

# RAMBERT

RECRUITMENT PACK:

Rehearsal Director



Rambert's *Aisha and Abhaya*. Photo by Foteini Christofilopoulou.





*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 and mid-scale (500+ seat) venues with our early career company Rambert2. 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.



Rambert's Cerberus by Ben Duke. Photo by Camilla Greenwell



In this pack you will find:

- Background information on Rambert, our brand and our strategies
- 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](http://www.rambert.org.uk).

*I am looking for a Rehearsal Director that will both support my artistic vision and maintain the high-quality standard I have come to expect from the company. As my artistic right-hand person, the Rehearsal Director will shape, push, inspire, and challenge our artists. The Rehearsal Director will add their own artistic value to the company and bring their past experiences to their work.*

Benoit Swan Pouffer  
Choreographer and Artistic Director at Rambert



## 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 a brand model designed to help us live up to our values as well as a guide to 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. And this informs everything we do from commissioning, participation and community programmes, marketing and fundraising, to our House Rules, recruitment and staff appraisals.

This is a key tool to inform how we present ourselves on social media - all the stories we tell should reflect this, serving to help audiences understand our cause and what we stand for.



## 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.**





# Rehearsal Director

Rambert's Cerberus by Ben Duke. Photo by Camilla Greenwell





Rambert's Rouge by Marion Motin. Photo by Camilla Greenwell

## **JOB SUMMARY**

Benoit Swan Pouffer, Artistic Director of Rambert, is looking for a Rehearsal Director to support a large and international programme of works for the world- recognised Rambert company.

We are seeking an experienced, talented rehearsal director with the skills and knowledge to inspire the diverse and exceptionally skilled dancers of the company and to ensure that our guest choreographers and the Artistic Director find their work to be presented to the highest possible standards on stage and approached with serious, knowledgeable creativity in the studio.

The RDs are at the hub of the organisation maintaining and keeping the artistic integrity of the repertory. They work with the producers, production team, administration as well as the choreographers to ensure that our programme is immaculately scheduled and planned, that time in the studio is maximised, the dancers of the company have the conditions they need to do their best work and are both supported and empowered in the studio, and that Rambert is able to take opportunities to take more work further.

We are seeking team members who can bring in-depth knowledge of techniques and styles and with a healthy respect for a wide range of work. Previous work with a major international dance company and knowledge of the world's leading contemporary and ballet companies will be expected.





A commitment to excellence, a genuine and sophisticated understanding of diversity and what this brings to a work, and appetite for travel and ambitious projects are essential.

### **The role:**

Benoit Swan Pouffer is looking for individuals who can and will work across all our projects. Within this structure there will be a need for more organisational responsibilities and senior management requirements as well as a studio based role that is more focussed on coaching the dancers, advising the management team on artistic matters and supporting the work of the Artistic Director and guest choreographers.

## **KEY RESPONSIBILITIES**

### **Principal responsibilities**

- Planning and scheduling all aspects of the rehearsal process, for both new and existing repertoire, working closely with the producing team.
- Taking responsibility for rehearsing the repertoire, ensuring the highest possible performance standards.
- Providing line management for the dancers, ensuring a well-run and welcoming atmosphere in the studio. This includes a focus on their professional development and welfare.
- Playing an active role in developing and maintaining dancers' health and ensuring any injuries are treated in an appropriate and timely manner. This includes supervision of the Physiotherapist.
- Ensuring the apprentice dancers receive proper support and development, for example, through mentoring and coaching.
- Being the primary point of contact between the dancers, the rehearsal process, and the rest of the Company. This will include ensuring good channels of communication and responding to requests from education, marketing, and development staff, as well as HR for access to the dancers and rehearsals.
- Planning daily classes to include selecting teachers and accompanists and controlling the budget. This will be supported by the Company Manager. Additionally, teaching class when the Company is on tour or as may be deemed necessary during the rehearsal period.
- Responding to applicants who wish to take class and/or audition for the Company and assist with the recruitment of new dancers.
- Responding to external enquiries from aspiring choreographers and new class teachers.



- Accompanying the Company on tour and making sure the artistic vision is maintained for touring shows by overseeing the technical rehearsal process, checking in with all on tour departments, running spacing call and passing on notes to cast & technical team as required.
- Maintaining accurate records and providing information relating to dancers' attendance, overtime hours and informing Company Manager of any pay adjustments required, etc. This will be supported by the Producers & Company Manager for monthly Payroll reporting.
- Liaising with guest choreographers, including matters related to casting.
- Coordinating with the music team and technical staff as applicable to production needs to ensure effective coordination of rehearsal and production processes and touring.
- Handling administrative duties associated with the above tasks, such as producing and distributing rehearsal schedules and posting notices. This will be supported by the Company Manager.

### **General responsibilities**

- Attending staff meetings, training sessions and other events, which may take place outside normal working hours.
- Any other duties considered reasonable by the Company.
- At all times carrying out duties and responsibilities with regard to Rambert's policies and procedures, details of which are available from the Company Administrator.

*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.*







Rambert's Note To Self by Benoit Swan Pouffer. Photo by Camilla Greenwell

## PERSON SPECIFICATION

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

### Essential requirements

- Excellent knowledge of what is current in the choreographical landscape in the UK and internationally
- Understanding of different quality of movement and being able to articulate that to company dancers
- Excellent knowledge of classical contemporary dance, particularly within the context of a professional dance company and of Rambert's recent repertoire
- Accomplished teacher of ballet & contemporary dance
- Experience of working in a professional dance company
- Experience of touring
- Relevant experience of rehearsing dancers and proven ability to develop and maintain excellent standards of performance
- Ability to manage and develop world class contemporary dancers
- Excellent communication skills
- Exceptional time management and organisational skills
- Computer literacy and administrative skills



## **Desirable requirements**

- Knowledge of classical dance
- Interest in developing young choreographers
- Interest in dancers' health issues & wellbeing maintenance

## **CONDITIONS OF CONTRACT**

**Payment:** Your salary will be £43,000 - £47,000 per annum depending on experience. This is payable in arrears in equal monthly instalments by credit transfer directly into your bank account on or about the 26<sup>th</sup> day of the month.

**Projected Start Date:** Spring 2026.

**Probationary Period:** This employment will be subject to a probationary period of three months, during which time either the employee or the employer may terminate the contract on two weeks' notice.

**Notice Period:** After successful completion of the probationary period, employment will be subject to a notice period of three months by either party.

**Days/hours of work:** Monday to Friday 9.30am to 6pm with some evenings and weekends as required.

**Holiday Entitlement:** 25 days per annum.

**Place of work:** The majority of your time will be spent in the offices and dance studios at 99 Upper Ground, London. You might also need to be away from base if the dancers are rehearsing or performing off-site.

**Line Manager:** You will report to Benoit Swan Pouffer, Artistic Director. Rambert reserves the right to change this reporting line at any time, in order to meet the needs of the organisation.

## **Manages:**

- Rambert Dancers
- Supervisory responsibility for visiting teachers, guest artist assistants and any other studio-based guests including accompanists, and for the Company's Physiotherapy team.





## **BENEFITS**

- Employee Assistance Programme (24 hour confidential helpline offering financial and wellbeing support).
- Enhanced Maternity and Paternity Pay.
- Enhanced Sick Pay.
- Free access to Rambert classes.
- Free access to onsite gym.
- Free tickets to Rambert shows (dependent on capacity).
- Access to free National Art Pass or Theatre Ticket allowance.
- Tax- Free Cycle To Work schemes
- 2 paid Career/volunteer days.
- Death in service benefit (4x base annual salary).

## **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](mailto:recruitment@rambert.org.uk) by 6pm on **Friday 24<sup>th</sup> October 2025**

- A CV (max 2 sides)
- 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 and demonstrating your understanding of our strategy (max 1 side) or audio recorded voice note (max 4-5 mins) explaining why you wish to take on the role
- An equal opportunities monitoring form
- Please ensure that you have the Right to Work in the UK. Pre-employment checks will be undertaken prior to a job offer being made.

We want to make all opportunities at Rambert accessible to anyone who wants to apply. If submitting a written application is not the best way to tell us about your skills and experience, please let us know and we will discuss your needs with you.

We can accept your application in a variety of ways:

- Video
- Recorded audio
- Dictate your application to us over the phone.

If you wish to apply in any of these ways, please contact [recruitment@rambert.org.uk](mailto:recruitment@rambert.org.uk)

If you have questions about the role, please email Isabel Williams, Executive Assistant, [isabel.williams@rambert.org.uk](mailto:isabel.williams@rambert.org.uk)

Interviews will take place during the week of **Monday 3<sup>rd</sup> of November 2025** in person or online.





## FURTHER INFORMATION

For more information please contact Recruitment.  
[recruitment@rambert.org.uk](mailto:recruitment@rambert.org.uk)

*Thank you and best of luck with your application.*

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[Rambert.org.uk](http://Rambert.org.uk)  
[RambertPlus.com](http://RambertPlus.com)

Coin Street   
community builders



**RAMBERT** 