







Job Title	Dance Artist
Job Level	TBC
Location	Wessex Dance Academy, Winchester
Workstream	Culture Hubs
Function	Arts
Line Manager	Lead Dance Artist
People Leadership	None
Diversity & Inclusion We are committed to promoting equality and diversity and a culture that actively values difference.	
Role Purpose Supporting the Lead Dance Artist to effectively plan and deliver a bespoke contemporary dance program for vulnerable young people, new to the art form.	
Responsibilities <ul style="list-style-type: none"> ▪ Support the planning and delivery of the contemporary dance program for cohorts of vulnerable young people new to the art form, taking responsibility for teaching high quality and inclusive dance sessions to all participants. ▪ Work with freelance dance artists to deliver all elements of the program, teach creative repertoire and prepare young people on the cohort for performance. ▪ Support participants to work towards their performance including communicating with technicians and supporting them backstage during the performance. ▪ In consultation with the Lead Dance Artist and the Wessex Dance Academy team, identify individual barriers to engagement for the participants and adapt the program as required to maximise participation. ▪ Actively contribute to the WDA team, upholding the values and culture that underpin the project and contribute towards to the holistic approach of the program. ▪ Build positive relationships with all stakeholders including the participants, role modelling positive behaviour. ▪ Contribute to the short and long-term evaluation of outcomes and impact of the Wessex Dance Academy program to evidence the success of the approach to stakeholders, funders, and participants. ▪ Support any other duties as required. 	
Experience, Skills and Qualifications:	
<u>Essential:</u> <ul style="list-style-type: none"> ▪ Degree in contemporary dance or equivalent professional experience ▪ Experience teaching contemporary dance ▪ Demonstrable experience of working effectively as part of a team ▪ Excellent interpersonal and communication skills ▪ Understanding of best practice principles when working with vulnerable young people ▪ Experience of managing multiple stakeholder relationships 	
<u>Desirable:</u> <ul style="list-style-type: none"> ▪ Experience of working with vulnerable young people ▪ Experience of delivering dance or performance qualifications 	

<p>Deciding and Initiating Action</p> <ul style="list-style-type: none"> ▪ Makes prompt, clear decisions which may involve tough choices or considered risks ▪ Takes responsibility for actions, projects, and people ▪ Takes initiatives and generates activity 	<p>Creating and Innovating</p> <ul style="list-style-type: none"> ▪ Produces new ideas, approaches, or insights ▪ Creates innovative products or designs ▪ Produces a range of solutions to problems ▪ Seeks opportunities for organisational improvement ▪ Devises effective change initiatives
<p>Working with People</p> <ul style="list-style-type: none"> ▪ Demonstrates an interest in and understanding of others ▪ Adapts to the team and builds team spirit ▪ Recognises, and rewards the contribution of others; listens, consults others, and communicates proactively ▪ Supports and cares for others ▪ Develops and openly communicates self-insight, such as an awareness of own strengths and weaknesses 	<p>Planning and Organising</p> <ul style="list-style-type: none"> ▪ Sets clearly defined objectives ▪ Plans activities and projects well in advance and takes account of possible changing circumstances ▪ Identifies and organises resources needed to accomplish tasks ▪ Manages time effectively ▪ Monitors performance against deadlines and milestones
<p>Relating and Networking</p> <ul style="list-style-type: none"> ▪ Establishes good relationships with customers and staff ▪ Builds wide and effective networks of contacts inside and outside the organisation ▪ Relates well to people at all levels ▪ Manages conflict ▪ Uses humour appropriately to enhance relationships with others 	<p>Adapting and Responding to Change</p> <ul style="list-style-type: none"> ▪ Adapts to changing circumstances ▪ Accepts new ideas and change initiatives ▪ Adapts interpersonal style to suit different people or situations ▪ Shows an interest in new experiences ▪ Deals with ambiguity, making positive use of the opportunities it presents

Values

 <p>CONFIDENCE</p> <p>We have the courage to aim high and think differently</p>	 <p>CREATIVITY</p> <p>We are imaginative, resourceful and flexible in what we do and how we do it</p>	 <p>EXCELLENCE</p> <p>We aspire to the highest standards in everything we do</p>
 <p>RESPONSIBILITY</p> <p>We are all responsible for the success of the trust, as individuals and together</p>	 <p>TEAMWORK</p> <p>Through working collaboratively, we inspire our people to make their best contribution, share knowledge and celebrate our achievements</p>	 <p>RESPECT</p> <p>We are considerate, respectful and understand each other's similarities and differences</p>

Created by:	Hannah Martin- Reilly	Date: September 2021
People Team Review by:	Ameena Rahman	Date: September 2021