

**TRINITY LABAN CONSERVATOIRE
OF MUSIC & DANCE**



**Appointment of the
Director of Dance**

Trinity Laban Conservatoire of Music and Dance is embarking on the search for a new Director of Dance at what is a particularly exciting and significant time for the world-renowned music and dance conservatoire.

DIRECTOR OF DANCE



We are delighted that you are considering joining Trinity Laban Conservatoire of Music and Dance at an exciting point in the life of our institution.

Trinity Laban Conservatoire of Music and Dance is a world leader in the education of elite professional dance, music and musical theatre artists. Within our exceptional facilities, we offer highly specialist, focused and intensive programmes. By harnessing the extensive experience and industry knowledge of our staff, we prepare students for sustainable careers in dance and music.

We nurture the individual artistic voice of each student, and develop innovative and creative artists who can influence the future of our art forms and enrich the cultural, social and economic life of our local, national and international communities. You can see from our consistently impressive employment statistics that we are extremely successful in producing technically excellent, creative and versatile artists, who are able to take advantage of a range of career opportunities.

The role of the performing arts in society is changing, resulting in a buoyant and diverse employment market, in which performing artists mix performance with educational and other community engagement activities. The world of higher education is also changing fast.

The post of Director of Dance at Trinity Laban is therefore a hugely significant role in UK performing arts education. Building on Trinity Laban's already well-established artistic and educational profile, the postholder will make a significant contribution to our continuing mission to redefine the future of dance education and training in the UK.

As such, the role will suit an ambitious and talented individual with a well-established professional profile and networks in dance, extensive knowledge and experience of conservatoire training, performing arts pedagogy and innovative learning & teaching approaches, alongside proven interests and experience to develop the distinctive portfolio of programmes and activities in the Faculty of Dance. You will have experience of successfully leading large teams and managing budgets at a senior level within a significant cultural or academic organisation, and possess outstanding communication and organisational skills. You will be able to inspire, engage and motivate, and will possess high levels of personal gravitas and integrity. And you will join the Trinity Laban Executive team in steering the Conservatoire to ever greater achievements, as we take forward our ambitious aims.

Thank you again for expressing an interest in working with us. We very much look forward to receiving your application.



Professor Anthony Bown
PRINCIPAL



WELCOME

ABOUT TRINITY LABAN



Trinity Laban is one of the UK's largest conservatoires, and the only one combining the disciplines of contemporary dance and music. Formed in 2005 by a merger of Trinity College of Music and Laban, the conservatoire is situated in the Old Royal Naval College in Greenwich and the Stirling Prize-winning Laban Building in nearby Deptford. Trinity Laban's teaching is recognised as 'world leading', as judged by an international panel of experts appointed by the Higher Education Funding Council of England, and Trinity Laban is a finalist for the 2018 Global Teaching Excellence Award.

This world-class teaching and learning enables our diverse student body to achieve employment success in one of the most competitive areas of the economy.

The Conservatoire has consistently been amongst the top performers nationally when it comes to supporting graduates into employment and further study. In recent years, Trinity Laban is regularly placed within the top three UK HEIs in government employment data.

The sustained employment success of our graduates is seen across all demographics within an unusually diverse conservatoire.

The Conservatoire puts back into its local community in a multitude of meaningful ways. In our work in various participatory settings we are committed to the value

of dance in education, the community and for people of all ages and abilities. Our thriving classes for children and young people and our pre-higher education programmes introduce students to dance and music at an early age, taking them through to high levels of competence, including to conservatoire degree level entry.

At the other end of the age spectrum, Trinity Laban's "Inspired not Tired" dance and music classes connect older people from across South East London.

The Conservatoire's quality was endorsed in 2016 when the Privy Council granted it Taught Degree Awarding Powers after an exhaustive examination of the effectiveness of its teaching, academic standards, scholarship and governance.

Our vision

As a forward-thinking, contemporary conservatoire, Trinity Laban Conservatoire of Music and Dance:

- nurtures the individual voice and artistic personality of every student;
- develops reflective, innovative, collaborative and resourceful artists and practitioners;
- influences the future of its art forms through the contributions of its alumni and its research and creative practice;
- enriches the cultural, social and economic life of its local, national and international communities.

Our mission

Trinity Laban Conservatoire of Music and Dance is an international artistic and educational community that brings together performers and practitioners to train, collaborate,

research and perform within inspiring creative, intellectual and physical spaces. We identify, support and develop talented and innovative performers and creators wherever they may be found and throughout their creative lives.

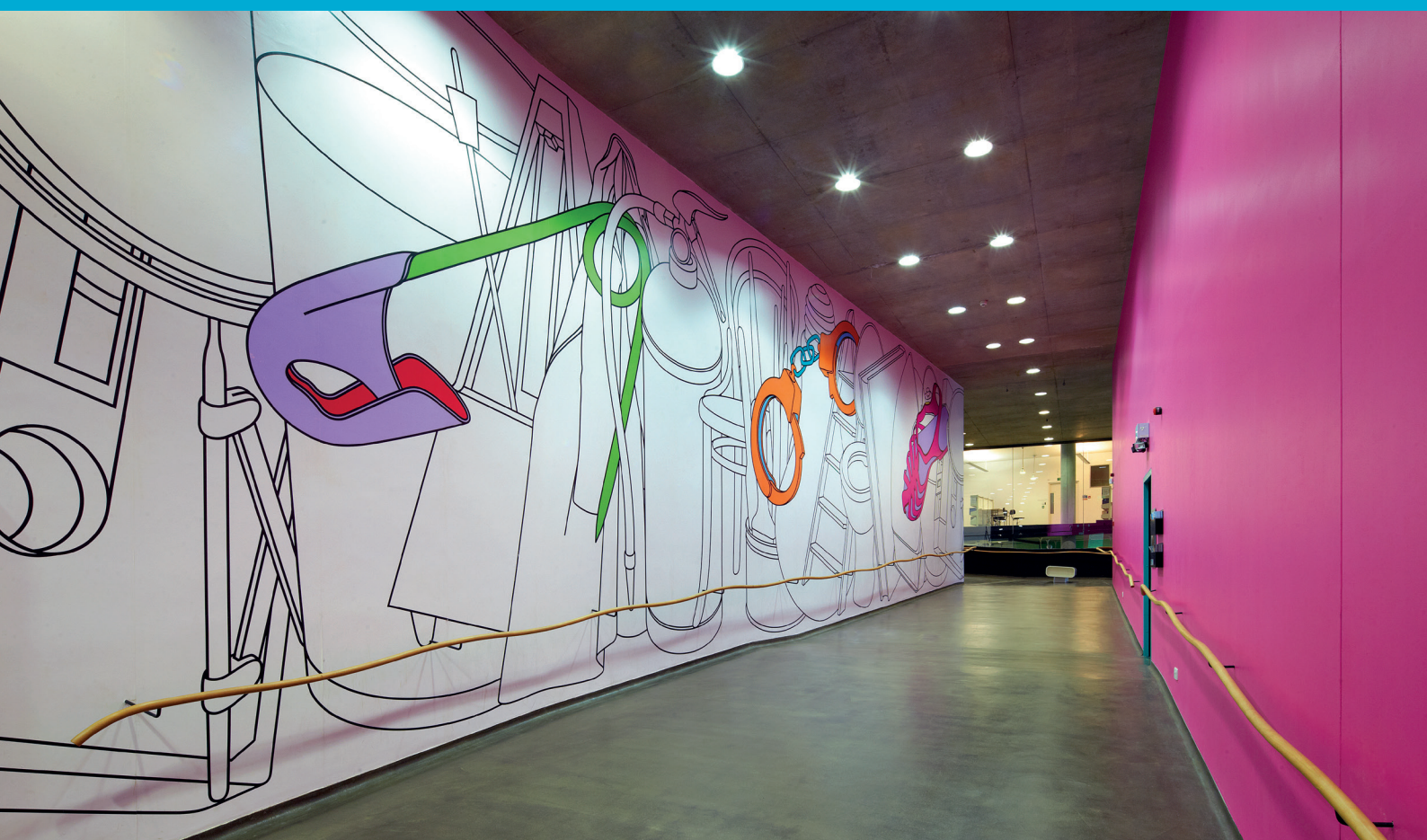
Strategic aims and objectives

Our values describe the culture of Trinity Laban and the principles that underpin our decision-making.

We aim to be:

- artistically ambitious and experimental
- entrepreneurial
- international
- collaborative
- socially engaged
- ethical and inclusive

A new Strategic Plan is currently being developed, which will require the vital input of the new Director of Dance.



ABOUT THE DIRECTOR OF DANCE

A member of the Senior Executive, the Director of Dance has overall responsibility for artistic and academic leadership of the Faculty of Dance. The Director is accountable for planning and delivering the dance programmes, recruiting staff and students, overseeing the learning environment and managing a budget in excess of £5M.

The post represents an exciting opportunity to take on a leadership role within conservatoire education and the arts, maximising the opportunity to build on Trinity Laban's current artistic and educational profile in teaching, performance, choreography and research.

As such, it will suit an ambitious and talented individual with a well-established profile and networks in dance, extensive knowledge and experience of conservatoire training, performing arts pedagogy and innovative learning & teaching approaches, and with experience of successfully leading large teams at a senior level within a significant cultural or academic organisation. They must be able to:

- promote a culture of artistic practice that is visionary, provocative, interrogative and dynamic
- provide a clear focus and coherent direction of travel for the dance programmes, the learning and participation and collaborative activities, and our professional theatre programme
- inspire, engage and motivate through high levels of personal gravitas and integrity
- make a significant contribution to the future of dance education and training in the UK.

Specific responsibilities include:

- overall responsibility for the strategic development of the academic portfolio
- ensuring that curricula are up-to-date, vocationally relevant, coherent and consistent with the Conservatoire's Strategic Plan
- overseeing the creation, planning and delivery of an integrated educational and performance programme
- managing the Faculty of Dance's budget, ensuring that surpluses are generated in order to re-invest in and support the excellence of provision
- leading the Faculty of Dance staff, including academic staff, managerial roles and support departments (see attached organisational chart)
- leading the strategic development of recruitment and admissions policies
- contributing to the development of Trinity Laban's research culture, liaising with the Head of Research to identify research priorities for Dance in line with the conservatoire's research strategy, and supporting the development of researchers as appropriate;
- supporting the development of institutional strategy and activities in relation to digital technologies in the development, promotion and practice of dance performance
- overseeing the strategic development and delivery of Learning and Participation activities and the theatre programme
- officiating at degree awarding ceremonies for dance and music
- representing the Faculty of Dance at performances and other key events
- collaborating with the Faculty of Music on interdisciplinary collaborations
- promoting the Conservatoire's reputation nationally and internationally
- utilising a personal network of professional contacts to bring world-class artists and scholars into contact with Trinity Laban to deliver masterclasses, workshops, guest lectures and other activities;
- representing Trinity Laban in external contexts, where necessary acting to make sure the Conservatoire's voice is heard in government, Parliament, the wider higher education world and the creative and performing arts communities.

The challenges

Creatively and artistically, the Conservatoire is on a high, with an outstanding reputation for excellence in both its teaching and innovation. However, it faces challenges over the coming years, including:

- A reduction in government funding
- An urgent need to generate funds for capital spend to continue to support the excellence of our provision
- Brexit and the challenge it poses for our teachers and students, together with competition for international students



PERSON SPECIFICATION

The Director of Dance will be able to evidence a record of substantial achievement at a high level, acquired in higher education and/or arts organisations, with experience of effective change management and promoting and encouraging organisational innovation. The Director of Dance will be a versatile and experienced dance practitioner / manager / teacher with an extensive professional network.

The successful candidate will evidence that they:

- are able to make a substantial contribution to institutional strategic planning
- have capacity for effective decision-making and problem solving, with independence, objectivity and sound judgement
- are able to manage the delegated budget for Dance
- bring a strong personal commitment to dance and music, able to support Trinity Laban's values, aims and objectives
- possess a strong personal network of contacts in the arts, education, dance profession, business or other influential sectors
- possess the ability to act as an ambassador and advocate for Trinity Laban with a diverse range of national and international bodies, across both the public and private sectors
- are able to exert personal influence in order to represent and promote the Conservatoire and its interests, continuing to raise the profile and reputation of Trinity Laban
- have the capacity to make a major contribution to the achievement of Trinity Laban's goals, in terms of institutional culture and in terms of international staff and student recruitment.

PERSON SPECIFICATION



The successful candidate will have demonstrable experience of:

- motivating and leading with vision, taking a strategic overview and delegating effectively
- a balanced and measured approach in facilitating decision-making and a clear understanding of the demands of senior management
- modelling organisational values
- persuasive and engaging communication, influencing and negotiating with gravitas and integrity
- dance training and pedagogy, and relating well to both professional and institutional colleagues and students
- a passion for innovation, and the ability to translate this into day-to-day activities and delivering success
- exceptional networking and stakeholder management skills, and the ability to build and nurture external contacts for the benefit of their organisation
- financial literacy, including a good understanding of budgetary processes and value for money

TERMS AND CONDITIONS OF SERVICE - SUMMARY

Contract: Permanent, Full-time, subject to a one year probationary period.

Salary: Competitive

Hours: Flexible working including regular evening and occasional weekend work is required.

Notice Period: 6 months

Location: You will be based in the Laban Building, Creekside, where the Faculty of Dance is located, and you will also work at King Charles Court, home to the Faculty of Music

Salary Payments: Salaries are paid on the last working day of the month into bank or building society accounts.

Annual Leave: 30 days pro-rata plus 8 days Statutory, Bank and Public Holidays.

Pension Schemes: The successful candidate will be auto-enrolled in to either The Teachers' Pension (TPS) or the Universities Superannuation Scheme (USS). Trinity Laban currently pays the Employers contribution of 18% of pensionable salary to the USS and 16.48% to the TPS.

Sick Pay: The successful candidate will be eligible for benefits under Trinity Laban's own sick pay scheme.

Professional Development: A range of Staff Development opportunities is available both internally and externally. Funding for these is available and subject to budget.

Car Parking: A limited number of parking spaces is available at both sites, subject to availability.

Cafeterias: Our cafeterias on both sites serve a range of hot and cold meals plus drinks and snacks.

Classes: Reduced rates access to most Adult & Children's Classes.

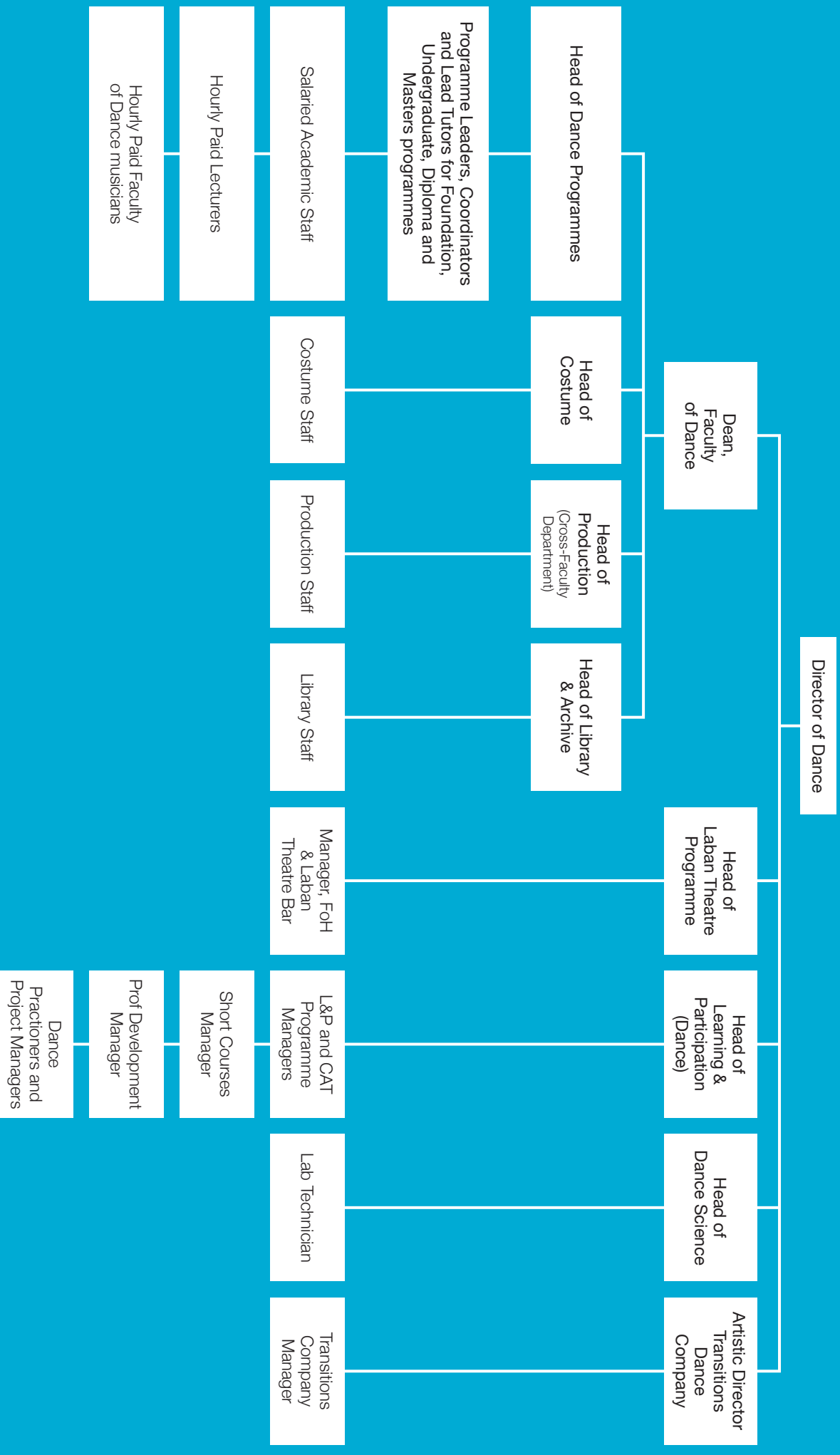
Events: There is a wide range of music and dance performances each week, most of which are free to members of staff.

Eye Care: Vouchers for eye tests are available for VDU users.

Health: Reduced rates for Health services and access to the Cash 4 Health plan. Details are available from the Trinity Laban Health Department



ORGANISATION CHART - FACULTY OF DANCE



HOW TO APPLY

To apply, please send a Curriculum Vitae and covering letter of application addressing the job responsibilities and the criteria set out in the Person Specification to our recruitment consultant, Mark Holleran, Director, SearchHigher. Applications can be submitted electronically (preferred) to m.holleran@searchhigher.com or by post to Mark Holleran, Director, SearchHigher, Argent Court Annexe, Sir William Lyons Road, Coventry CV4 7EZ.

Applications should be received by 5pm on **Monday 2 July 2018**.

Interviews will be held in London during the week commencing 16 July 2018.

For more information and to download the applicant pack, please visit searchhigher.com/dance

For an informal discussion or to apply for this post, please contact **Mark Holleran** or **Paula Keville** of SearchHigher at:

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p.keville@searchhigher.com

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