

'Let's Talk About Dis', by Hetain Patel, 2014. 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.

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 Lucie (Lucie@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.

ABOUT THE ROLE

This is a unique opportunity for a D/deaf, disabled and/or neurodivergent creative professional ready to step into leadership and gain deep insight into how arts organisations operate from the inside.

The Fellowship is a deliberate challenge to the sector's tendency to separate artistic and organisational leadership. We believe the most powerful leaders in dance are creatively driven and entrepreneurially minded in equal measure, and this programme is designed to find and nurture exactly that.

Candoco has recently reimaged its organisational structure and no longer operates with a traditional Artistic Director role. Instead we are building an ecosystem where creative leaders can be developed and supported. The Candoco Fellow is a key part of that vision. We are piloting this approach, learning as we go, and building something new together.

The Fellow's learning journey will be shaped collaboratively with the Lead: Skills & Leadership, who will provide line management and professional development support. Through this experience, the Fellow will develop the skills, confidence, and networks to take on creative leadership roles in the arts sector.

This is about building your capacity as a creative leader while contributing your voice, vision, and expertise to Candoco's work. This opportunity is for experienced practitioners ready to step into leadership, not an entry-level programme.

During the 12 month tenure the Fellow will develop and deliver an independent project that combines personal exploration with a meaningful contribution to Candoco and the wider dance sector. This is a period of research, exploration and innovation rather than the creation of a finished performance work.

The Fellow will also lead the creative development of Making Space, Candoco's podcast, working closely with the host and Lead: Access and Equity to shape each series and bring their own artistic perspective to what the podcast explores and who it speaks to.

Alongside this, the Fellow will contribute thought pieces to the Candoco blog, reflecting on their learning journey and sharing their perspective on leadership with the wider arts sector.

The programme also includes:

- Contributing to Candoco's curatorial thinking through participation in the Artistic Assembly
- Mentoring and delivering activity within our Artist Development programmes
- Contributing to sector conversations and discourse, for example through the Inclusion in Dance Working Group
- Leadership coaching and executive development training
- Attendance at Board meetings to gain experience of governance and charity compliance

Together, these elements provide a space for creative exploration, leadership development and sector influence.



KEY RESPONSIBILITIES

Organisational Learning and Leadership Development

- Participate in organisational and executive leadership training.
- Attend Board meetings to gain insight into organisational governance and contribute to discussions where appropriate.
- Shadow Executive Director and Leads (Skills and Leadership, Performance and Commissions, Access and Equity, Marketing and Audiences) and engage with the work across all programme pillars.
- Engage in regular reflective evaluation of Candoco's programmes and projects, contributing to their development and to wider organisational learning.
- Document and share learning from the Fellowship, contributing to a comprehensive handover and supporting the ongoing evolution of the programme.

Artistic Leadership and Curation

- Support the convening and facilitation of the Artistic Assembly when needed, a panel of both internal team members and external disabled artists who inform curatorial decisions.
- Alongside all members of Candoco, maintain the Ethical Framework and Curatorial Statement that guides selection processes.

Mentoring and Artist Development

- Act as a creative contributor and mentor within The Lab, Candoco's artist development programme for young aspiring dance artists aged 18 - 30 years.
- Provide mentoring and professional development support where relevant.
- Contribute to the design and delivery of artist development opportunities for disabled artists across all of our programmes.

Sector Leadership and Discourse

- Lead the creative development of Candoco's podcast, alongside our Lead; Access and Equity, the podcast host and Lead; Marketing and Audiences.
- Share insights and perspectives on dance and leadership through Candoco's podcast, blog and other public platforms.
- Contribute to the Inclusion in Dance Working Group, participating in sector discussions and collaborative initiatives.
- Contribute to sector discourse on disability, access and inclusive practice through written and recorded reflections, thought pieces, and participation in initiatives such as the Inclusion in Dance Working Group.

Independent Project

- Delivery of the Independent Project.



'soft shell' by Annia Hanauer, 2021. Photo by Camilla Greenwell.



KEY PROJECT

Independent Project (Budget: £8000)

As part of the Fellowship, the Fellow will develop and deliver an independent project that advances disability-led dance practice. This is positioned as a period of research, exploration and innovation rather than the creation of a finished performance work.

The project is designed to deepen the Fellow's own creative leadership practice while generating new knowledge, approaches or tools that contribute to Candoco's development and the wider dance sector. It will be delivered within the allocated budget and Candoco's producing framework, working collaboratively with the Lead: Skills & Leadership and the Company Producer.

Purpose

The Fellow's project should explore questions or ideas that advance disability-led dance practice and help remove barriers for disabled artists. Through this work, the Fellow will have the opportunity to test new approaches, develop partnerships, and contribute insights that support Candoco's future direction and wider discourse around disability and dance.

Areas of Exploration

Projects may explore one or more of the following:

- Disability-led artistic practice – developing or testing new approaches to choreography, rehearsal processes, facilitation, or performance creation
- Access as creative innovation – experimenting with new access aesthetics, digital or assistive technologies, or multi-sensory approaches to dance
- Audience relationships and representation – exploring new ways of engaging audiences, including work with specific communities such as families, disabled audiences, or culturally diverse audiences
- Sustainable leadership and sector practice – investigating models for inclusive leadership, collaboration, governance, or professional progression within the dance ecology

Projects may take the form of research, creative experimentation, audience development work, partnership exploration, technological investigation, or sector-focused inquiry.

Expected Outcomes

The project should advance the Fellow's creative leadership practice, generate new ideas or approaches relevant to inclusive dance, contribute insight to Candoco's future work, and support experimentation, risk-taking and critical reflection.

The project should result in a form of public sharing that contributes to wider sector learning. This might be a written reflection, report, blog, webinar, workshop, podcast conversation, or other format that communicates the insights and outcomes of the work.



SKILLS AND EXPERIENCE NEEDED

We are looking for someone who can demonstrate:

- A sustained professional career in dance, for example, as an artist, producer, curator, programmer, facilitator, researcher, advocate, or in another professional capacity.
- Ambition to develop as a leader in the dance sector, whether within an organisation, independently, or through wider sector-facing work.
- Evidence of ideas, questions, or areas of enquiry around disability and dance, with potential to inform the Fellowship project and contribute to wider sector thinking.
- A commitment to supporting, mentoring, advocating for, or enabling the development of emerging disabled practitioners.
- Curiosity about organisational leadership, and how arts organisations can better support disabled artists, disabled-led practice, and disabled communities.
- Experience of working collaboratively and relationally with a range of people, including artists, colleagues, participants, partners, communities, funders, or stakeholders.
- Evidence of access-informed practice, with an ability to apply disabled-led perspectives, access thinking, and inclusive approaches in artistic, professional, organisational, or community contexts.
- Existing relationships, networks, or connections within disability arts, dance, or the wider cultural sector.
- Experience of sharing ideas publicly through research, writing, speaking, panels, presentations, performances, workshops, or other formats.

HOW TO APPLY

This opportunity is created for D/deaf, disabled and/or neurodivergent creative professionals (e.g. performers, makers, curators and creative producers). This role is part of our mission to proactively address underrepresentation and broaden leadership pathways within the dance industry.

To apply, please complete the Candoco Fellow Application Form, including your responses to the following questions:

1. Why Candoco Fellowship now?

At this stage in your career, why is this Fellowship important to you, and how do you see it supporting your development as a creative leader?

2. What kind of leader are you becoming?

How would you describe your current leadership practice? What specific areas, skills, or knowledge do you want to develop during the Fellowship (e.g. artistic leadership, organisational leadership, strategic thinking, mentoring, sector influence)?

3. Your perspective on disability, dance, and change

Drawing on your lived experience and professional practice, what perspectives on disability and dance do you feel are most urgent to advance, and how do you want to influence the sector through your leadership?

4. Working relationally and within Candoco

As part of the Fellowship, you will work closely with the Candoco team across all programme pillars. Can you describe a time you worked collaboratively? What contributed to its success, what challenges arose, and what would you bring to working with the Candoco team?

5. Understanding organisations and future direction

What do you hope to learn about how arts organisations operate, and how might this shape your future career?

6. Independent project proposal

Outline your idea for the independent project you would like to develop during the Fellowship? (Please refer to the Job Pack Key Project Description)

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

Equal Opportunities

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

Deadline

The deadline for applications is 11am, Monday 22 June 2026

Next steps

We will inform shortlisted applicants by 1 July 2026

We will hold interviews on 14 and 15 July 2026

A second stage interview, if needed, will take place during the week commencing 20 July 2026

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

We thank you for your interest in Candoco Dance Company.

