

## About Candoco:



Candoco is the world's foremost inclusive dance company, bringing disabled and non-disabled people together. Candoco has been expanding perceptions of who can dance and what dance can be, since 1991.

## Candoco's Board:



The Board plays a central role in the life of the company and is responsible for working with the executive team to ensure the ethos, values and purposes of Candoco are upheld.

Candoco's Board is made up of passionate individuals who are excited to support an ambitious team. Trustees should be open to working in a collaborative and dynamic way, acting as advisors, soundboards, and supporters to the team.

## The Opportunity:



We are always keen to meet new Trustees and welcome expressions of interest all year round.

Successful applicants will join the Board and provide leadership and oversight to the company.



Being a trustee is **voluntary** - this means that trustees are not paid.

Trustees **can** claim travel expenses to attend in-person meetings from outside Greater London.



We want to hear from potential Trustees with the following areas of experience:

- Knowledge of the dance sector: commissioning, touring, artist support, and dance training pathways.
- Arts, culture, and sport: breaking down barriers, growing talent, and supporting pathways.
- Disability rights, equality, access and inclusion.
- Arts in education: primary, secondary, and higher education.
- Finance and fundraising.
- Law and charitable governance.
- Marketing, PR, and branding.
- Audience development, digital engagement.

As well as bringing this expertise, Trustees hoping to join Candoco would:

- Have enthusiasm for Candoco, its artistic work, mission and values.
- Have a commitment to diversity and inclusion.
- Be strategic and creative thinkers.
- Bring good, independent judgement.



- Have good communication and interpersonal skills.
- Work effectively as a team member, with respect for others.
- Act with impartiality, fairness and confidentiality.
- Not be afraid to speak their mind – with tact and diplomacy.
- Have the ability to advocate for the organisation.
- Be open to relationship-building for influence.
- Have a willingness to learn new skills.
- Be prepared to commit to the time and effort this role requires.
- Understand and accept the legal duties and responsibilities of the role.



At Candoco, we value diverse voices and experiences. We also recognise that traditional routes into leadership positions are often inaccessible to disabled people and those from other marginalised communities.

We encourage individuals from all backgrounds, ages, and levels of experience to express their interest - your perspective matters.

## **What does it mean to be a Trustee?**

- To act with honesty and good faith in the best interests of the Company.
- To ensure that the Company acts at all times within the aims set out in the constitution.



- To ensure that there is no misuse of any Company property.
- To avoid a conflict of interest.
- To ensure that the organisation operates within its financial limits.
- To use care, diligence and skill in the execution of Board Member duties.



- To approve the Business Plan, including overall objectives and budgets, while delegating implementation to the staff.
- To understand the legal and financial responsibilities of Board Members and to carry out these responsibilities of monitoring and decision-making.

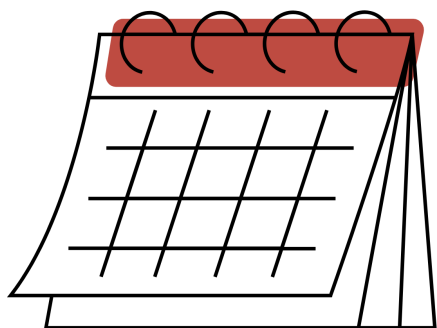
## How long do I have to commit for?



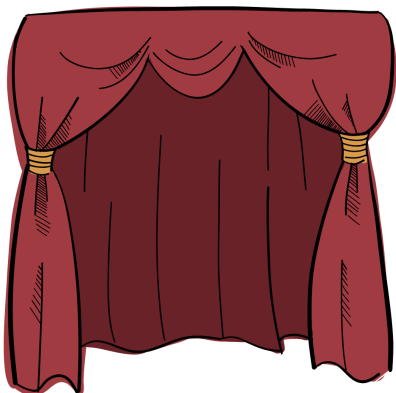
- We request a three-year initial Term of Service.
- The maximum Term of Service is two consecutive terms, or a period of six years.
- A full induction and support tailored to individuals is available to all trustees.

## What about time commitment throughout the year?

- The full Board meets 4 times a year, plus 1 Away Day.



- The majority of our meetings are currently online with in person / hybrid required on specific occasions (e.g. Board Away Day).
- Sub-Committees meet in addition to this commitment.
- Ad hoc meetings or conference calls are occasionally held throughout the year.
- Enquiries from senior management are emailed out to individuals, or the whole Board, on a semi-regular basis and Board Members are expected to respond swiftly.
- We hope that Board members will attend Candoco's performances and attend events as often as possible.





## How do I apply?



Complete the online application form on our website.

You will upload:

- a short paragraph, voice note or video explaining how your skills and experience could support Candoco to fulfil its mission.
- Your CV or a link to your website/ LinkedIn profile.

We ask that all applicants complete an anonymous Equal Opportunities Monitoring Form found [here](#) or via our website.



If you have any questions about joining Candoco's Board of Trustees that haven't been answered in this pack, please contact us at [jobs@candoco.co.uk](mailto:jobs@candoco.co.uk), or call our office on 020 7704 6845.