



Job Vacancy: Head of Access and Equity

Part-time, 4 days per week
Fixed-term, up to May 2027
£ 43,500 per annum, pro rata

Candoco Dance Company is a world leading dance company of disabled and non-disabled dancers. We celebrate different ways of making art.

Candoco is made by the people we work with. We want to work with people with different experiences, skills and stories.

The person specification in this job description will give you an overview of what we need, but do not worry if there are some areas you do not have as much experience in.



The most important thing we need to know is how you want to make a positive change in our team and help in our journey to continue expanding the view of what dance is and who can do it.

Candoco is an equal opportunities employer. This means we welcome applications from all areas of the community. We encourage D/deaf, disabled and neurodivergent people to apply, as well as anyone who has experienced discrimination throughout their life.

We look forward to receiving your application,
The Candoco Team

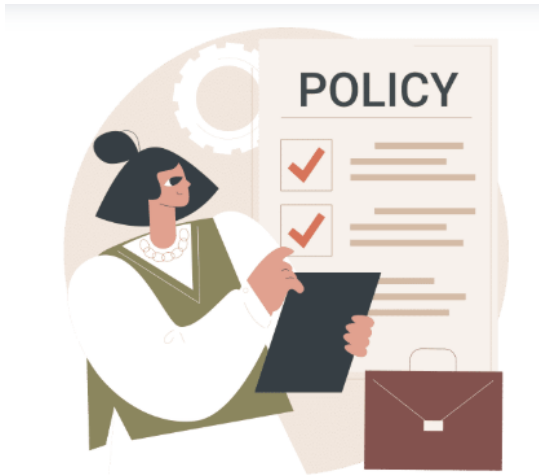
Job title: Head of Access and Equity
Reports to: Executive Director



Overview of the role:

The Head of Access and Equity will work on making Candoco more inclusive and welcoming - a place where everyone belongs. They will help improve access and create better ways of working.

They will lead research projects, planning and delivery to help Candoco become a leader in making positive change within the sector.



Key areas of responsibility:

1) Advocacy and Access coordination.

Manage Access to Work applications, recruit and coordinate access support workers, and ensure the team's access needs are met. Advise and support the team on building access into projects, including performance and audience access.

2) Team and Board development and support.

Lead on the creation of accessible content and systems, supporting the team and board with accessible tools and processes for better collaboration and governance.

3) Lead on reviewing, updating and putting our Diversity, Equity and Inclusion (DEI) policies into action.

Collaborate with the Executive Director to design an appraisal system and evaluation frameworks that prioritise access, adaptability, and inclusivity.

4) Research and Collaboration.

Establish Candoco as a leader in inclusive practices, collaborating with partners to drive change in the sector. Manage projects, share insights, and lead initiatives to promote inclusion and teamwork within the company and beyond.



Person Specification

Essential skills and experience:

Experienced in improving access, equity and inclusion within an arts / cultural / social justice organisation.

Experience of organisational design or change.

Strong research and analytical skills.

A strong understanding of the social model of disability.

Experience using inclusive strategies in teams, programs, and systems.

Experience with Access to Work processes and budget management.

Experience managing teams of freelance access support workers.

Excellent facilitation and communication skills.

A proven ability to build partnerships and design collaborative approaches to change.



Experience creating accessible evaluation frameworks and reporting on impact.

Desirable Skills and Experience

Personal experience as a disabled leader, or a strong understanding of the lived experience of D/deaf and disabled people in the arts.



Knowledge of Arts Council England’s funding processes, and how to apply their Investment Principles within an organisation.

Experience contributing to sector discussions through publications, podcasts, research, or events.

Ability to communicate in British Sign Language.
Knowledge of / interest in dance.



Terms and conditions:

Contract type

This is a part-time (30 hours per week), fixed-term post until May 2027.

Overtime is not paid, but Time Off In Lieu (TOIL) can be taken by agreement.



Salary

£43,500 per annum, pro rata



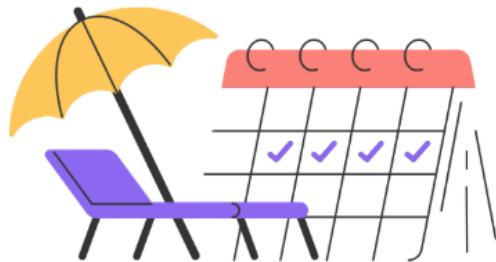
Pension

Candoco makes a 5% employer's contribution into a Qualifying Pension Workplace Scheme. Employees make a balancing payment of up to 3%. Employees can choose to opt out of this, or to increase their personal contributions.



Working location and pattern

Candoco is open to flexible working options, including applications from people wishing to job-share this role (you do not need to apply with someone else). Regular presence at the company base in Peckham is desirable.



Annual leave

20 days, plus public holidays (0.8) over a 12 month period.



How to apply:

To apply please complete the [online Jot form](#).

On submitting your application, please also confirm completion of our [Equal Opportunities Monitoring Form](#).



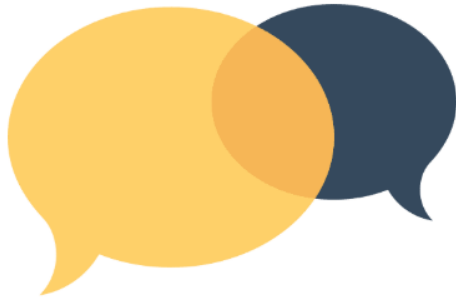
The deadline for applications is **10am, Friday 11 April 2025**.

We will inform shortlisted applicants by the end of day **Wednesday 16 April 2025**.



We will hold interviews online in the **week beginning 21 April 2025**.

If you have any questions about the role, please call the office on 0207 704 6845 or email jobs@candoco.co.uk.



You are also invited to contact Candoco's Executive Director, Melanie Precious (melanie@candoco.co.uk), for an informal conversation about the role.

Thank you again for your interest in joining Candoco!