

CREATING  
EXTRAORDINARY  
DANCE

PHOENIX  
DANCE  
THEATRE

Company Dancer  
Recruitment Pack Spring 2026



**Phoenix Dance Theatre** is holding auditions for a contemporary dancer with a strong classical foundation and at least 2 years of experience in a dance company setting to join the company from the 2026 – 2027 season.

Whilst proudly honouring the past and building upon our 40-year legacy, our aim is for the company to grow and innovate, and to continue to be recognised as one of the UK's leading contemporary dance companies. Auditions will include class and Phoenix repertoire, with the opportunity to work in process with the Artistic Director, Head of Artistic Management and Company Dancers. Artistic Director Marcus Jarrell Willis is keen to spend time with invited dancers, exploring potential working relationships aligned with his artistic direction and the evolving culture of Phoenix Dance Theatre.

Reflecting the heritage of Phoenix Dance Theatre, we are particularly interested in receiving applications from Black, Asian and global majority dancers who are interested in working in an open and collaborative environment.

Phoenix Dance Theatre is committed to supporting the next generation of aspiring dancers, so as part of your role, you will also support our acclaimed Learning & Development programme by delivering repertoire workshops based on the work. In addition, you will support the company's developing social media strategy in collaboration with the Marketing & Communications department. Training will be provided where relevant.

Shortlisted candidates will be invited to audition during the week commencing 8 June 2026. The schedule will be sent out on invitation to audition.

**Salary:** Level 2, £26,000- £30,000

**Hours:** Full time (35 hours per week)

**Location:** Phoenix Dance Theatre, LS2 7PA

**Contract start date:** 24 August 2026

**Application deadline:** 5pm, Monday 25 May 2026

Applicants may specify their preferred audition location (Leeds or London). Please note that we will be contacting applicants following the deadline and not before. If you have not heard from us by 8 June 2026 please assume that your application has been unsuccessful on this occasion.

Due to time constraints, all applicants must have British citizenship or proof showing your Right to Work in the UK.

We are happy to speak with anyone who would like an informal/confidential chat about the role. Please feel free to email **Janah Smith**, Operations Assistant, to organise an informal chat with someone from our Artistic team. ([janah.smith@phoenixdancetheatre.co.uk](mailto:janah.smith@phoenixdancetheatre.co.uk)).

For queries about access, or if you would like this information in an alternative format, please contact [recruitment@phoenixdancetheatre.co.uk](mailto:recruitment@phoenixdancetheatre.co.uk) / 0113 236 8130).

## **About Phoenix Dance Theatre**

### **CREATING EXTRAORDINARY DANCE**

#### **A proud history**

We are proud of our heritage as a Black British founded dance company born in Leeds. There are few contemporary dance companies that have had the impact Phoenix Dance Theatre has had over its more than 40-year history.

Phoenix is the longest-standing contemporary dance company outside London, one of few mid-scale contemporary dance companies to employ a permanent company of professional dancers, and unique in being co-located with a ballet company.

#### **Local, national & international leaders in dance**

We tour nationally and internationally whilst retaining our position as one of the key cultural organisations in Leeds. The company has pushed boundaries and taken risks since its inception and we're not about to stop now.

We believe that great art should be accessible to everyone because it changes lives, and that great art is created through diversity.

We recognise that Black British Caribbean artists and administrators are still underrepresented in the UK dance sector; that people still face barriers to career development and progression because of their ethnicity, gender and class; that work is not sufficiently culturally inclusive; and that audiences do not reflect the diversity of Britain today.

We work each day to be a force for change. We are audacious in our efforts to create opportunities in contemporary dance both on stage and off for those who may otherwise not find a home for their passion, ideas and talent.

We are relentless in our pursuit of quality, equity, engagement and involvement. We strive for our work to be nothing short of extraordinary. We seek to continually defy expectations, as our founders did more than forty years ago.



### **Building the future of dance**

Phoenix Dance Theatre's Learning & Development Team are committed to changing lives through dance. The department delivers over 1,000 workshops each year reaching over 6,500 people with the aim to empower, engage and inspire through exceptional dance provision.

Our provisions range from regular weekly classes as part of our Saturday School and Illuminate Dance programmes, prevocational training in the Phoenix Youth Academies based in Leeds, Doncaster, York, Sheffield, Gateshead and Oldham, to bespoke schools' packages working on cross-curricular or performance led projects.

### **Trustees**

Our Board of Trustees is Chaired by Delia Barker. The Board brings a diverse range of experience, knowledge and skills:

Marshah Dixon-Terry, Louise Katerega, Christelle Kerouedan, Dominic Leclerc, Pippa Plumtree-Varley, Luella Rebbeck, Lauren Van Zyl, Errol White, and Chris Wright.

To find out more please visit [www.phoenixdancetheatre.co.uk](http://www.phoenixdancetheatre.co.uk).

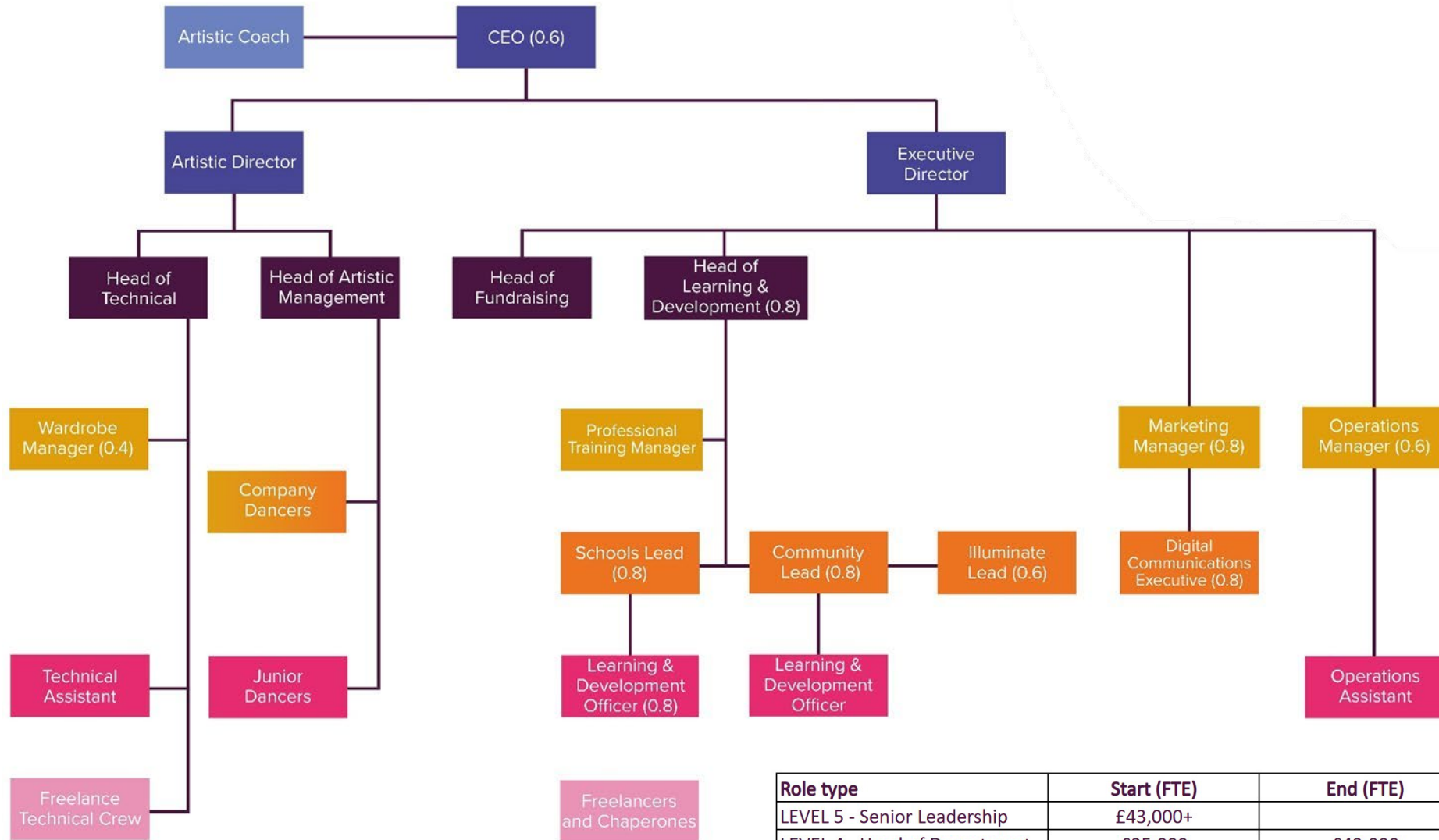


Our values underpin everything we do and help define the culture we actively work to create:

<b>Value</b>	<b>Rationale</b>
<b>Rooted</b>	We are proud of our heritage as a Black British founded dance company born in Leeds. It is from this foundation that we reach further and do more each year.
<b>Representative</b>	We seek to be inclusive in our practice, to provide equity of opportunity for our audiences and communities, and to increase representation of the Black British Caribbean community and other under-represented groups in the contemporary dance sector.
<b>Culturally relevant</b>	We seek to be relevant to audiences, existing and new, and to create work that speaks to the culture, dreams, challenges and aspirations of the communities we engage, involve and represent.
<b>Collaborative</b>	We deepen our audience engagement, expand our creative output and broaden our reach by working side by side with partners across the sector and beyond – locally, nationally and internationally.
<b>Open</b>	We are open and transparent in our communication and engagement, are curious and seek active dialogue with our audiences, communities, and partners. We seek to work in an empathetic way and to promote the health and wellbeing of those we work with. We continually seek to learn and grow.
<b>Leading the way</b>	We are bold on behalf of the people we represent and work with. We use our platform to provide opportunities, advocate, nurture talent, amplify voices, celebrate success, and challenge the status quo. We continue to defy expectations and move the boundaries of what is possible.



**Phoenix Dance Theatre organisational structure**



Role type	Start (FTE)	End (FTE)	
LEVEL 5 - Senior Leadership	£43,000+		Blue
LEVEL 4 - Head of Department	£35,000	£43,000	Dark Purple
LEVEL 3 - Manager	£30,000	£35,000	Yellow
LEVEL 2 - Professional	£26,000	£30,000	Orange
LEVEL 1 - Assistant	£24,479 (Living Wage)	£26,000	Pink

## **Phoenix Dance Theatre Company Dancer Job Description**

### **Job purpose – why do we need you?**

You will play a key role in enabling the company to honour the past whilst continuing to grow and innovate, and in ensuring the company maintains its position as one of the UK's leading contemporary dance companies. As a performer you will contribute to and bring to life the vision of the Artistic Director and the world-class artists and choreographers we work with. You will also help inspire the next generation of dancers and audience members in collaboration with our Learning & Development and Communications teams.

### **Key internal relationships – who will you be working with?**

- Reports to the Head of Artistic Management.
- Other Company Dancers, Junior Dancers and dancers on professional placements.
- Wardrobe Manager and other technical team members.
- Professional Training Manager, Community Lead and Schools Lead.
- Marketing & Communications Team.

### **Key external relationships – which relationships will you manage?**

- Commissioned artists.
- Pre-vocational dancers.

### **Main responsibilities – what will you do day to day?**

- Learn company rep, engage with choreographers in creation to support the development of new rep and deliver live performances of company rep in community, national and international tours and festivals.
- Work with the Head of Artistic Management to rehearse and prepare for performance, including preparing second castings.
- Work with artistic project teams to develop and film pieces created for screen.
- Engage in daily company class and maintain your overall health and fitness in order to deliver the highest possible quality of performance.
- Lead company class on rotation, developing a plan for each class including technique focus and health benefits.
- Support the Learning & Development of fellow company members, particularly Junior Dancers and those on professional placement.
- Help to maintain studio culture in line with company values and follow agreed studio etiquette.
- Contribute ideas towards the artistic department's strategy and annual plans and to the company's overall strategic development.
- Support our Learning & Development programmes by delivering repertoire workshops with children and young people.
- Help engage Phoenix audiences through activities such as post show Q&As, interviews for our e-newsletter and open studio visits.
- Support the company's emerging social media strategy in collaboration with the Communications department.
- Support the Head of Fundraising by providing information as is necessary for the development of funding applications and to ensure the timely stewardship of existing supporters.
- Actively seek to stay at the forefront of dance technique, choreography and sector best practice.

**Benefits**

As a charity we are limited in the additional benefits we can offer team members, but we strive to make working for Phoenix as rewarding as possible. Current benefits include:

- Time off for volunteering – we offer all employees up to two volunteering days per year (arranged in consultation with your line manager).
- Employee Assistance Programme – we offer all employees access to an Employee Assistance Programme (EAP).
- CharlieHR perks – Charlie have partnered up with NextJump to offer their customers Perks. With Perks you'll benefits including exclusive discounts and rewards at over 30,000 brands.
- Company days – regular time together to look at strategy and to have fun (recent activities have included laser quest, crazy golf, pottery painting and an escape room!).

**Key policies**

- Parental leave: Statutory Pay.
- Sick pay: During your probationary period your entitlement to sick pay will be limited to Statutory Sick Pay only. Subject to a satisfactory probation period, you will be entitled to Occupational Sick Pay of up to two weeks' full pay (including any entitlement to Statutory Sick Pay) in any 12-month period.

**Accessibility**

For queries about access, please email [recruitment@phoenixdancetheatre.co.uk](mailto:recruitment@phoenixdancetheatre.co.uk) with 'Access support' in the subject line or call 0113 236 8130.

If you are invited to audition, we will ask you if you require any further support in relation to access and reasonable adjustments will be made to allow you to fully participate in the process.

**How to apply**

Please refer to the job specification and submit:

- Your show reel
- A CV (maximum two sides of A4) OR 2-minute video sharing details of your training and other relevant performance experience

to [recruitment@phoenixdancetheatre.co.uk](mailto:recruitment@phoenixdancetheatre.co.uk) no later than 5pm on Monday 25 May 2026 with "Dancer Application – May 2026" in the subject line.

Please also complete our Equal Opportunities Monitoring form available here – [www.phoenixdancetheatre.co.uk/equal-opportunities-monitoring-form](http://www.phoenixdancetheatre.co.uk/equal-opportunities-monitoring-form). This is for monitoring purposes only and is important for reporting to our funders. It will be detached from your application and the data shared will be treated confidentially.

**Data Protection**

All applications will be processed in accordance with General Data Protection Regulations (GDPR). The information that you provide as part of your application will be used in the selection process only. All information about you will be securely held and access restricted to colleagues directly involved in dealing with the selection process. Unless you are appointed your data will be kept for 12 months and then destroyed.



Photo credits:

P1 *Small Talk*. Photo Drew Forsyth.

P3 Phoenix Youth Academy performance. Photo Elly Welford.

P4 *Inside Giovanni's Room*. Photo Drew Forsyth.

P5 Company Dancers in class. Photo Elly Welford.

P9 *Suite Release*. Photo Drew Forsyth

P11 Company Dancers. Photo Hugo Glendinning.

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