

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

Recruitment Pack

Executive Director (& Joint CEO)



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

to request any other formats.

A message from our Chair

This is a truly exciting time to be joining one of the UK's leading contemporary dance companies, as we recruit a permanent Executive Director (& Joint CEO) to help lead National Dance Company Wales (NDCWales) into its next chapter.

Following a period of much-needed transformation, the company is now on a stronger, more sustainable footing. With the recent appointment of Bakani Pick-Up as Artistic Director (& Joint CEO), we are looking for an outstanding Executive Director to work alongside them to shape the future of NDCWales, a company rooted in Wales but with international ambition.

We are seeking someone who brings not only strong leadership experience, but the energy and imagination to drive innovation and resilience. You will be confident across core areas including business leadership, governance, strategic planning, finance, marketing and communications, fundraising, people management, and stakeholder engagement. You will also bring a belief in the power of dance to transform lives, and a deep commitment to equity, access and public value. As Joint CEO, you will work in close partnership with the Artistic Director to support the delivery of a bold artistic vision, one that champions exceptional choreography and creativity, supports local and global artists, and connects with audiences in meaningful ways. You will play a key role in producing and touring our work, collaborating with venues and partners to grow our national and international reach, and helping us reach more audiences in every part of Wales.

You will also help us to develop new and sustainable income streams, ensuring we support artists in their creative journey and invest in work that resonates both here in Wales and around the world. You will collaborate regularly with the Board of Trustees, and I am personally looking forward to working closely with our new Executive Director to ensure strong governance, bold ambition and excellent delivery across all areas of the organisation.

We are proud of what NDCWales stands for, a national company that is artist-led, community-connected and committed to representing the breadth of contemporary Wales. You will be a visible and confident advocate for the company and for dance more broadly, helping us build deeper relationships across the cultural sector and wider society.

We value difference and diversity, and we particularly welcome applications from those who are underrepresented in our sector. We are committed to creating an inclusive and welcoming environment where everyone can thrive.

As part of this recruitment process, we are hosting two Open House events, one online and one at our home in Cardiff Bay, where you can meet members of the Board, staff and wider company. These are a great opportunity to get a feel for who we are and how we work. Details are in the pack, and I hope to meet you at either.

If you would like a confidential conversation about the role, please don't hesitate to get in touch.

Alison Thorne



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

A message from our Artistic Director

National Dance Company Wales (NDCWales) stands at a pivotal moment of renewal, and this is a truly exciting time to join us. Over the past 18 months, the company has undergone a significant period of transformation, laying the groundwork for a more sustainable and resilient future. Now, with renewed clarity and ambition, we are ready to build, and to write the next chapter in our story: ambitious, impactful, energised, and full of possibility.

To help shape this future, I'm seeking a truly exceptional partner.

As Artistic Director, I believe our company must be built on a strong and sustainable foundation that allows creative risk, innovation, and excellence to truly flourish. At the heart of that is bold, relevant, and resonant artistic work, supported by a deep commitment to developing artists and creatives at all stages of their journey.

We want everyone to have access to great dance, in communities across Wales and far beyond. We will collaborate with others to help transform pathways and deepen engagement as well as harnessing Welsh talent and creativity. Together, we will proudly promote Wales as a powerhouse of dance on both the national and international stage.

More than that, we see NDCWales as a driving force in the ongoing evolution of contemporary dance, helping to define, develop, and advocate for the artform as it grows and shifts in the 21st century. This partnership isn't just about running an organisation. It's about co-authoring what a national dance company can and should be in this moment and beyond. Together, as Joint Chief Executives, we will lead the company with shared vision, equal responsibility, and mutual trust. We will blend artistic integrity with operational and strategic clarity.

We will position NDCWales as a beacon of artistic excellence with deep local roots and a vibrant international outlook. We'll celebrate and collaborate with artists of Wales while welcoming bold voices from across the dance world into our creative space, and into Wales itself. We'll expand our reach into communities of all kinds across the country, building meaningful connections that reflect our belief that dance is for everyone.

I'm looking for someone who shares this vision. Someone who values our heritage as a repertory company but is energised by innovation, and what's next. Someone who understands how to balance artistic ambition with financial resilience. Someone who can lead with clarity, care, and courage. The ideal partner will bring strategic, operational, and creative intelligence but also a genuine belief in the transformative power of dance to change lives, connect people, and open up new ways of seeing and being.

At its best, NDCWales is a democratic space, led by values, fuelled by imagination, and rooted in collaboration. I want to lead alongside someone who reflects this. Someone who is open, future-focused, practical, and bold. Someone who believes, like I do, that the work we make and the way we work must echo our deepest belief: that everyone belongs in dance. If this speaks to you, I hope you'll consider applying. I can't wait to meet you.

Bakani Pick-Up



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](#)



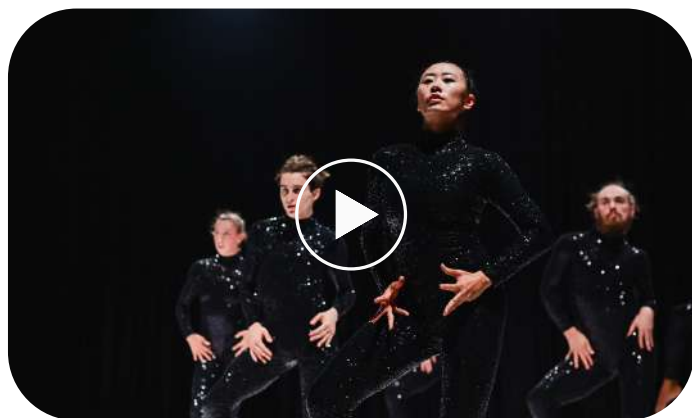
Skinner's: Melanie Lane



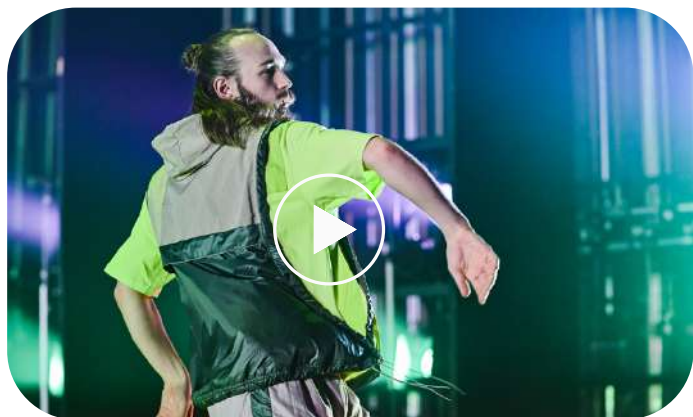
AUGUST: Matthew William Robinson



Zoetrope: Lea Anderson



Waltz: Marcos Morau



Say Something: SAY



SEPTEMBER: Matthew Robinson



Wild Thoughts: Andrea Costanzo Martini

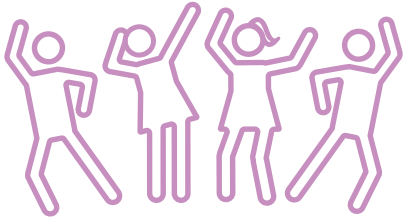
“ONE OF THE MOST EXCITING THINGS ABOUT NATIONAL DANCE COMPANY WALES IS THAT YOU TRULY HAVE NO IDEA WHAT TO EXPECT WHEN YOU SEE ONE OF THEIR SHOWS. THEIR STYLISTIC RANGE IS SO HUGE, AND THE TALENT THEY PULL IN SO DIVERSE, THAT IT’S IMPOSSIBLE TO ANTICIPATE WHAT THEY’RE PUTTING FORWARD NEXT.

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. ”

national **dance**
company **wales**

cwmni **dawns**
cenedlaethol **cymru**

2024/25



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



Worked with 27
new artists



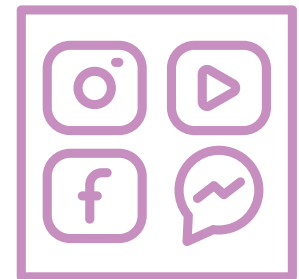
Audience of 6271
a 4.5% rise on UK
audiences on 23/24



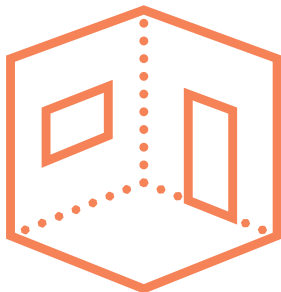
Engaged
95 freelance
collaborators



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

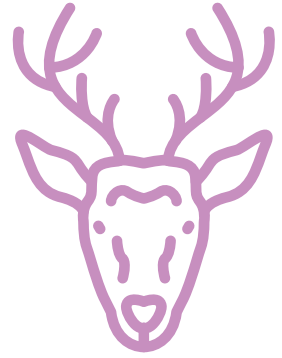
ACHIEVEMENTS:



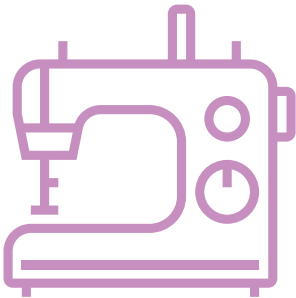
Produced films to teach teachers all across Wales how to teach dance if they've no experience.



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



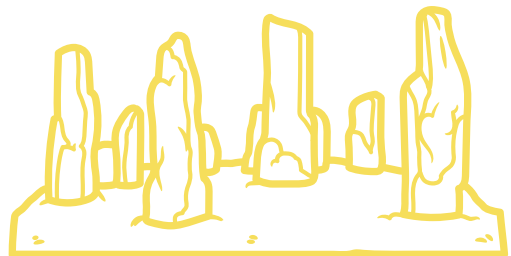
Employed an emerging artist in Penrhys to teach costume making, sewing and repair to all ages - and secured funding for equipment



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

Executive Director (Joint CEO)

The Executive Director provides business advocacy, strategic leadership and planning for the company, overseeing the business and financial planning, HR, and governance responsibilities. The Executive Director works in partnership with the Artistic Director, forming a Joint Chief Executive (& Joint CEO) leadership in developing and implementing long-term vision for the Company. The Joint CEOs lead the company's business planning process and have overall responsibility for staff management and wellbeing.

Reports to: Chair, Board of Trustees

Direct Reports: 5+

Contract: Permanent, Full-Time

Salary: £50,000 per annum

Annual Leave: 28 days [plus 8 days public holidays]

Pension: 5% Employer Contribution with 4% Employee Contribution

Probation: 6 months

Notice Period: 3 months

Location: Dance House, Cardiff Bay

Duties & Responsibilities

The purpose of the post is to provide strategic and creative leadership for NDCWales, including:

- Strategic Leadership
- Business and Finance
- Team Leadership
- Governance
- Programming, Producing & Touring
- CEO Roles and Responsibilities



Strategic Leadership



- Work with the Artistic Director to set the creative direction of the company through a dynamic artistic policy and programme
- Engage and work effectively with the Artistic Director and the senior leadership team to ensure delivery against the business plan
- Guide, monitor and implement the company's business plan and direction, ensuring the artistic programme fully reflects the vision and resources
- Inspire and motivate everyone in the company, leading the evolution of artistic activities and creating a culture of innovation, learning and development
- Support the development of the brand, creating and delivering an effective brand transformation to increase presence and reach
- Support the development and implementation of the organisations marketing and communications strategy, shaping and evolving the company's brand, delivering impactful campaigns, and growing visibility and engagement with audiences in Wales and beyond
- Champion digital transformation across the organisation, ensuring that creative practice, operations, communications and systems are innovative, efficient, and future-ready.
- Work with the Artistic Director and Marketing Manager, to develop and implement the Audience Development and Touring (national and international) strategies
- Promote a culture of inclusion and diversity to ensure the company reflects contemporary Wales
- Engage and participate with the wider dance and arts sector across Wales to create solutions to challenges, thus fostering creating partnerships and ideas

Business and Finance

- Monitor the financial management and budgeting processes, taking overall accountability for the financial stability and long-term future of the company
- Oversee the finance function of the organisation, including annual audit, banking and cashflow, finance planning and reporting, budgeting and reforecasting, and Theatre Tax Relief claim
- Ensure financial compliance, including monitoring financial procedures and improving processes where necessary
- Work with the Artistic Director, and fundraising staff, to plan and support fundraising activity from various sources including trusts, businesses, statutory sources and individuals
- Work with external expertise to plan and realise new income streams, making recommendations to the board and implementing those plans
- Oversee rights and deal negotiations across all creation and projects including music licensing
- Identify, test and grow new income streams, including commercial and philanthropic partnerships, to ensure long-term financial sustainability
- Alongside the General Manager, manage relationships with Wales Millennium Centre, the site owner
- Manage the senior-level relationship with Arts Council of Wales, the company's principal funder, ensuring timely reporting and ongoing compliance with funding requirements



Team Leadership

- In close collaboration with the Artistic Director, provide clarity of staff responsibilities and company procedures, and facilitate team/cross departmental working
- Working with the Senior Leadership Team, ensure sound planning and evaluation procedures for all company activity
- Inspire and enhance the culture and tone of work, encouraging innovation and delivering an agile and dynamic company alongside the Artistic Director
- Encourage and develop the Senior Leadership Team to deliver engagement and review programmes that support the delivery of the business plan and cultural change
- Oversee the work of staff members for whom the Executive Director has direct line responsibility, including carrying out regular 121 routines and annual appraisals
- With the Artistic Director, oversee and undertake all recruitment, performance management, discipline and grievance, in line with policies
- Ensure compliance with employment law, health and safety and delivery of physical and mental wellbeing



Governance

- Report to and work closely with the Chair of the board and other trustees to ensure the company has effective governance systems and processes in place to meet its organisational and business objectives, accountabilities and responsibilities
- Working in collaboration with the Artistic Director and General Manager, ensure the board receives timely, regular and accurate information to enable the best decision-making possible
- Support the Chair of the board to create relevant work plans and points of engagement for the board, committees and take and finish groups
- Ensure the company operates in compliance with all relevant legislation and advise the board on matters of governance



Programming, Producing & Touring

- With support from the Company Manager, identify and manage co-productions and collaborative projects, working on contracts with co-producers and contracts with touring venues
- Identify, develop and manage entrepreneurial opportunities such as touring or broadcasting the Company's work
- Lead on the creation of international partnerships with theatres, festival and strategic bodies
- Develop and manage relationships with agents
- With support from the Company Manager, lead on booking Wales, UK and international tours, responding to enquiries, negotiating terms with venues and promoters to maximise touring income
- In collaboration with the Artistic Director and Head of Production, provide leadership across technical and creative production, ensuring delivery of high-quality performances across live, digital and hybrid platforms

CEO Roles and Responsibilities



- Strategic leadership in developing and implementing long-term vision for the company, working in collaboration with the Artistic Director
- Lead the company's business planning process
- Overall responsibility for staff management and wellbeing
- Build a sustainable leadership offer as an anchor organisation in supporting the development of the wider dance ecology within Wales
- Full accountability for reviewing and maintaining all procedures and policies including employment contracts, health & safety policies, risk assessments and the company staff book, to ensure legal compliance
- Report to and work with the trustees to ensure the company meets its organisational and business objectives
- With the Artistic Director, act as the company figurehead and be an ambassador and advocate for the company and dance in Wales
- Develop relationships with key stakeholders and strategic collaborators

General duties

- Support the day-to-day operation of the Dance House
- Act as a role model for all employees in terms of professional conduct, standards and policies
- Play an active part in the development, promotion and implementation of all NDCWales policies including bilingualism, anti-racism, anti-oppression, representation, access, environmental sustainability and health and safety
- All staff have responsibility to support the company's charitable objectives and support fundraising activity, including the gathering a reporting of statistics
- All staff are required to adhere to GDPR regulations regarding the management personal data records
- Undertake other duties reasonably expected by the board to fulfil the role



Your knowledge and experience

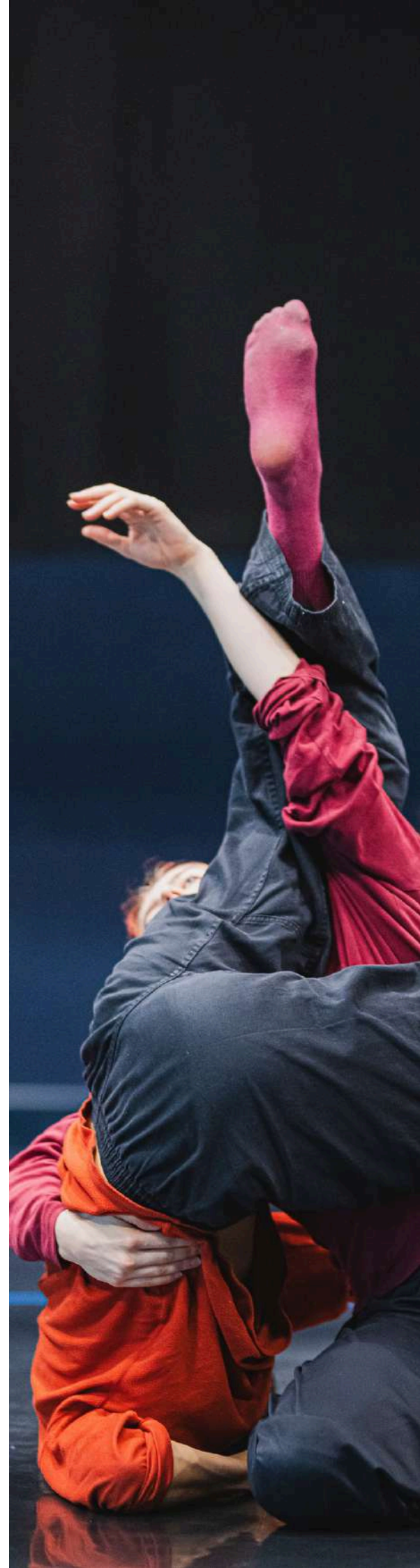
- Significant senior leadership experience within a relevant organisation, ideally within the arts and cultural, dance, or wider third sector.
- Experience of working in collaboration with an Artistic / Creative Director.
- Proven experience of leading, managing and motivating teams at all levels.
- Strong financial literacy, with experience of strategic financial oversight, business planning and budget management.
- Experience managing and balancing artistic and financial risks.
- Experience of leading teams through strategy development and creating deliverable, mission-led business plans.
- Experience of producing and touring within the UK and internationally.
- Experience of commissioning new artistic work and managing creative processes.
- Proven experience in leading fundraising strategy and teams, with strong knowledge of the current philanthropic, public and private fundraising landscape.
- Experience of working with or reporting to a Board of Trustees, with knowledge of good governance and regulatory compliance in the charitable sector.
- Deep knowledge of UK and international dance, including current trends, practice, and sectoral dynamics.
- An understanding of the political, cultural, and funding landscape in Wales and its intersection with UK and international arts policy.

Person Specification



Your knowledge and experience

- Ability to lead with emotional intelligence, empathy and clarity, and to cultivate a collaborative, safe and inclusive working culture.
- Demonstrated commitment to embedding equality, diversity, and inclusion in all aspects of leadership, programming, and operations.
- Experience of developing and maintaining a wide range of stakeholder relationships, including with funders, partners, collaborators, and communities.
- Experience of representing an organisation publicly and advocating for its mission in strategic, cultural and policy forums.
- Experience of identifying and developing new business models, commercial opportunities, or partnerships that support long-term sustainability.
- Awareness of how digital, data and innovation can support engagement, participation and organisational growth.
- Experience of leading organisations through change, growth or transition while maintaining resilience and alignment to values.



Aptitudes

- A strong personal commitment to equality, diversity, and inclusion, with the courage and determination to turn values into action.
- Respect for and cultural understanding of the Welsh language, with a clear commitment to learning it if not already a speaker.
- An emotionally intelligent and collaborative leader, able to inspire trust, foster healthy teams, and build dynamic partnerships.
- A confident and persuasive advocate for dance, the company, and the cultural life of Wales.
- Strong interpersonal and influencing skills, with the ability to build and sustain meaningful relationships across sectors and communities.
- Open-minded and pragmatic, with a high degree of personal organisation and the ability to prioritise under pressure.
- Vision-led, values-driven and resilient in the face of complexity or change.
- A natural nurturer of potential, committed to mentoring and developing talent at all levels.
- Risk-aware but not risk-averse, with the judgment to balance ambition with sustainability.
- A belief in public engagement and in widening access to culture and creativity.
- Excellent written and verbal communication skills, with the confidence to represent the organisation in a range of settings.
- A genuine alignment with the values and purpose of National Dance Company Wales.



Working Arrangements

The role is based in Wales, with the expectation that the Executive Director (& Joint CEO) will spend their time working in person with the team, partners and communities, although flexible working is supported from time to time and where appropriate. The role will include some travel across Wales, the UK, and internationally as required.

A commitment to learning Welsh is encouraged for non-Welsh speakers, and support will be provided.

Let's Talk

If you're interested in the role and would like a confidential conversation about the opportunity then please get in touch, let's talk.

Alison Throne, Chair (email)
alison@atconnect.org.uk

David Watson, Interim Executive Director (& Joint CEO)
david@ndcwales.co.uk



How To Apply

If you would like to apply for this role, please submit a CV and cover letter (no more than 3 pages), along with a completed Equal Opportunities Monitoring Form, to recruitment@ndcwales.co.uk.

In your cover letter, please outline:

- Your relevant experience and skills in relation to the duties and responsibilities of the role.
- How you meet the person specification and aptitudes outlined.
- Why you are interested in the role and what motivates you to apply.
- A statement confirming that you have the right to work in the UK, or whether you would require a work permit to do so.

Please also provide the names and contact details of two employment or professional referees. These will not be contacted in advance or without your knowledge.

If you would like to apply via audio, video, or another accessible format, you are welcome to do so. Please still address the same points outlined above.

The deadline for applications is Wednesday 14 August 2025 at 12 noon. Applications received after this time will not be considered.

Recruitment Process

- Online Longlist Interviews: Wednesday 20 August 2025
- In-Person Shortlist Interviews: Thursday 28 August 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
Sponsored by
Welsh Government

Photos: Kirsten McTernan, Chris Nash, Rhys Cozens, Elywell Photography, Jorge Lizalde
Videos: Jonathan Dunn