

'Notturnino', by Thomas Hauert, 2016. Photo by Ilias Georgouleas.

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 Melanie, Executive Director (melanie@candoco.co.uk) to arrange an informal conversation.

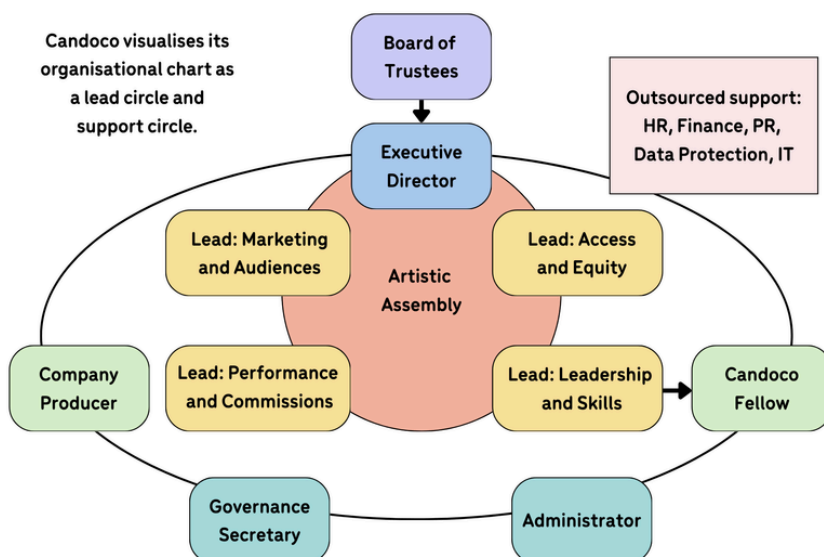
We are happy to receive applications in alternative formats, and we will ask ahead of any interview whether you need any access adjustments.

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:** Trustee
- Contract type:** Voluntary
- Duration:** All Trustees (including the Chair) are appointed for a minimum term of 3 years and automatically retire at the end of their 3 year term. If willing, Trustees may be re-appointed for an additional 3 year term to a maximum of 6 years.
The Chair may be reappointed for 2 additional 3 year terms, to a maximum of 9 years.
- Salary:** None. Reasonable expenses for board meetings are covered. We invite you to share your access requirements and we do our utmost to accommodate them within our resources.
- Location:** Board meetings are online. Our annual away day (February) is held in London.
- Reports to:** Chair and Vice Chair of the Board
- Key working relationship:** Executive team



ABOUT THE ROLE

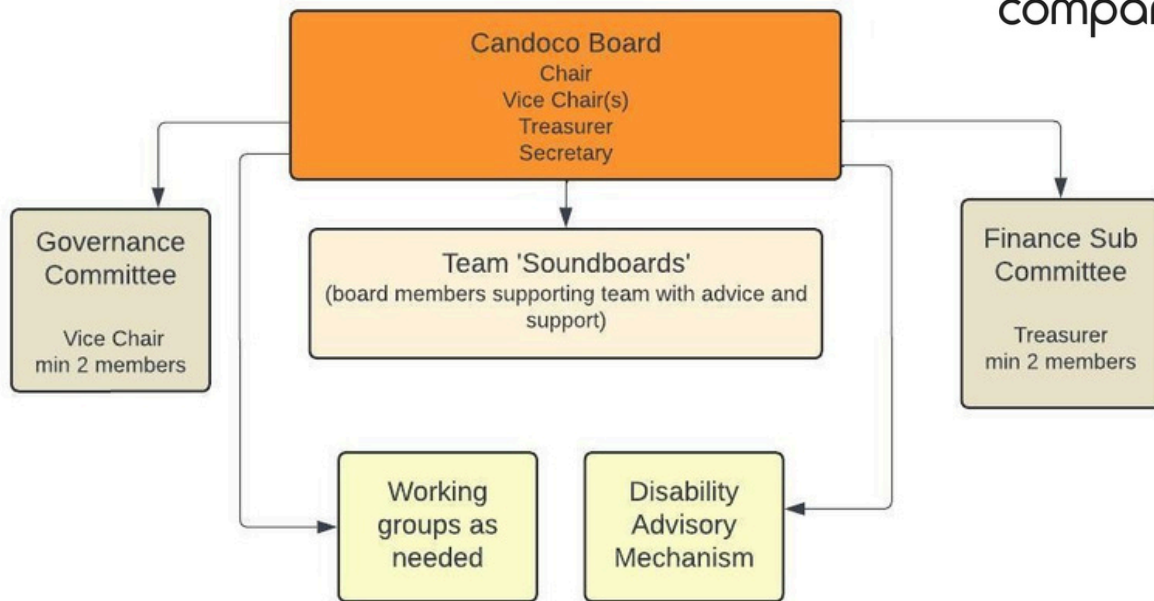
Candoco's Trustees play a central role in the life of the company, working alongside the executive team to uphold our values and ensure the organisation is well governed and financially sustainable.

Our Board is made up of people who bring genuine passion for the work alongside a range of professional and life experience. We are committed to ensuring that over 51% of our Trustees have lived experience of disability.

As part of our evolving board structure, designated Trustees take on a Soundboard Leader role, offering their expertise as an advisory and supportive resource across the organisation. Soundboard Leaders are not involved in day-to-day operations but make their knowledge available to staff, committees, and working groups as needed. We are therefore looking for Trustees who are open to engaging with the organisation in this collaborative and hands-on way.

Above all we are looking for people who believe, as we do, that dance is better when difference is celebrated. People who are committed to removing systemic barriers for D/deaf, disabled and neurodivergent makers, performers and leaders, who bring good independent judgement, and who are willing to speak their mind with honesty and care.

We are committed to a fully accessible application process. Please let us know your access requirements.



Disability Advisory Mechanism, 'Take the Floor'

Candoco is a learning organisation. 'Take the Floor' is how we keep the conversation about disability and dance alive within our own walls, by inviting in voices and ideas from beyond them. We commit to running two discussion sessions with our board a year about disability and dance. Our Lead; Access and Equity is responsible for this 'disability advisory' mechanism. We keep a live form on our website open for people to submit a provocation, something they think our team and board need to hear. Alternatively our Lead; Access and Equity may reach out to someone they know of. Trustees can also submit suggestions.

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





PROGRAMME AREAS

Candoco exists to expand what dance can be, who makes it, and who experiences it. We work to create the conditions for brilliance by removing systemic barriers to dance for D/deaf, disabled and neurodivergent makers, performers and leaders.

Our work is organised around four pillars:

Performance and Commissions

We produce and tour work by D/deaf, disabled and neurodivergent choreographers, presenting live performances at major venues across the UK and internationally, alongside digital commissions that extend the reach of disability-led dance to wider audiences.

Skills and Leadership

We support D/deaf, disabled and neurodivergent artists at every stage of their career, from young aspiring artists aged 18 - 30 years to professionals ready to step into leadership. Through a range of programmes, including a 12 month Candoco Fellow, we build skills, confidence, and pathways into the profession. Our goal is to work with over 500 D/deaf, disabled and neurodivergent dancers, choreographers and creative leaders by March 2031.

Partnerships

We build partnerships with venues, funders, and sector organisations for mutual benefit, creating opportunities to co-commission new work, diversify the range of voices and practices we can support, and increase our collective capacity to make change in the sector.

Advocacy

We platform critical conversations about disability and dance, contribute to policy discussions, and work through initiatives such as the Inclusion in Dance Working Group (publishing [Barriers to Progression in Employment and Dance for Disabled People](#) research) to drive systemic change across the sector.

The Change We Want to Make

- To develop the creative and professional capacity of D/deaf, disabled and neurodivergent artists across career stages.
- To expand the artistic and cultural impact of D/deaf, disabled and neurodivergent-led dance.
- To strengthen capacity for inclusive practice across the dance sector.
- To embed inclusive and disability-led governance, organisational culture and sustainable ways of working.
- To champion systemic change for D/deaf, disabled and neurodivergent artists in dance.

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





KEY RESPONSIBILITIES

As a Trustee, you will:

- Attend four Board meetings, relevant subcommittee meetings, and one Away Day per year, contributing actively to discussions and decisions.
- Help shape and approve Candoco's strategic direction and annual business plan, while supporting the executive team to implement it.
- Attend Candoco performances and events where possible, and use your networks to open doors for the organisation.
- Contribute to the recruitment and appraisal of senior staff where needed.
- Take on a Soundboard Leader role, making your expertise available as an advisory resource to staff, committees, and working groups as needed.

As a charity trustee, you will also be responsible for ensuring Candoco operates within its charitable objects, within its financial resources, and in compliance with Charity Commission requirements. You will act with honesty and good faith, avoid conflicts of interest, and ensure the organisation's assets are used appropriately.

Full details of trustees' legal responsibilities are set out in our Terms of Reference, which will be shared with shortlisted candidates.



SKILLS AND EXPERIENCE NEEDED

Trustees bring a range of professional backgrounds and life experiences to the board. We do not expect any one person to cover all of these areas, and we are as interested in the quality of your thinking and your commitment to our mission as we are in your CV.

We seek Trustees with experience in one or more of the following areas:

- Dance, performance, or the wider arts sector: commissioning, touring, artist development, or training.
- Disability rights, access, and inclusion.
- Finance or fundraising.
- Legal knowledge: charitable governance, contracts, or intellectual property.
- Marketing, communications, audience development, or digital engagement.

We would love to hear from you if you share our belief that dance is better when difference is celebrated, and want to help us expand what dance can be, who makes it, and who experiences it.

HOW TO APPLY

To express your interest in becoming a Trustee please explain how your skills and experience could support Candoco to fulfil its mission. You can submit this to us via the [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 your CV or provide a link to your 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

There is no fixed deadline for this role. We review applications on a rolling basis and will be in touch as soon as possible after receiving yours.

Next steps

Following receipt of your application, if we feel your skills and experience are a good match for our current needs, we will invite you to an informal Zoom conversation with a working group of board members and senior staff. This will be an opportunity to share more about Candoco, learn more about you, and answer any questions you may have.

To discuss the role or your application

If you have any questions about the role, please contact our Vice Chair, Patrick McGeough at patrick@candoco.co.uk.

We thank you for your interest in Candoco Dance Company.

