DCD
Dancers Career Development

Chair of the Board of Trustees Recruitment Brochure



"I will forever be grateful to DCD for not only the financial support, but also their encouragement and guidance during one of the most daunting periods of my adult life."

DCD Supported Dancer

Ambitious for Dancers' Futures

Thank you for your interest in Dancers' Career Development.

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Image:
EVOLVE London DCD workshop

Photography:
Becky Lee Brun



Image: **Maiya Leeke**
DCD former EDI Working Group member
Candoco Dance Company

WELCOME FROM THE CHAIR OF THE BOARD OF TRUSTEES

DCD is ambitious for dancers' futures, as a national charity supporting professional dancers to progress on to meaningful, sustainable careers after leaving the stage. We are here for every UK dancer at every career stage – from all performance genres, backgrounds and across the UK. We also help dance students prepare for their professional careers and for life.

DCD designs and delivers world-leading personal development programmes that are dynamic, evidence-based and responsive to the needs of all dancers as they explore and build their post-performance careers, within or beyond the arts sector.

We are curious and agile, able to flex to respond to the needs of the artists we support.

We aim to think differently and to foster a culture of commitment to self-development, learning and growth. DCD believes in the power and potential of individuals. We recognise dancers as unique human beings with exceptional skills and qualities.

The world of dance is changing at enormous speed, and often not for the better in terms of professional dancers' lived experience. The need for DCD's services and help continues to grow as dancers combat low pay and job insecurity.

As it has for over 50 years, DCD needs to be a key part of the thinking and discussions around what can be done industry-wide to support the art of dance, the working conditions and future prospects of dancers. To do so, we need to play a key advocacy role and raise the profile and awareness of dancers' innate qualities, characteristics and transferable skills - honed through years of rigorous training and demanding performance schedules. We need more resources to help as many dancers as we can as they transition into new roles and professions post-performance.

DCD is seeking a new Chair to lead its experienced and dynamic team of executive staff and Trustees. We are particularly interested in hearing from people with advocacy, profile-raising and fundraising experience, alongside extensive networks. We are looking for people with charity board experience, particularly in the arts, who can galvanise a passionate Board and champion the Charity. A strong interest in dance and in the career progression of dancers is essential.

We very much appreciate your interest in DCD, and we look forward to hearing from you.

Charles Glanville
Chair of the Board of Trustees

Image:
James Fogerty
SHIFT Hip Hop
2025/26 participant



“A practical, friendly and firm hand to hold you while you ponder, while you feel lost, or while you try and build something new. A lifeline, even.”

Dancer & Personal and Career Coaching Participant

ABOUT US

DCD is a national charity, specialising in the career development and progression of dancers. We design and deliver world-leading professional development programmes that are dynamic and responsive to the needs of dancers, as they explore and negotiate post-performance careers, within and beyond the arts sector.

DCD engages with dancers working across the UK including contemporary, ballet, musical theatre, commercial, Hip Hop and South Asian dance artists. 80% of dancers are freelance whilst those in our Partner Companies are predominantly full-time employees. Our Partner Companies include The Royal Ballet, English National Ballet, Scottish Ballet, Northern Ballet, Birmingham Royal Ballet and Rambert. DCD also works with international counterparts as part of the IOTPD network, a group of similar global organisations who share knowledge and resources to ensure dancers have healthy, sustainable and rewarding careers.

Programmes and services currently delivered include workshops in vocational dance schools, professional and personal coaching, mentoring, retraining grants, networking, professional development and wellbeing workshops, internships, educational bursaries, digital learning content and dance genre specific projects like SHIIFT for Hip Hop dancers.

We particularly focus on dancers at vulnerable points in their careers, as they enter the industry, are unable to work due to injury and when they reach the end of their performance career. Much of our work is done in partnership with dance companies, sector support organisations and corporates to help us extend our reach and impact.

As an agile and responsive charity, we are constantly seeking new and better ways to support dancers in their time of need. Plans for the next 12-months include the development of a new website as part of the charity's digital transformation, increased focus on 'creative' fundraising, the launch of DCD's Entrepreneur Academy and appointment of DCD Champions.

In 2026, Angela Rippon CBE joined award-winning choreographer and director Chrstopher Wheeldon OBE as DCD Patron. We are honoured to have our Patrons' support and encouragement as we strive to improve the quality of dancers' lives and advocate their immense value to society.

OUR STRATEGIC PRIORITIES

We are ambitious for dancers' futures and deliver innovative, individually tailored advice and support to enable and empower dancers to realise their potential and individual career aspirations. EDI is embedded within our organisation and the way we work, to ensure that the programmes we deliver are accessible and inclusive.

Our five key objectives are:

1. Improve life-chances & social-mobility of dancers
2. Broaden DCD's impact & reach nationally
3. Invest in dance sector talent development & retention
4. Strengthen DCD's financial resilience
5. Advocate dancers' value to society

OUR VALUES:

Dancer-led: Dancers are at the heart of everything we do. Dancers inform our decision making, co-create our programmes and help us elevate their voices, within and beyond the dance sector.

Pioneering: Building on our heritage as the first dancer career transition programme globally, we continue to develop our expertise, be forward-thinking, courageous and world-leading.

Ambitious: We are ambitious for dancers. There is no limit to what dancers are able to achieve with the right interventions, inspiration and support.

Supportive: We are supportive of the dancers and partners we work with, and each other. We are committed to realising dancers' potential and respect their individuality and unique path.

Accountable: We are accountable to the dancers we support, our funders, partners, supporters and to each other.

Inclusive: We commit to embed Equity, Diversity & Inclusion in our programmes and culture, with a commitment to delivering greater equity of opportunity to independent dancers.

Key Metrics 2025/26

1,270	Dancers Engaged
265	Career Consultations
81	Coaching Sessions
55	Dancers Networked
94	Career Development Grants Awarded
42	Workshop Participants
32	Dancers Mentored
339	Students Attended Workshops

Income	**£716,665**
Expenditure	**£663,214**
Total Funds	**£839,964**
Including General Funds	**£215,025**

Click below to download DCD's:

2025/26 Impact Report

2024/25 Annual Accounts



Image:
Naya Lovell
Rambert dancer
DCD REACH Ambassador

Photography: Camilla Greenwell

Chair profile

This is a key time to join Dancers' Career Development, as it builds on its 53-year legacy of supporting dance professionals, looks to increase the resources it has to help dancers and build better and stronger strategic partnerships. Board, staff and volunteers have a passion for the arts, and in particular for dancers: whose careers are precarious and often short-lived, due to both the physical strain on their bodies and financial and employment instability. The average age a professional dancer retires from performing is 35, with many leaving earlier due to injury or lack of opportunities.

The role of Chair of the Board of Trustees is voluntary (unpaid). You will work closely with your fellow Trustees, the Executive Director and volunteers to set and deliver DCD's strategic priorities and realise its charitable objectives as outlined in its Articles of Association:

1. The advancement in life of dance students which is achieved through, in particular but not exclusively, the provision of support, advice and assistance;

2. The relief of unemployment of professional dancers in such ways as the Trustees think fit including by the provision directly or indirectly of advice, coaching, vocational training and re-training;

3. To carry out such other legally charitable purposes for the benefit of such persons as aforesaid as the Trustees shall from time to time determine.

Your fellow Trustees bring a wealth of diverse expertise and skills to the charity and are highly engaged in DCD's work. You will lead those Trustees in overseeing the strategic direction of the charity. You will encourage fellow Trustees to engage both with general governance matters and with specific committees of the Board, or projects where their skills, knowledge and experience can add value to the work. You will advise and support the Executive Director in all aspects of their work, to ensure that DCD delivers high quality services to the widest possible pool of dancers.

The Chair must demonstrate commitment to DCD's core purpose and values, with an interest in career development, within the performing arts sector. Working closely with DCD's Executive Director and Trustees, you will champion our charitable work and help grow our network of supporters.

You will have a good understanding of the current challenges in the arts and cultural sector, and wider economy, particularly relating to the impact on dance and dancers.

DCD's existing partnerships with fellow UK and international dance organisations are an important way in which we widen our influence and increase our impact for dancers. The Chair will utilise their network to advocate for dancers and raise the profile of DCD beyond its current supporters and stakeholders.



Image:
DCD 50th Anniversary Inspiration Event Panel Discussion

Photography: Sophie Bradbury

Person Specification

ESSENTIAL SKILLS AND EXPERIENCE

- Trustee experience, preferably in the arts sector.
- Experienced in advocacy and profile-raising, preferably in the cultural sector.
- Demonstratable strategic leadership, with the ability to focus and ensure the engagement of diverse groups of people for the benefit of DCD.
- Understanding of and commitment to equity, diversity and inclusion, within DCD and across its programmes.
- Knowledge of the Fundraising landscape for charities and experience of generating investment through philanthropy, commercial income, or strategic partnerships.

DESIRABLE SKILLS AND EXPERIENCE

- Prior Chair experience.
- Experience in people and/or professional development and career progression, preferably in the arts.
- You may also have Executive or senior leadership experience within the cultural and charity sectors. Additionally, expertise in human resources, career progression or professional development would be desirable.

PERSONAL ATTRIBUTES

- A passion for the performing arts, ideally dance, and those working in it.
- Excellent network of relevant contacts such as potential partners, funders and donors and/or within government and the arts sector.

COMMITMENT AND TERM OF OFFICE

- Ability to devote sufficient time and focus to fulfil the role as Chair effectively.
- Be fully committed to the leadership of the DCD Board and wider team.
- To act as a DCD Ambassador and spokesperson at events and fundraisers.
- Be willing to make introductions to your relevant contacts and networks, to support DCD's development and sustainability.

The time commitment is approximately 1/2 day per week, and includes:

- Quarterly Board and Finance, Audit and Risk meetings (total 8 meetings per year).
- Occasional additional meetings re. strategy or business planning days.
- DCD events.
- Regular updates with the Executive Director and Board members.

The Chair is appointed for an initial term of three years. The Chair may be re-elected for a maximum of two further three-year terms. Appointment and re-appointment are subject to approval of the full Board of Trustees.

The intention is that the new Chair appointment will be brought to the DCD Board for approval at the March 2027 Board meeting. Formal take up of the post may occur then or between March 2027 and end of June 2027.



Image: **William Bracewell**
Principal Dancer, The Royal Ballet,
Former REACH Ambassador

How to apply

Applications for this role are being managed by our advising consultants, Peridot Partners. Please see full details of the role on their website here. Click on the 'How to Apply' tab, and fill in your details to download the candidate pack and progress with an application.

Timetable:
Closing date: 11 January 2027
Candidates informed of outcome: 21 January 2027
First stage Interviews:
week commencing 25 January 2027
Second stage Interviews:
week commencing 8 February 2027

We will acknowledge your application. Applications will be reviewed by a panel of Trustees. Successful candidates for interview will be invited to interview with a panel made up of Trustees or co-opted panel members. There may be several rounds of interviews.

DCD operates a Positive Action policy (Equality Act 2010) to better represent the dance communities we support and to reflect our wider society. DCD is an inclusive charity that believes diversity leads to better decision making. We positively encourage and welcome applications by people who identify as from the Global Majority and/or people who identify as D/deaf, disabled and/or neurodivergent.

All candidates who meet the essential criteria and notify us that they wish to be considered under our Positive Action policy are guaranteed an interview.

Data Protection Act, 2018. The information that you provide as part of your application will be used in the selection process only. All information about you will be securely held and access restricted to colleagues directly involved in dealing with the selection process. Unless you are appointed your data will be kept for six months following the closing date and then destroyed. By submitting your application and the selection monitoring questionnaire, you are giving your consent to your personal data being stored and processed by DCD.

You can find our privacy notice here: www.thedcd.org.uk/privacy-policy/

Legal status: Dancers' Career Development is a company limited by guarantee registered in England and Wales (registered company number 10137622) and a registered charity (registered charity number 1168958) whose registered office is International House, 61 Mosley Street, Manchester M32 3HZ.

Trustees are expected to comply with legal, financial and fiduciary duties under company law and charity law.

In compliance with charity law this is an unpaid voluntary position. Reasonable expenses may be claimed including travel costs, access support costs and childcare costs for attending meetings.



"To me, DCD embodies guidance, inclusivity, open- mindedness, and possibility.

Not only have they opened doors for me to venture into new fields and equipped me with all the resources necessary to pursue a Masters degree in Education & Technology at UCL, but they have also persistently shaped through their workshops, events and coaching both my mindset and that of the whole industry.

My gratitude towards DCD is everlasting."

Edit Domoszlai,
former Rambert dancer,
DCD retraining grant recipient,
REACH ambassador and Beyond Dance mentee

We hope this pack contains all relevant information but please do take a look at our website and social media platforms for more information on DCD:

Instagram: @dcd_dancers
Facebook: @dancerscareerdevelopment
LinkedIn: @dancers-career-development

www.thedcd.org.uk

Contact

For further information or to arrange a confidential discussion, please contact our advising consultants at Peridot Partners:

David Hingley
david@peridotpartners.co.uk 07534 244249

Ella Garfinkel
ella@peridotpartners.co.uk 07432 859534



"Dancers' Career Development have been extremely supportive throughout my retraining. I think this organisation literally saves lives."
DCD Supported Dancer

Image (back):
Constance Devernay
Scottish Ballet Principal
Photography: Graham Wylie

Image (front):
ZooNation: The Kate Prince Company dancers
DCD's 50th Anniversary Gala, Royal Opera House
Photography: Andrej Uspenski