

RAMBERT



RECRUITMENT

PACK:

Early Years

Movement

Specialist



Peaky Blinders: The Redemption of Thomas Shelby. Photo by Johan Persson

What if...

There was a dance company where brilliant and daring people could show up and be supported to push themselves to move the world forward.

Welcome to Rambert

We believe that to give brilliant and daring people the chance to inspire others is to give them the power to change the world for the better. As one of the world's most diverse dance companies we make dance that is awe-inspiring, adventurous, dynamic and relevant, and take it to our neighbourhood, the nation and the world.

We want to hear the most exciting and radical ideas wherever they may come from and to connect with audiences and participants from all backgrounds. Through performances, dance and wellness classes and courses for people of all ages and abilities, we want to ensure we are inspiring, engaging and relevant to everyone.



We create dance shows that tour to large scale (1000+ seat) venues. We're actively building and serving a community of followers and supporters we're cultivating online at [RambertPlus.com](https://www.rambertplus.com) where as well as a subscription with hundreds of online classes and live performances we offer free membership to view dance films, behind the scenes, dancer interviews, podcasts, playlists and other inspiring content.

Under the leadership of Rambert's Chief Executive, Helen Shute and Artistic Director Benoit Swan Pouffer, we're setting ourselves ambitious goals trying new things, finding new ways to give people inspiration, ambition and belief.

Rambert is striving to be an inclusive organisation that promotes diversity and equality of opportunity. Our aim is to create a truly inclusive organisation that reflects a society where everyone can thrive and have a sense of belonging and be themselves. We aspire to achieve our cause through anti-discriminatory and anti-racist means and accept this is a journey we need to continually reflect and build on. To that end, we aim to drive inclusion, eliminate harassment and victimisation while working to advance equality of opportunity through all our processes from recruitment and operations through to the delivery of our public engagement and performances.



Ben Duke's Cerberus. Photo by Camilla Greenwell





WELCOME

Thank you for your interest in the role of Freelance Early Years Movement Specialist.

It's always an exciting time at Rambert. Alongside a programme of world-class contemporary dance on stage and screen, we recently premiered a major new large scale production *Peaky Blinders - The Redemption of Thomas Shelby*, reaching 100,000 audience in the UK in its first tour and now set to perform worldwide from September 2024. We have launched new ventures Rambert Plus, our digital channel and online class subscription service and an Ofqual accredited syllabus Rambert Grades (in partnership with Rambert School) poised to reach 1000s of young dancers worldwide. We have launched a new co-working space in our award-winning architect designed headquarters on London's South Bank, and we have a growing programme of participation projects co-designed with the communities we serve around the UK.

We seek to balance our reliance on public funding with the commercial potential in our building, productions and new ventures. Alongside this we



seek to demonstrate Rambert's credentials as a champion of inclusion, relevance and responsibility to our communities and the environments they live in.

Rambert has a track record of working with the world's best choreographers and dancers, and alongside them we need an exceptional management and administrative team who ensure we create work to the highest possible standards and make it in the best possible way. How we do things is as important to us as the work itself.

In this pack you will find:

- Background information on Rambert
- Job description and person specification
- Conditions of employment
- Information on how to apply

Further information can be found on our website www.rambert.org.uk.

If you have the skills, experience and attributes and believe in what we're setting out to do, I look forward to hearing from you.

Helen Shute

Chief Executive/Executive Producer



Governance, Staffing and Finance

Rambert (trading as Ballet Rambert Ltd) is a registered charity and a company limited by guarantee. We are overseen by a non-executive board of Directors led by Dame Sue Street, who was appointed as Chair in January 2019. Day to day management of the company is delegated to the Executive Team led by the Chief Executive/Executive Producer, Helen Shute. Ballet Rambert Ltd is part of the Rambert group of companies comprising Rambert Trust Ltd and Rambert Productions Ltd.

We have two Joint Ventures with Rambert School: Rambert Grades and a trademark holding company.

Rambert maintains a permanent company of c. 20 world-class contemporary dancers, a fixed term junior company Rambert2 (currently on pause) and a committed and dynamic staff of 35 who deliver the company's programme. We engage freelance artists on a regular basis, including musicians who accompany performances around the UK and internationally, and a faculty of dance artists who deliver our community and participation activity.

Rambert aims to create a programme that is artistically adventurous and ambitious and whilst being financially and environmentally sustainable. Our work is funded through NPO grant income from Arts Council England; box office income; fundraising from trusts, businesses and individuals other earned income including commercial hires of our enviable building, and theatre tax relief.

Our turnover for 2024-25 is forecast to be in the region of £5-6 million.



OUR BRAND

To be successful, brands need to communicate their cause and promise – then deliver on that promise every time someone comes into contact. Rambert has invested significant energy into developing a brand model and brand strategy. This model helps us live up to our values and informs how we communicate them. Everything in the model can be evidenced but is also aspirational. It describes us on our best days – the version of ourselves we would like to be more of the time. The brand is central to our Audiences strategy but also everything we do, from commissioning, participation and community programmes, marketing, and fundraising, to our House Rules, recruitment, and staff appraisals. Please think about how you could contribute to this promise if you came to work with us.



HOUSE RULES

- Everything starts with diversity and inclusion
- Always believe it can be better
- Take us with you
- We trust each other
- Look after yourself so you can look after others
- We respect and take responsibility for our planet and its people
- Don't look back but remember where you come from
- To be superhuman, you need to be super Human

IT'S YOUR MOVE.





Early Years Movement Specialist (freelance)

Early Years Movement Specialist (freelance)

PROJECT SUMMARY

Rambert is working in partnership with NHS Greater Manchester and the Greater Manchester Combined Authority (GMCA) to support the early years' workforce and school readiness outcomes for some of the children and families experiencing the most severe health inequities in the city region, in an innovative new project, Early Moves.

Through a successful bid to Place Partnership through Arts Council England, Early Moves will support up to twenty nurseries in developing the gross motor skills of their nursery children, while simultaneously supporting the skills development and wellbeing of their workforce through delivering regular dance activity.

Each nursery will receive an accessible training package to help their early education practitioners to develop the skills they need to confidently deliver short, fun and regular movement sessions with young children, through the Rambert Grades' Creative Dance for Early Years syllabus. Over the course of a year, they will receive ongoing support, guidance and regular training updates as well as opportunities to see Rambert performances to maximise their professional development and growth in confidence. They will then have the opportunity to enter their children into their Creative Dance exam and attend a celebration event at the end of the year.

To hear more about the project in the words of the practitioners, click [here](#).

JOB SUMMARY

We are looking for a Freelance Early Years Movement Specialist to play a key role in the development of Early Moves. The Specialist will be an experienced Early Years dance facilitator, and will support the early education practitioners in their Rambert Grades' Creative Dance for Early Years training and their journey to delivering their movement sessions independently and confidently. This support will be bespoke according to each practitioner, and it will be the successful candidate's responsibility to design and deliver this support.

The role will involve:

- Training in Rambert Grades' Creative Dance for Early Years 2nd and 3rd November 2024 (if not already a Rambert Grades qualified teacher)



- Supporting the early education practitioners in their training (13th-16th January 2025)
- Co-delivering or leading the first movement sessions in each nursery, modelling best practice for the early education practitioners (February-March 2025)
- Designing and providing ongoing support to each early education practitioner (March 2025- March 2026)

The Movement Specialist will work in close collaboration with the nurseries taking part, the Rambert team (Deputy Director of Audiences (Community) and Senior Participation and Community Manager), GMCA and the Rambert Grades team.

This role will be freelance and approximately 3 days a week during term time, and up to 1 day per week outside of term time. The days worked will be flexible, with most hours worked being inside of nursery opening hours.

WHO WE'RE LOOKING FOR

We are looking for an enthusiastic, experienced dance facilitator, with particular expertise in dance for Early Years children. You will be a skilled communicator, passionate in supporting others to succeed and develop new skills. You will have an understanding of Early Years development, school readiness and how dance can assist in this.

MAIN RESPONSIBILITIES

Practitioner Support

- Support up to forty early education practitioners (two practitioners in each nursery) in their Rambert Grades training, and their journey to becoming confident movement facilitators.
- Build positive relationships with the practitioners, creating a bespoke support package for each of them.
- As part of the support package, visit nurseries as and when required, arrange one to one meetings with practitioners, listening to and responding to their individual needs and concerns.
- Lead and/or co-deliver dance sessions in the nursery sessions, modelling best practice.
- Attend all training sessions as required, including four days in January 2025 for the practitioner Rambert Grades' Creative Dance for Early Years training and other ad hoc sessions throughout the year.
- Support the practitioners in planning and developing their sessions over the course of the year.
- Support the practitioners in preparing and submitting their children for their Creative Dance for Early Years exam.



Project Support

- Work closely with the Rambert team and GM partners, sharing project updates, developments and any areas of concern.
- Support the Rambert team and partners with evaluation and monitoring through various methods.

General responsibilities

- To support Rambert to proactively develop and encourage environmentally sustainable practice.
- To attend occasional staff meetings, training sessions and other events, which may sometimes take place outside normal working hours.
- Any other duties considered reasonable by the company.
- At all times to carry out duties and responsibilities with regard to Rambert's policies and procedures, details of which are available from the Head of Human Resources and EDI.

This job description is a guide to the nature of the work required of this position. It is neither wholly comprehensive nor restrictive and does not form part of the contract of employment.



PERSON SPECIFICATION KNOWLEDGE AND EXPERIENCE

Rambert comprises a team of highly skilled and committed people. All staff members are expected to contribute to the company's success and engage in the life of the company.

Essential Requirements

- Experienced dance facilitator, specialising in dance for Early Years
- Passionate and knowledgeable about how dance can contribute to improved health and wellbeing
- Experience in training others to teach or delivering professional development
- An excellent communicator, whether in person, in writing or online, and the ability to adapt communication styles to different contexts
- Ability to proactively and creatively problem solve
- Strong organisational skills, with the ability to manage multiple priorities
- Flexibility of thought and approach and the ability to collaborate effectively with a diverse range of people
- An understanding of safeguarding
- A proven commitment to equality and diversity

Desirable Requirements

- Understanding of the Five Ways to Wellbeing
- Knowledge of the challenges of the Early Years workforce
- Knowledge of early years child development and gross motor skill development
- A clear, UK driving licence

DBS Check

The successful applicant will be required to undertake a Disclosure and Barring Service (DBS) Enhanced Disclosure and appointment to this post is subject to Rambert being in receipt of a satisfactory DBS Disclosure under section 115 of the Police Act 1997.



CONDITIONS OF EMPLOYMENT

Start Date:	January 2025, with training in November 2024
Salary:	£170 per day
Employment Term:	Freelance/part time
Hours of work:	3 days per week during term time, up to 1 day per week outside of term time
Place of work:	Nurseries across Greater Manchester

This post carries a probationary period of three months, during which time the notice period required by either party is two weeks. Subsequent to a satisfactory review, the notice period increases to two months.



AN INCLUSIVE WORKPLACE FOR ALL

Our vision is to have a workforce that is reflective of the society we are based in therefore we encourage underrepresented groups within the arts industry to apply.

We understand that individuals who are Black, Asian and ethnically diverse are often underrepresented within the arts industry. We actively make a stance against racism; holding diversity and inclusion training and having a staff diversity and inclusion working group to ensure that we are on the right side of fighting racism.

We understand that D/deaf and disabled people are underrepresented within the sector. We will interview candidates who meet the minimum criteria for the role. Please let us know if you require any reasonable adjustments for any part of the recruitment process.

We are Living Wage employers because we want to help break the poverty cycle and reduce socio-economic barriers to those working within the arts.

TO APPLY

To apply, please send the below to recruitment@rambert.org.uk by 9am Monday 30th September 2024.

- A CV
- A cover letter that details your interest in the role and your relevant experience and suitability for the role referring to the key responsibilities and personal specification (max 1 side)
- An equal opportunity monitoring form

Interviews – Thursday 10th October at HOME, 2 Tony Wilson Place, First Street, Manchester, M15 4FN

We will contact all applicants on the status of their application by Monday 7th October 2024.



FURTHER INFORMATION

For more information, please contact Recruitment.

Recruitment@rambert.org.uk

If you have a question about the role, please contact Daniel Fulvio, Deputy Director of Audiences (Community):

Daniel.fulvio@rambert.org.uk

Thank you and best of luck with your application.

Rambert

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



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RAMBERT 