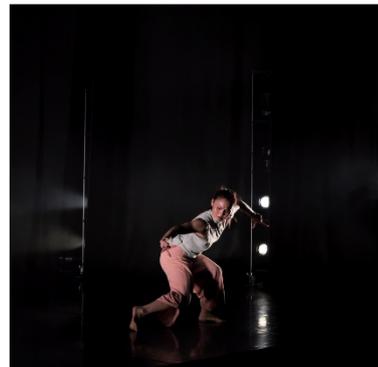
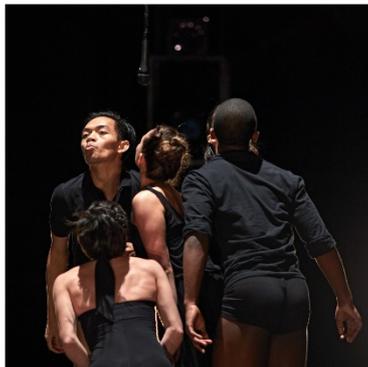


PHOENIX DANCE THEATRE

APPLICATION PACK ARTISTIC DIRECTOR 2020



Dear Applicant,
Thank you for showing interest in Phoenix Dance Theatre's Artistic Director post.
Following the appointment of Sharon Watson to the Northern School of Contemporary
Dance we are seeking to appoint her successor. Sharon was in post for 11 successful years



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ENGLAND**

St Cecilia Street, Quarry Hill, Leeds, LS2 7PA

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and has left an incredible legacy. As the company enters its 40th year in 2021, we are looking for the next Artistic Director to take on the next phase of artistic leadership at Phoenix Dance Theatre.

This application pack contains the details of the role and some contextual information about the company. To find out more, we recommend visiting the Phoenix Dance Theatre website. Phoenix Dance Theatre is an inclusive employer. We value difference and recruit by merit based on fair and open competition. We welcome candidates from all backgrounds and from all sectors. We are particularly committed to supporting applications from black and ethnic minority applicants. We will support any access requirements you may have during the recruitment process and ensure that reasonable adjustments are in place as required by the Single Equalities Act 2010.

The closing date for applications is **12 noon on Friday 2nd October**. Once the closing date has passed, the interview panel will invite shortlisted candidates to interview and carry out some work with the company.

To submit your application please send a Cover Letter along with your CV, outlining your approach to delivering the artistic vision of the organisation and what relevant experience you have to complete the role. Please refer to the job description and person specification in your application.

If you require any access support if selected for interview, please inform the PDT team via email: recruitment@phoenixdancetheatre.co.uk or telephone: 0113 2368 130. During recruitment, the selection panel will be shortlisting based on what qualities, skills and experience you may bring to the role. The attached job description is an overview of the type of work the successful candidate will undertake and is not an exhaustive list. Please refer to the job description in your application.

If you would like to arrange an informal conversation about this post with me, please contact Executive Assistant, Bev Taylor to make an appointment. You can contact Bev via email bev.taylor@phoenixdancetheatre.co.uk or telephone 0113 2368 130, please note, Bev works Tuesdays and Thursdays.

We would appreciate if you could complete our anonymous Equal Opportunities Monitoring form so that we can evaluate our recruitment practices. You can find the form by clicking [here](#).

Yours faithfully,

Pamela Doherty
Chair, Phoenix Dance Theatre

A BRIEF OVERVIEW OF PHOENIX DANCE THEATRE

Founded in 1981 by three black British men from Harehills, Leeds, Phoenix Dance Theatre is one of the UK's leading contemporary dance companies.

Over nearly four decades the company has grown to be internationally respected for their artistic programmes which encapsulate the diverse spirit of multicultural Britain. Each year the Company embarks on national tours presenting critically acclaimed dance productions to

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audiences throughout the UK and further – reaching up to 20,000 people and engaging with up to 6,500 people through the Company’s extensive education provision.

Phoenix Dance Theatre is the longest-standing contemporary dance company outside London and one of few mid-scale contemporary dance companies to employ a permanent company of professional dancers. Under the Company’s current and longest-standing Artistic Director Sharon Watson, Phoenix Dance Theatre’s aim is to create dynamic, diverse and relevant work that embodies the Company’s rich Caribbean history and which enriches and embodies the spirit of multicultural Britain.

Rooted in Nadine Senior MBE’s principles of providing the highest quality, accessible dance provisions, the Company’s Access & Education department is celebrated for inspiring and empowering people through the medium of contemporary dance. They are committed to providing opportunities for all through provisions which range from regular weekly classes as part of their Saturday School and Illuminate Dance programmes, prevocational training in the Youth Academies based in Leeds, Gateshead and York – to bespoke schools’ packages working on Cross-Curricular or performance led projects.

As a repertory company, Phoenix Dance Theatre’s presence both on and off the stage continues to develop and establish diverse new audiences for contemporary dance.

Sharon Watson was the seventh and longest-standing Artistic Director of Phoenix Dance Theatre. Trained at the London School of Contemporary Dance, she was one of the first female Principal Dancers invited to join the all-male award-winning Phoenix Dance Theatre (formerly Phoenix Dance Company), touring with the company from 1989 to 1997 where she choreographed *Never Still* and *Shaded Limits*. Having left Phoenix to pursue a number of other ventures including setting up her own company ABCD and lecturing at the Northern School of Contemporary Dance, Sharon returned in 2009 as the new Artistic Director. Since then Sharon has choreographed *Fast Lane*, *Melt*, *Never 2 Still*, *Repetition of Change*, *TearFall*, *Windrush: Movement of the People* and most recently *Black Waters*.

Sharon has left a significant legacy and we are seeking to appoint someone to succeed her who can take this forward as the company enters its 40th year and reimagines its role as we emerge from the Covid 19 pandemic.

OUR VISION

MISSION

To inspire and entertain through dance, and to develop new audiences for dance, whilst enriching and embodying the spirit of a multicultural Britain.

CORE VALUES

Phoenix seeks to deliver its mission through the pursuit of its core values of quality, diversity, inclusivity, access and communication, through all of its activities.

1. **Quality**– in the individuals working with the company, in the work produced by the company, and in experiences for participants and audiences
2. **Diversity**– in the composition of the company members, and in the kind of experiences and opportunities offered

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3. **Inclusivity**– in programming work that has broad appeal, and in particular in the range and scope of educational activities
4. **Access**– in producing work that is accessible and open to audiences from diverse backgrounds, and in opening up educational experiences to as broad a range of people as possible with varying abilities
5. **Communication**– in presenting work that is communicative and relevant to current audiences, and in the way we interact with audiences, venues and all partners

RECENT ACTIVITY

In 2018 Phoenix Dance Theatre embarked on a four-year programme that intended to rejuvenate audiences for dance, develop and better represent diverse artists and implement strategies to address the long-term fragility of the company's business model to develop a more resilient future.

In 2018, we premiered *Windrush: Movement of the People* and toured this production to packed auditoriums across the country, achieving the highest touring statistic in ten years, in February 2019 we premiered *The Rite of Spring*, the Company's first ever collaboration with neighbours Opera North and broadcast *Windrush: Movement of the People* on BBC Four. 2020 sees the Company's artistic output increase further, with the world premiere of *Black Waters*, a collaboration with Indian dance company, Rhythmosaic which will tour the UK and India, our Access & Education department delivers the *Black Waters Heritage Project* in tandem with the mainstage production, we expand our touring remit into non-conventional performance settings, pursue our international touring ambitions further and build towards the Company's 40th birthday year.

This programme has been significantly disrupted due to the Covid-19 pandemic and like all other organisations in the arts and cultural sector we have had to adjust rapidly to the changing contexts within which we are working. Our dancers will return to the studio in Autumn 2020 and will work with Artistic Associates to develop work and prepare for the launch of our 40th Birthday programme. You will be joining us in time to oversee this process and take our vision forward.

JOB DESCRIPTION

MAIN PURPOSE OF THE ROLE

To provide the artistic leadership of Phoenix Dance Theatre by developing and implementing the company's vision which will build on the expansive legacy and achievements of the company and spearhead the organisation into an exciting new stage of its development. You will set the artistic programme and will be expected to work with the CEO and Executive Director, to bring all projects to fruition.

KEY RESPONSIBILITIES

ARTISTIC AND CREATIVE LEADERSHIP:

1. Devising and producing programmes for middle-scale UK touring and international venues, in consultation with the CEO and Executive Director
2. Providing inspiration and leadership for all the company's activities, especially performances and community education and outreach projects
3. Producing/choreographing* new work, combined with works from other choreographers, including seasoned dance professionals and new voices.



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4. Commissioning and briefing choreographers, designers, composers and other collaborators
5. Developing creative partnerships with other companies and organisations regionally, nationally and internationally.

** If a choreographer is appointed no more than one of his/her works will be in the repertory at any one time.*

TOURING:

1. Overseeing rehearsals of the company, in conjunction with the company's Rehearsal Director
2. Liaising with the Technical Manager about technical requirements of the artistic programme and venue capabilities
3. Ensuring high standards of performance
4. Monitoring and managing the process of casting and re-casting performances
5. Delivering post-show talks when necessary

LINE MANGEMENT:

1. Recruiting and monitoring of dancers, choreographers, designers, composers and other collaborators
2. Managing and motivating dancers and other artistic staff as appropriate
3. Leading and managing artistic teams to plan and collaborate on productions
4. Inspiring dancers to enable them to achieve their potential, creating new opportunities for their development within the artistic vision
5. Liaising with the Executive Director and Access & Education teams regarding the artistic content of education projects
6. Holding regular meetings with Heads of Department

ADVOCACY AND COMMUNICATION:

1. Ensuring good communication of the artistic vision internally and externally, so that the vision informs and influences the Company's practice and delivery
2. Building excellent working relationships with other artistic organisations regionally, nationally and internationally
3. Representing the Company to the press and media as appropriate
4. Developing and maintaining strategic relationships with sponsors and other funders

REPORTING:

1. Attending all Board meetings, reporting at regular intervals on production, performance and artistic development programmes.
2. Producing monthly Heads of Department reports

THIS JOB DESCRIPTION IS AN OVERVIEW OF THE TYPE OF WORK THE SUCCESSFUL CANDIDATE WILL UNDERTAKE AND IS NOT AN EXHUASTIVE LIST.

PERSON SPECIFICATION

ESSENTIAL

Experience

1. Significant experience of making work on professional dancers

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2. Knowledge of the UK dance context
3. Knowledge and experience of the national and international contemporary dance world - the major influences, trends and emerging talent
4. Experience of middle-scale touring and an understanding of the needs and requirements of a company operating within this field
5. Experience of working with and identifying a broad range of choreographer's work and how to find/develop new choreographers within the framework of the Company
6. Leadership experience that has been coherent and sustained based on a clear vision and strategy that inspires and motivates staff and artists
7. Experience of working within strict financial controls

Attributes

1. Commitment to diversity within the arts and culture sector
2. Belief in, and understanding of the core values of the company
3. Extensive knowledge of the art form
4. Creative flair and entrepreneurial spirit with a keen eye for opportunities
5. Demonstrable understanding of how to assemble a programme of work
6. Ability to talk critically and constructively to choreographers about their work
7. Ability to act as an ambassador for the company to the arts sector, audiences, funders and stakeholders
8. Ability to construct programmes which reflect audience expectations and an understanding of the role of a dance company in relation to its audiences
9. Ability to develop the skills of dancers and maintain and develop their commitment to the company
10. Ability to work under pressure and to prioritise

Skills & Ability

1. Excellent organisational skills: ability to deal effectively with multiple workload demands
2. Sound financial understanding
3. Highly efficient attention to detail
4. Excellent written and spoken communication skills with application to report writing, keynote delivery and public speaking
5. Excellent communication and interpersonal skills with the ability to work with a broad range of people
6. High level of computer literacy with particular skills in the Microsoft Office suite of software
7. The ability to lead a small team
8. Strong ability to represent the company to a broad range of donors and stakeholders and ability to attract new support
9. Confidence in building and maintaining relationships with key stakeholders such as: choreographers, dancers, venues, artists and so on

DESIRABLE

1. Experience of working in a repertory company.

TERMS & CONDITIONS

PHOENIX DANCE THEATRE

Salary: 42,000-£47,000 (per annum)

Contract: Permanent

Reporting to: Chief Executive Officer

Responsible for: Rehearsal Director, Company Dancers, Technical Manager, Company Stage Manager and freelance artists (choreographers, designers, dancers, musicians, composers)

Location: Head Office, Phoenix Dance Theatre, St Cecilia Street, Quarry Hill, Leeds, LS2 7PA.

This role requires you to oversee a number of tours and projects running simultaneously and may therefore require you to work evenings and weekends as well as travel the UK and internationally.

Hours: 37.5 per week

Probation: Six months



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