



Recruitment for Directors of the Board

Dance Consortium is inviting expressions of interest from colleagues across the sector to join the Board as Directors.

Over the last three years, Dance Consortium has positioned itself as one of the most effective and respected mechanisms for bringing large-scale international work to audiences across the UK and Ireland. In the context of increasing pressure on international touring and continued shifts in audience behaviours, it has become more important than ever that Dance Consortium operates strategically at the intersection between UK venues and international companies.

Dance Consortium's membership model ensures that venue needs are listened to and understood, while a full-time team of expert tour producers seeks out and delivers tours that respond to those needs. This critical dialogue is unique and invaluable at a time when it is increasingly challenging for venues to maintain international relationships, yet a positive representation of life beyond our borders has never been more important on our stages.

Over the coming years, Dance Consortium will continue to build its national and international reputation, pursuing its ambition to bring the best contemporary dance artists from around the globe to the UK. As we move towards writing the next NPO application and demonstrating our ability to deliver that ambition, we are looking to strengthen the Board with the right expertise for the next phase of our development.

We look forward to hearing from you

Joe Bates, CEO

Marianne Locatori & Stephen Crocker - Co-Chairs

About Dance Consortium

Founded in 2000, Dance Consortium is a unique collaborative network of 24 large-scale venues across the UK and Ireland.

Together we:

- Identify and present high-quality international dance companies
- Share risk and investment across a national network
- Broaden access to culturally distinctive and globally significant work
- Deliver tours accompanied by learning, engagement and sector development activity

Since its inception, Dance Consortium has delivered 57 tours by 31 companies from across the world, reaching audiences of over 850,000.

We are a National Portfolio Organisation supported by Arts Council England and governed by a Board made up of Member Directors and Independent Directors.

Why Join the Board Now?

The context for international touring is evolving rapidly:

- Changing deal structures and cost base
- Complex international working conditions
- Increasing ambitions around sustainability
- The need to diversify income and strengthen resilience
- Greater opportunity for global partnerships and cultural diplomacy

Dance Consortium has recently:

- Stabilised major tours through Transform investment
- Developed a new financial tour modelling tool
- Strengthened international partnerships
- Begun diversifying fundraising and partnership income
- Expanded its permanent staffing structure

The next stage of development requires clear strategic oversight, strong sector intelligence and confident governance.

This is an opportunity to help shape the future of international dance touring in the UK.

The Role:

Board Directors hold governance responsibility and bring sector expertise. They:

- Represent their areas of expertise within Board discussions
- Contribute to strategic development and financial oversight
- Share collective responsibility for Board decisions
- Attend Board meetings (4 per year, mostly online)
- Join one out of three subcommittees (3 meetings per year, online)
- Occasionally attend Membership meetings (which follow Board meetings)
- Contribute to Board away days and key planning sessions

Directors are appointed for a 3-year term and serve up to two terms, three by exception.

Priority Skills & Expertise

Anticipating several current terms ending, a skills audit was completed which demonstrated a need for expertise across the following areas:

1. Dance Practice / Artistic Leadership

Experience of leading artistic programmes or working directly with dance artists and companies at scale.

2. International Touring

Experience of international collaboration, cross-border partnerships, touring logistics or cultural exchange.

3. Digital & Data Strategy

Experience of digital innovation, audience insight, data strategy or organisational digital transformation.

4. Marketing & Audiences Insight

Experience of leading or shaping audience development strategy at scale and interpreting market data to inform touring strategy.

5. Financial Leadership

Strong financial oversight capability with experience of senior finance roles, and a strong understanding of governance, compliance and risk management.

Each appointment is expected to align broadly with one of these areas.

Types of Director

Dance consortiums board is made up of two different types of Director:

Member Directors

These positions are held by senior level representatives of the membership venues. They make up the majority of the board places and are approved by their organisation's CEO (where they are not the CEO themselves) to represent the views of the sector on behalf of their venue.

Independent Directors

These positions are held by sector representatives who operate outside any of the member venues. They are experienced professionals with active relationships and up to date insights from across the sector.

You will be asked to specify which type of role you are applying for in your **Expression of Interest**.

Governance Structure

Dance Consortium aims to maintain a Board of up to 10 Directors, made up of a mix of Member and Independent Directors. The Board:

- Oversees strategy, financial management and policy
- Supports the Executive Director
- Sets the overall direction of the organisation

Programming decisions are made collectively through Member meetings.

Time Commitment & Practicalities

- 4 Board meetings per year (mostly online)
- Potential membership of specialist working groups
- Optional attendance at membership meetings
- Occasional in-person meetings or away days
- 3-year term (renewable up to two terms, three by exception)
- Voluntary role

Travel and accommodation costs for meetings are expected to be covered by your member venue. Dance Consortium covers costs associated with international Go and See visits where relevant.

Equity, Diversity & Inclusion

Dance Consortium and its members are committed to ensuring equality of opportunity and equity of access across all areas of our work.

We are actively working to address underrepresentation at Board, Executive and freelance levels. Recruitment is a key part of this commitment.

We particularly welcome expressions of interest from individuals who bring lived experience and perspectives currently underrepresented within our governance.

How to Apply

To express interest, please send:

- A short summary of your experience within and beyond the Dance sector
- An outline of your area of expertise in relation to one of the specified skills sets
- A paragraph outlining why you are interested in joining the Board
- If you are applying for a Member Director role, please indicate who in your organisation is supporting your expression of interest

Please send an email: trusteerecruitment@danceconsortium.com stating the **Director Type and Area of Expertise** in the subject line.

Deadline for Expression of Interest: 5pm on 24th April 2026

Interview Date: Friday 15th May

Thank you for your continued commitment to Dance Consortium. We look forward to hearing from you.

If you have any further queries, or would like an information conversation, please email

Appendix: Director – Role Description

This document forms part of the governance framework of Dance Consortium Limited (Company No. 6179223; Charity No. 1130289).

Legal Duties

As a Director of a charitable company, you are required to:

- Act in the best interests of the organisation
- Uphold its charitable objectives
- Exercise reasonable care, skill and diligence
- Avoid conflicts of interest and declare them where they arise
- Ensure compliance with charity and company law

Core Responsibilities

Directors collectively:

- Set and oversee strategic direction
- Approve annual budgets and monitor financial performance
- Ensure robust risk management
- Oversee policy development (including EDI and environmental policy)
- Support and appraise the Executive Director

Collective Responsibility

All Board decisions are made collectively. Directors share responsibility for those decisions, even where individual views may differ during discussion.

Term of Office

- 3-year term
- Maximum of 2 terms, 3 by exception