

'Over and Over (and over again)', by Dan Daw, 2025. Photo by Hugo Glendinning.

candoco
dance
company //



We are Candoco

**A producing dance company
& artist development
organisation**

Thank you for your interest in joining Candoco Dance Company.

We recommend that you have a look at the About Us section of our website before reading the following job description to understand the changes Candoco has made and the way that we work.

'Mosaic Science', 2015. Photo by Samuel Bradley.





WHY WE WANT TO WORK WITH YOU

Candoco is made by the people we work with: our staff, our dancers and our artists and we are thrilled that you are interested in joining our team.

We want to work with people with different experiences, skills and stories as this is how we continue to learn, continue to grow and thrive.

The person specification in this job description will give you a picture of what we need but please don't be put off if there are some areas in which you don't have as much experience.

The most important thing to show us in your application is how you want to make a positive impact on our team and help us in our mission to expand what dance can be, who makes it, and who experiences it.

Candoco is an equal opportunities employer. We welcome applications from all sectors of the community. We are particularly keen to hear from people who identify as D/deaf, disabled and neurodivergent (read more of our [inclusion statement](#)), or from communities that have been historically excluded from the arts.

We are equally committed to building a team that is diverse across race, ethnicity, gender identity, sexuality, age, faith, class and socioeconomic background. We know that these identities intersect and that the most marginalised voices are often the least likely to apply. We want to change that.

If you're unsure whether this role is right for you, or if you'd like to talk through any aspect of the application process, we'd love to hear from you before you apply. Please contact Melanie, Executive Director - melanie@candoco.co.uk, to arrange an informal conversation.

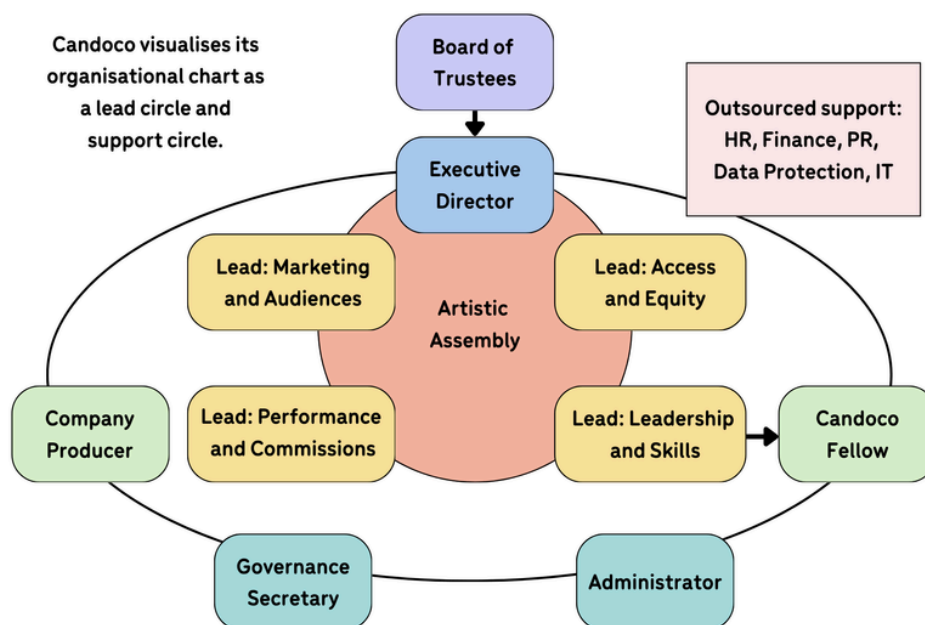
We are happy to receive applications in alternative formats, and we will ask ahead of any interview whether you need any access adjustments.

Please get in touch with our Interim Lead: Access and Equity (makarena@candoco.co.uk) if there is anything else that would make this process more accessible for you.



KEY INFORMATION

Role:	Lead: Performance and Commissions
Contract type:	PAYE
Duration:	Full time is preferred. However we are open to flexible working arrangements, including part time hours, and would encourage you to talk to us about what works for you.
Salary:	£42,000 - £45,000 per annum (pro rata)
Location:	Hybrid. Minimum 1 day per week (Thursday) in the London office at Mountview, Peckham. London presence will be needed during any London-based activity being led by this role. Occasional Saturdays and evening work required.
Reports to:	Executive Director
Key working relationship:	Executive Director, Lead: Skills and Leadership, Lead: Marketing and Audiences, Lead: Access and Equity and Company Producer



ABOUT THE ROLE

This is a strategic leadership role for an exceptional senior producer who combines artistic vision with an entrepreneurial mindset.

You will lead the Performance and Commissions pillar, one of four pillars in Candoco's strategic framework (the others being Skills and Leadership, Advocacy, and Partnerships).

Programmes within the Performance and Commissions pillar are Choreo Accelerator, our flagship producing programme, and Motion Shorts, a digital commissioning programme.

You will be responsible for the full business model of the Performance and Commissions pillar, managing artist and partner relationships, income generation, expenditure and delivery and ensuring the programmes align with Candoco's strategic ambitions.

You will also contribute your expertise to support work sitting under the Partnerships pillar, and play a central role in how Candoco makes curatorial decisions as a member of our Artistic Assembly, which is convened to inform artist selection across our programmes.

The Performance and Commissions pillar is instrumental to our transition from a touring ensemble to a producing company with the Choreo Accelerator at the heart of that shift.

Immediate priorities will be:

- Finalising our partnerships and a touring network infrastructure for our Choreo Accelerator Commission (building on the work undertaken by our outgoing Interim Lead Performance and Commissions)
- Delivering a Commissioning Readiness Programme for selected applicants to the Choreo Accelerator
- Selecting, alongside an Artistic Assembly, our first Choreo Accelerator Commission recipient and supporting them through a research and development period.
- Overseeing, with the support of our Company Producer, the launch of our new suite of digital short form films (Motion Shorts) designed to celebrate and spotlight D/deaf, disabled and neurodivergent makers and performers.

Set & Reset/Reset, 2021. Photo by Camilla Greenwell.





KEY PROGRAMME AREAS

Performance and commissions Lead will take on the following projects:

Choreo Accelerator

The Choreo Accelerator is Candoco's flagship new producing programme and the centrepiece of the organisation's transformation from ensemble to producing company. It is a full commissioning and production cycle, from open call, through research and development, to national tour, in which a D/deaf, disabled and neurodivergent choreographer is fully supported to make the work they want to make, with the performers and creative team they choose.

The programme is built around a UK-wide Partner Network of co-commissioning venues. Partners are involved from the outset, not presented with finished work to buy, but invested in the commission from concept stage. Each contributes financially and/or in-kind, and is invited to identify a D/deaf, disabled and neurodivergent artist to represent them on the Artistic Assembly, ensuring our commissioning decisions are shaped by artists and venues in partnership.

Integral to the programme is the Commissioning Readiness Programme, which provides three shortlisted choreographers with paid development support, one-to-one mentoring, and access to specialist advisors before pitching to the Artistic Assembly and Partner Network.

The first cycle of the Choreo Accelerator Programme runs from Summer 2026 to Summer 2028, touring to a minimum of six partner venues nationally.

Motion Shorts

Our Motion Shorts programme opens up Candoco's platforms to D/deaf, disabled and neurodivergent choreographers and performers at every stage of their career by commissioning a series of short dance films to be released across our 35th anniversary year.

Each commission is a chance for a maker to reach new audiences and experiment with the short-form format. Shot on their own devices and designed for social media, the format is deliberately accessible - because great choreography speaks for itself. Together the films will be part of something that celebrates the full breadth of D/deaf, disabled and neurodivergent choreographic talent.

Work will be released in curated phases throughout the year, building a growing body of film that reflects the richness and diversity of what D/deaf, disabled and neurodivergent artists are making right now.

Wider Contributions

Beyond the Performance & Commissions pillar, this role contributes to Candoco's Advocacy work through contributions to the Making Space Podcast (due to launch in Autumn 2026), and supports the Partnerships pillar through project and partnership approaches as they arise. The role also plays an important part in organisational evaluation, gathering learning and reflections that feed into best practice guides and resources, and supporting colleagues in capturing the storytelling and evidence needed to demonstrate the impact of our work.



KEY RESPONSIBILITIES

STRATEGIC BUSINESS LEADERSHIP

- Develop income strategies including tour fees, partnership contributions, Touring Tax Relief, brand partnerships and other revenue streams, ensuring cost structures balance income generation with fair artist fees
- Identify suitable funders and support the Executive Director drafting applications.
- Gather learning and reflections to contribute to best practice guides and resources, working closely with Lead: Skills and Leadership

PARTNERSHIP DEVELOPMENT

- Secure a minimum of 6 venues/organisations to co-commission and host the Choreo Accelerator, negotiating terms including venue dates, financial contributions, and in-kind support (building on existing work done in this area by the outgoing Interim Lead)
- Maintain and develop ongoing Partner Network relationships, acting as the primary point of contact for venue partners and managing communications, reporting, and partner engagement throughout each commissioning cycle
- Design an application process for Choreo Accelerator and Digital Micro Commissions, considering how brilliance is celebrated and unsuccessful candidates managed with care and nurture at the heart
- Design support offers for the recipients, including ongoing career development, funding applications, and partnership opportunities
- Manage intellectual property considerations across commissions and partnerships (with some external specialist support and advice)

ARTISTIC LEADERSHIP AND CURATION

- Support the convening and facilitation of the Artistic Assembly when needed, a panel of both internal team members and external D/deaf, disabled and neurodivergent artists who inform curatorial decisions
- Alongside all members of Candoco, maintain the Ethical Framework and Curatorial Statement that guides selection processes
- Advocate for D/deaf, disabled and neurodivergent choreographers' career pathways and sustainable working practices alongside Lead: Skills and Leadership

TEAM WORK ENGAGEMENT

- Actively contribute to Candoco's collaborative culture, embodying our core values and acting as an ambassador for inclusive excellence with internal and external stakeholders.
- Champion equity, diversity and intersectionality across all aspects of your work, proactively identifying opportunities to enhance the accessibility and inclusivity of our processes.
- Undertake any other duties as reasonably requested by the Executive Director to support the company's mission.

355 dance days, 2023. Photo by Marek Jancuch.





SKILLS AND EXPERIENCE NEEDED

Essential

- Senior producing experience and tour booking track record
- Strong sector relationships and ability to build partnerships
- Income generating/contract negotiation experience
- Experience fundraising and application writing
- Multi-stakeholder relationship management
- Understanding of D/deaf, disabled and neurodivergent artists' barriers and career pathways
- Practical experience of access-centred producing, including budgeting for and coordinating artist access requirements
- Ability to design and build new programmes and frameworks
- Strong skills in reading and written English, essential for managing correspondence, reporting, and stakeholder relationships

Desirable

- Digital platform production experience
- Artist development programme design
- Detailed knowledge of Access to Work and embedded access budgeting
- Familiarity with Touring Tax Relief
- ACE funding landscape knowledge
- IP and rights management
- Experience navigating freelance contracting for artists with diverse access needs and working models

HOW TO APPLY

To apply, we'd like you to answer the following questions:

1. Producing, partnership and touring

Tell us about a commissioning or touring programme you have produced that involved building relationships with venues or partners. What was your role, what did you negotiate, and what would you do differently?

2. Fundraising and contracting

Tell us about a funding application you have written or a contract you have negotiated that you are proud of. What made it successful, and what did you learn from the process?

3. Business thinking and income generation

Where do you see the income-generating potential in a programme like the Choreo Accelerator, beyond grant funding? What would you prioritise and why?

4. Working with D/deaf, disabled and neurodivergent artists

What do you understand to be the structural barriers facing D/deaf, disabled and neurodivergent choreographers in the UK, and how has that understanding shaped your practice as a producer, including how you approach access needs and access budgeting in your work?

5. Collaborative leadership

In this role you will be leading one pillar of Candoco's work while collaborating closely with three other Leads across overlapping territory. Can you describe a time you have worked in this kind of collaborative, peer leadership model? What made it work, and what got in the way?

How to Submit your Application

You can submit these to us via our application form [here](#) or by submitting your answers by video, audio or any other alternative method (which you can do using the form)

Please ensure any alternative submission does not exceed 10 minutes in duration.

Please also attach a CV/ up to date LinkedIn profile or any other alternative version of your employment history.

Equal Opportunities

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

Deadline

The deadline for applications is 10am, Monday 18 May 2026

Next steps

We will inform shortlisted applicants by 22 May 2026

We will hold interviews week commencing 25 May 2026

If you have any questions about the role, please contact melanie@candoco.co.uk

We thank you for your interest in Candoco Dance Company.

