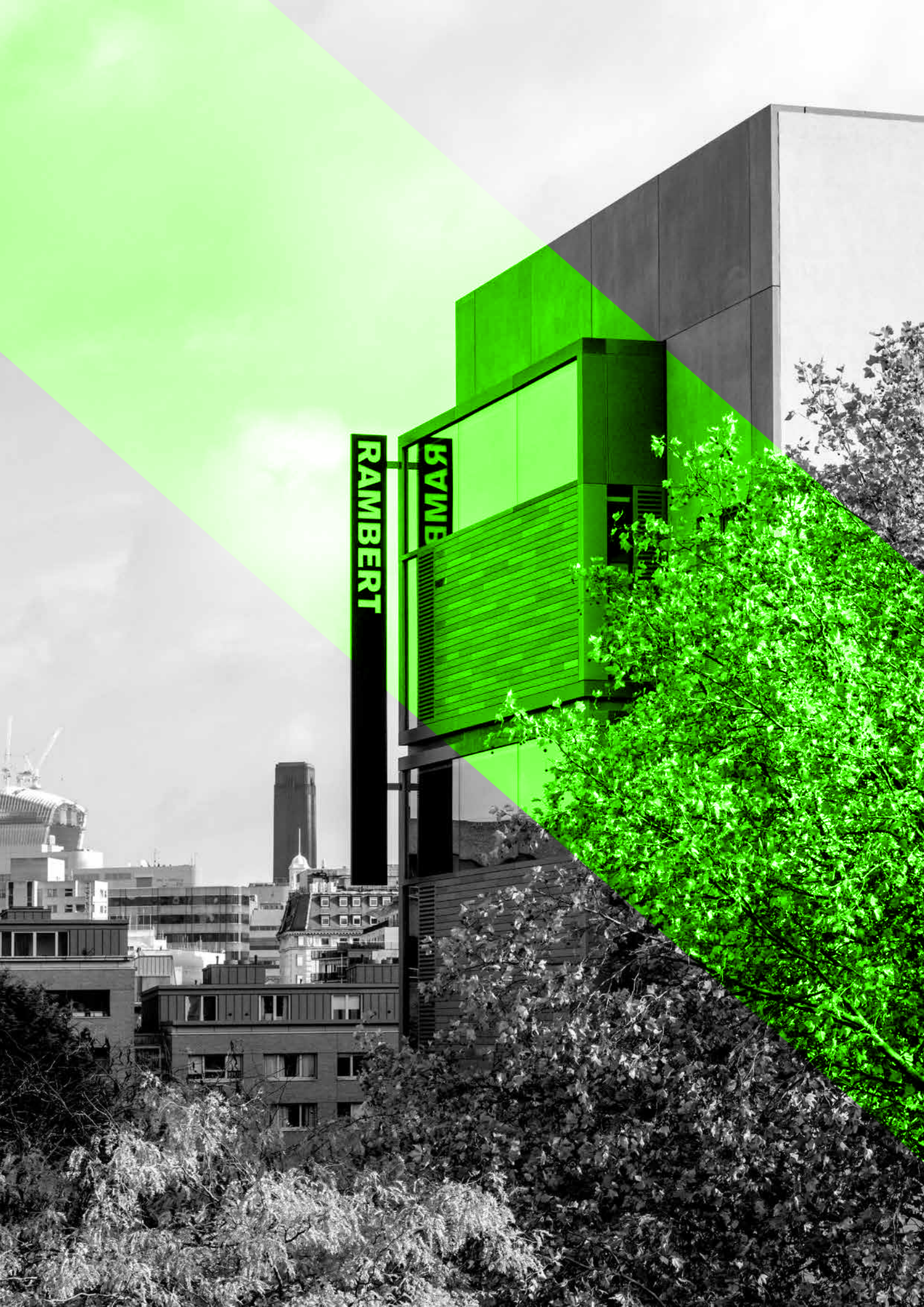




RAMBERT

**artistic
director**

**application
pack**



RAMBERT

RAMBERT

thank you

Thank you for your interest in the role of Artistic Director. It's an exciting time for Rambert, and for me personally, as the Board prepares to appoint a new Artistic Director to help lead the organisation towards our centenary.

Rambert has a track record of working with the world's best choreographers and artists from many other disciplines, and from our new home on London's South Bank we are delighted to invite you to get to know the Company and look forward to hearing from you about your ideas for our future.

In this pack you will find:

- Background information on Rambert
- A job description and person specification
- Terms and conditions
- Information on how to apply

Further information can be found on our website www.rambert.org.uk Our most recent annual report is available on request.

Theresa Beattie is our recruitment consultant, and she would be happy to have an informal and confidential conversation with prospective candidates. Theresa can be contacted on Theresa.Beattie@rambert.org.uk

The closing date for applications is Friday 28th September.

We look forward to hearing from you.

Sir Howard Panter
Chair, Rambert

about rambert

Rambert is one of the world's leading dance companies, a name synonymous with diverse and international programming, and a British national treasure with loyal local audiences, and unrivalled reach to theatres throughout the UK.

Our ambition is to be the world's most exciting dance company, making dance resonate for the 21st century. We'll achieve this by making and touring – to our neighbourhood, the nation and the world – dance that is relevant, accessible, radical, thought-provoking, inspiring and entertaining. Dance that stands out from the crowd. Dance that matters.

We're expanding to meet that ambition. In 2018 we launch Rambert2, a new ensemble made up of some of the best early career dancers from around the world, touring the UK (including Sadler's Wells this November) as well as creating unique educational and learning experiences for schools. We're also extending our international reach, with performances planned in Europe, North America and beyond.

As a co-producer we are expanding our slate of productions to include projects, partnering with organisations such as Sadler's Wells, Manchester International Festival, Brighton Festival, Théâtre de la Ville and the Royal Opera House. We are utilising our finances, studios, expertise and team to bring artists together for special projects – the first of which will be a major collaboration to re-stage a seminal work.

Our national reach and international ambition is rooted in our ties to the communities we serve, in particular to audiences and participants in regional England, and to the neighbourhood surrounding our home on London's South Bank. As well as opening our doors to the public in theatres across the UK throughout the year, we deliver workshops in schools, colleges and community centres. We work with healthcare providers to explore the positive links between dance and health, and run classes for older adults and people of all ages and abilities reaching 40,000 people a year.

vision mission values

Vision

Our vision is to be the world's most exciting dance company, making dance resonate for the 21st century in the hearts of communities at home and around the world.

We produce dance which is relevant, accessible, radical, thought-provoking, inspiring, entertaining and potentially transformative.

Mission

Our mission is to make and tour dance that matters to our neighbourhood, the nation and the world.

Our company of versatile and distinctive artists performs in the UK and around the world. We create space and time for research, encouraging experimentation and nurturing talent.

We devise and deliver inspiring, accessible and meaningful ways of participating in dance.

We conserve and share our history, preserving our stories and learning for the artists of the future.

Values

We value these key ingredients for our future success:

Creativity Rambert is an ever-growing creative community. We have a track record of embracing and celebrating diversity and are committed to seeking the voices less often heard and to being an open and porous organisation for people and ideas, irrespective of where or when they come from. We work hard to nurture an environment where people and ideas can succeed.

Heritage We have so much to build on: the legacy of our founders, our near 100-year story of risk taking and re-invention and our pivotal role in the development of British dance. We learn from our predecessors and preserve and celebrate their work to ensure that those people and ideas that shaped our art form are not forgotten. Through the preservation of seminal works, we help ensure our art form commands the status, recognition and value it deserves.

Ambition We have the freedom to be alternative, the opportunity to embrace new ideas and reach new audiences, and the responsibility to challenge the status quo – we want to see dance as a staple of the UK cultural diet and the UK dance scene celebrated around the world. We won't stop working to achieve this.

rambert

past, present and future

In February 2018 Mark Baldwin announced his plan to step down as Artistic Director after 16 years in the role. The Company announced in early March the one-year appointment of a Guest Artistic Director, Benoit Swan Pouffer for the 2018/19 season.

The company is led by Chief Executive and Executive Producer Helen Shute, who has been in post since March 2017, and its Board of Trustees. With a strong position of financial stability, secure 4-year funding from Arts Council England, and careful governance, Helen is currently overseeing significant change throughout the organisation. These changes include reviewing the business model reducing dependence on ACE funding, expanding Rambert's partnerships and producing models, examining the artistic programme and seeking to refresh Rambert's profile both in the UK and internationally.

Rambert is one of the world's leading independent dance companies, a global brand synonymous with a diverse and international programme and simultaneously a British national treasure with loyal local audiences, and unrivalled reach to regional theatres throughout the UK.

We have been a UK home to the great modern choreographers of the 20th century and hold in our archives the history of our art form. Our relationship to the repertoire of Merce Cunningham is unrivalled around the world, the great artists Trisha Brown and Lucinda Childs have found in us a partner to create and

elevate their work, and in the UK from Frederick Ashton to Christopher Bruce to Wayne McGregor, early choreographic opportunities were commissioned by the risk-taking Rambert well ahead of the ballet companies.

Today Rambert performs the works of these great choreographers as well as giving the new voices of contemporary dance unrivalled expertise and opportunity to make their best work. Our approaching season includes the work of Ben Duke, Sharon Eyal, Rafael Bonachela, Kim Brandstrup, Benoit Swan Pouffer and more. Rambert's commitment to diversity infuses all our plans from our choices of commissions to our recruitment practices and participation programmes. We want to be at the forefront of dialogue about what inclusion and diversity mean in the 21st century.

As we approach a century of pushing creative boundaries, reinvention and growth, Rambert has set out its stall for the 21st century. Unafraid of and adept at re-invention, we face the challenges of a changing landscape from our iconic building on London's South Bank. The new leadership structure supports the ongoing evolution of our artistic programme through an invigorated producing model and international strategy and an extensive participation programme reaching all parts of the UK. Our stable and agile business model will drive forward our ambitious ideas and grow audiences for dance.

governance, staffing and finances

Rambert is a registered charity and a company limited by guarantee. We are overseen by a non-executive board of Directors, chaired by Sir Howard Panter, co-founder of the Ambassador Theatre Group, the UK's largest theatre-owning and producing company and joint-CEO of Trafalgar Entertainment. Day to day management of the company is delegated to the Executive Team led by the Chief Executive/Executive Producer together with the Artistic Director.

Rambert maintains a permanent company of 20 world-class contemporary dancers, 13 Rambert2 dancers on annual contracts and a staff of 38 who deliver the company's programme. Live musicians accompany our performances around the world as well as supporting the Learning and Participation programme which engages 26 specialist teachers.

Rambert is financially secure and we aim to create a programme that is artistically adventurous and ambitious whilst maintaining this position. Our work is funded through: grant income from Arts Council England; box office income; fundraising from trusts, businesses and individuals and other earned income including commercial hires of our building.

a note from the Chief Executive/ Executive Producer

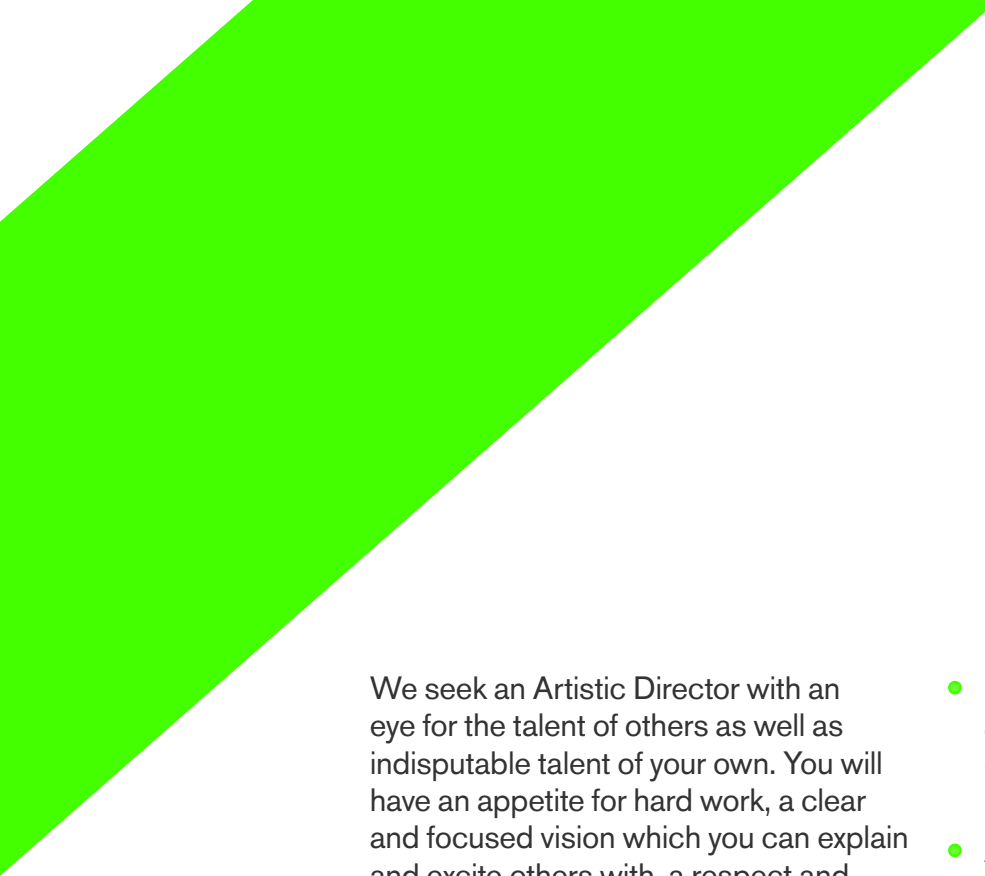
I'm delighted that you're considering joining me and the team at Rambert and am looking forward to working with a new Artistic Director over the coming years.

After my appointment in 2017, I was tasked by the Board to reassess Rambert's business model, maximising the potential of current activities and developing the producing frameworks to allow for a slate of high-profile artistic projects. This new model will reduce reliance on ACE funding and exploit the commercial potential in our building and productions. My strength and current focus is the building of partnerships, both here in the UK and around the world that allow work to be made in the best way possible and to be seen by as many people as possible. Appointed by the Board, the Artistic Director will be responsible for creating and devising dance projects that take Rambert to

new places, new audiences and achieve the highest artistic standards. They will be responsible for curating within producing frameworks and partnerships defined with me. Working together, we will establish Rambert as the UK home for dance makers local, regional and international, past, present and future.

You will be responsible for the artists across the Rambert company of world-class, truly exceptional and versatile dancers and Rambert2 our cohort of early career dancers who are ready for anything. Our new role as a co-producer allows for creative, ambitious thinking about where and how Rambert could have most impact in making dance happen in any context. Our participation programme, which reached 40,000 people last year, offers the new Artistic Director the opportunity to have a meaningful impact on how the UK experiences dance.

Rambert will be 100 years old in 2026. The Artistic Director will play a central role in curating this major milestone in the world dance calendar, galvanising audiences, supporters and artists to engage with different ways of conceiving, creating and presenting dance. ►



We seek an Artistic Director with an eye for the talent of others as well as indisputable talent of your own. You will have an appetite for hard work, a clear and focused vision which you can explain and excite others with, a respect and understanding of the importance of legacy and a forward-looking attitude, tapped into what is happening now.

Our aim is that by 2022, Rambert will be:

- A significant player in the UK and international dance scene – synonymous with the very best work made in this country.
- An independent, agile and responsible business that is sustainable, has the resources to be ambitious, and is trusted by our partners to deliver.
- Growing audiences for dance who have an appetite for risk and an interest in the alternative.

- Recognised for our social engagement and meaningful relationships with communities, and our commitment to increasing opportunities in the arts.
- A smart and professional outfit that nurtures talent in every department, and is a creative and welcoming hub for colleagues from around the world.

I'm very much looking forward to reading your application.

Helen Shute

Chief Executive & Executive Producer

the role of artistic director

Appointed by:

The Board

Reports to:

Chief Executive/Executive Producer

Manages:

Rehearsal Directors, Dancers, Freelance Music Director and other Creatives

We are seeking an inspirational and experienced leader with an international reputation and a bold, distinctive artistic vision to lead Rambert, while honouring our mission, values and history. You will be widely respected by established and emerging artists and by industry colleagues. Together with the Chief Executive/Executive Producer, you will devise and lead the next phase of Rambert's creative life and ensure our work is of the highest calibre.

The Artistic Director will have clear artistic priorities, proven ability to spot talent and a commitment to diversity in all its forms, ensuring Rambert's dancers reflect and represent the communities in which we live and work.

You will have deep knowledge of the contemporary dance scene and be networked with well known choreographers and promoters and programmers who can commission and present Rambert. You will be interested in audiences and finding ways to connect with the public. You will have led an established dance company or organisation, have experience of curating and the ability to support and nurture artistic collaborations. If you are a choreographer, you will currently be creating work for which there is demand around the world.

We are aiming to make this appointment by the end of January 2019 with a view to the new Artistic Director starting in Summer 2019. They will create or curate new work for Rambert2 and curate special events from 2020/21 with their first major production in 2021/22.

terms and conditions

Salary

Negotiable, commensurate with experience

Contract term

Five-year renewable

Place of work

Rambert, 99 Upper Ground,
London SE1 9PP

Travel

Regular UK and international travel and touring with the company

Leave, external employment and relocation package by negotiation.

An offer of employment will be subject to satisfactory references and confirmation of right to work in the UK.

job specification

Key responsibilities

Artistic

- To provide artistic leadership to the company, working closely with the Chief Executive/Executive Producer to develop long-term artistic plans and lead and inspire the entire company to deliver them.
- To create productions of the highest quality within agreed resources.
- To build relationships with choreographers, creatives and partners, and commission new work aligned with the vision.
- To have a clear artistic vision for the Learning and Participation programme.
- To maintain the artistic legacy of the company.
- To support guest artists to create their best work.
- To support the Production team to ensure productions are ambitious and innovative, managing artists' expectations where necessary.
- To advocate for and represent the company nationally and internationally, communicating the artistic vision convincingly to a range of audiences.
- To maintain excellent knowledge of the contemporary dance scene and of emerging talent worldwide.

The Company

- To maintain the performance standard of the company including the fitness and welfare of the dancers, supported by the Rehearsal Director.
- To manage the dancers and rehearsal directors within Rambert's personnel policies and procedures, providing an environment where they can thrive.
- To tour as required and to lead company meetings.
- To work within the company's mixed funding model and the obligations and parameters this creates. ▶

Skills, Knowledge and Experience

Essential

- Leadership of an established, professional dance company or organisation
- Proven ability to conceive and deliver an ambitious artistic vision
- Experience of supporting collaborative creation processes
- A track record in high quality artistic decision-making
- Ability to command respect from and to work with a diverse range of people
- An active commitment to diversity and equality of access and opportunity
- Strong international networks and current knowledge of contemporary dance

Desirable

- Experience of brokering partnerships with artists and arts organisations
- Experience of leading change
- Experience of reporting to a Board
- Experience of Learning and Participation programmes and activity
- An understanding of working to a Chief Executive

Personal attributes

- A strong role model who inspires confidence and respect
- Facilitation skills, with the ability to enable others to realise their potential
- Excellent communication skills including public speaking
- Able to work under pressure and to manage multiple priorities
- Excellent organisational and problem solving skills
- Ability to establish a rapport with a wide range of individuals and organisations

how to apply

If you would like to discuss this opportunity, please contact Theresa Beattie, our recruitment consultant Theresa.Beattie@rambert.org.uk to arrange a conversation.

To apply, please write a covering letter addressing the job specification. In your letter, explain your artistic vision for Rambert and how your skills and experience qualify for you for the role and demonstrate your ability to deliver this vision. The letter must be no longer than three pages of A4 (12-point font) and include contact details for two professional referees. References will be taken up before a job offer is made.

Rambert encourages candidates from any background to apply for this post. We are committed to creating a workforce which is representative of our society, and to bringing together those with a variety of skills and experiences to help shape what we do and how we work.

In addition, please include:

- A CV
- A link to recent work and details of performances in the next three months
- Details of any notice period or commitments
- A completed equal opportunities form

Please email your completed application to Rosie.Billington@rambert.org.uk

The closing date for completed applications is Friday 28 September 2018 18:00 BST.

Candidates invited for interview will be notified by Friday 26 October and first interviews will take place in mid November.

Your application will be treated in strictest confidence. The equal opportunities form will only be used for monitoring and evaluation purposes.

Rambert
99 Upper Ground
London SE1 9PP
rambert.org.uk

Rambert is supported by
Arts Council of England
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