitations to performance and engagement events, celebrating dance made in Wales.

To support the continuous professional development of our board and executive, and to remain resilient as an organisation, we arrange training opportunities as required.

Our Trustees initially serve a term of 3 years, with the option to extend for a further 3 years.

# Person Specification

NDCWales is looking for up to four new trustees to help shape the future of dance in Wales.

You will have a passion for the arts, with time to support the strategic development and sustainability of the company. You will work with the executive team to create a dynamic future for Wales' national dance company and its dance artists and audiences.

We are seeking candidates who bring expertise through both professional employment and volunteering, and-crucially-through lived experience. We believe this combination strengthens our organisation and ensures we are guided by a diversity of voices and perspectives.

Initial term for three years, and then a further three years by mutual agreement to ensure staggered succession across trustees.

The Company will offer and fund training and mentoring for trustees.

For the next stage of NDCWales' evolution we are seek individuals with relevant general experience, but with skills and experience in the following priority areas:

- Finance
- Performing Arts
- Legal and Governance
- Engagement and Education
- Fundraising and Partnerships
- Welsh Language





# Skill Examples

PRIORITY AREA	EXAMPLE SKILLS & EXPERIENCE
<b>Performing Arts</b>	This could mean candidates have skills and experience as a dancer or performer, creative practitioner, repetiteur, events and creative producer, artistic or creative leader etc.
<b>Legal and Governance</b>	This could mean candidates have skills and experience as a general counsel, solicitor, employment lawyer, legal advisor, company secretary, or governance professional.
<b>Finance</b>	This could mean candidates have skills and experience as a chartered accountant, charity finance lead/manager, audit or investment specialist etc.
<b>Learning &amp; Participation and Education</b>	This could mean candidates have skills and experience in community engagement, youth arts, dance education, education leadership etc.
<b>Fundraising and Partnerships</b>	This could mean candidates have skills and experience in individual giving, donations, memberships, legacies, trusts and foundations and corporate partnerships etc.
<b>Welsh Language</b>	This could mean candidates who are fluent Welsh speakers or who use Welsh as their first language, and who can support our commitment to the Welsh Government's Cymraeg 2050 strategy, and our broader aim to engage meaningfully with Welsh-speaking communities.

## Experience

We welcome applications from first time trustees / Non-Executive Directors and actively seek diversity of lived experiences.

Applicants can be based in Wales, the wider UK or internationally as we aim to deliver most meetings in hybrid with in-person meetings scheduled in advance.

Priority will be given to Welsh speaking candidates but it is not essential for application.

## Package

The role is pro bono with expenses paid.

Expenses include travel, meals, accommodation and support with care provision.

## Benefits

The opportunity to support the growth of a national Welsh company and act as an ambassador at performance or engagement events.

Expenses to these events will be covered and free tickets to at least three performances will be supplied as part of the ambassador role.

Candidates wishing to learn or improve their use of Welsh can access payment for courses.

## Support

We are committed to meeting access requirements or additional support that any Trustee may require to fulfil the role - just let us know what you need.





# Role Description

## The duties of a trustee are as follows:

- Ensuring that the organisation pursues its stated objectives, as defined in its governing document, by developing a long-term strategy.
- Ensuring that the organisation complies with the governing document, charity law, company law and any other relevant legislation or regulations.
- Ensuring that the organisation applies its resources exclusively in pursuance of its charitable objectives (i.e. that the charity must not spend money on activities that are not included in its own objects) for the benefit of the public.
- Ensuring that the organisation defines its goals, policies, and evaluates performance against agreed targets.
- Safeguarding the good name and values of the organisation.
- Ensuring the effective and efficient administration of the organisation, including having appropriate policies and procedures in place.
- Ensuring the financial stability of the organisation.
- Protecting and managing the property of the charity and ensuring the proper investment of the charity's funds.
- Following proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the Chief Executive and Artistic Director.

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special experience.

This may include appointment to a committee and / or a task and finish group as well as ambassadorial work for NDCWales.



# Person specification

## General

- A commitment to the organisation
- A willingness to devote the necessary time and effort.
- Strategic vision
- Good, independent judgement
- An ability to think creatively
- A willingness to speak their mind
- An understanding and acceptance of the legal duties, responsibilities, and liabilities of trusteeship
- An ability to work effectively as a member of a team
- Willingness to learn Welsh
- A commitment to the Charity Commission's six essential duties and Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty, and leadership





# Open House

Join us for one of our informal Open House sessions, at the Dance House or online where you'll have the opportunity to meet current Trustees and members of the NDCWales team. Hosted by Alison Thorne (Chair), these sessions are a great way to learn more about our mission, vision, and the work we do as an organisation.

You'll also discover what it means to be a Trustee with NDCWales, the skills and experience we're looking for in new board members and have the chance to ask any questions you may have.

## **Session 1**

Wednesday 4 June (Morning)

Online 8.30am - 9.30am

## **Session 2**

Monday 16 June (Evening)

Dance House, Cardiff Bay 5-6pm

If you would like to attend one of the Open House sessions, [please register for a place by on our website by clicking here.](#)



[Sign up for the Open House](#)

# How To Apply

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

**Alison Thorne (Chair): [alison@atconnect.org.uk](mailto:alison@atconnect.org.uk)**

**David Watson (Interim Executive Director): [david@ndcwales.co.uk](mailto:david@ndcwales.co.uk)**

If you would like to apply with audio, video or a form accessible to you, you are welcome to do so, simply send us the link.

Please complete [the Equal Opportunities Monitoring Form](#) and send along with your CV and a covering letter outlining why you would like to become a trustee.

**Closing date for applications: Friday 27 June, 12 noon**

## Recruitment Process

- Online Longlist Interviews: 9 & 10 July 2025
- In-Person Shortlist Interviews: 17 & 18 July
- Appointment commencing: July 2025



[Email Alison here to ask questions](#)

[Email David 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.



Cyngor Celfyddydau Cymru  
Arts Council of Wales



Noddir gan  
Lywodraeth Cymru  
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**Photos: Kirsten McTernan, Chris Nash, Rhys Cozens, Elywell Photography, Jorge Lizalde**  
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