

# RAMBERT

## APPOINTMENT OF CHIEF EXECUTIVE OFFICER



Saxton Bampfylde

JUNE 2026 REFERENCE PCATA

Photo credit: Hugo Glendinning



**Rafaël Biosse Duplan**  
Chair, Rambert

## A MESSAGE FROM THE CHAIR

Thank you for your interest in the role of Chief Executive of Rambert.

This is an exceptional moment in the life of our company. As we begin our second century, Rambert stands as one of the world's most respected and distinctive dance companies: artistically ambitious, outward-looking, and committed to making dance relevant to the widest possible audience.

Over the past decade, Rambert has benefited from exceptional leadership. Under the outgoing Chief Executive and Executive Producer Helen Shute, the company has undergone a remarkable period of growth and transformation. Together with our Artistic Director Benoit Swan Pouffer and outstanding outgoing Chair Dame Sue Street, our trustees, staff and dancers, she has strengthened Rambert's artistic reputation, expanded its reach, diversified its income and deepened its impact on audiences and communities in the UK and internationally. We are deeply grateful for the foundations she and the team have built. Today, we are in a position of strength: widely recognised for the quality, relevance and ambition of our work.

Rambert has consistently found new ways to remain artistically ambitious, culturally relevant and financially sustainable while staying true to its belief in the transformative power of dance. We collaborate with some of the most exciting artists of our time, bringing together exceptional dancers, choreographers, composers, designers and makers to create work that pushes the boundaries of the artform. At the same time, we believe dance should be part of everyday life. Through performance, participation and learning, we engage people of all ages and backgrounds in theatres, schools, communities, public spaces and digital platforms.

Whether someone encounters Rambert on an international stage, in a classroom, through their local dance school or online, that experience will be inspiring, inclusive and transformative.

The next Chief Executive will inherit a confident dance company with momentum and ambition. Working in close partnership with our Artistic Director, Board and Senior Executive Team, they will help shape the next chapter of Rambert's story: safeguarding our artistic excellence, strengthening our long-term financial sustainability, expanding our public impact and ensuring that Rambert remains a place where brilliant and daring people can do the best work of their lives.

We are looking for a leader who combines strategic clarity with imagination; someone who understands the opportunities and challenges facing cultural organisations today and who has the operational discipline, entrepreneurial mindset and fundraising ability to build on Rambert's achievements and secure its future. They will be a creative and people-centered leader, able to communicate a compelling vision, build trust across the company and beyond, and bring out the very best in talented colleagues, artists and partners.

Rambert's next century will require us to be as innovative in the way we sustain our organisation as we are in the work we create. The willingness to evolve while staying true to our purpose has always been part of Rambert's DNA. We are looking for someone who will build on that tradition: honouring what makes Rambert unique while helping us realise its full potential in the years ahead.

If you are inspired by the prospect of leading Rambert into this next chapter, I would be delighted to hear from you.

“ RAMBERT IS A DANCE COMPANY  
FIRING ON ALL CYLINDERS”.  
- THE GUARDIAN



## ABOUT THE COMPANY

Rambert is the UK's original dance company, known for making radical, adventurous work that pushes the boundaries of what dance can be and who it can be for. Founded in 1926 by Marie Rambert, the company has been a driving force in British dance for a century, constantly reinventing itself while nurturing generations of artists and audiences.

In the 1960s, the company made the bold transition from a classical ballet company to become a pioneer of contemporary dance. Decades later, in 2013 it moved to a purpose built home on London's South Bank, realising a long held ambition to create a world-class centre for dance.

Today Rambert reaches audiences and participants on stage, online and in communities across the UK and internationally. The next Chief Executive will join an organisation at the start of its second century, with a clear artistic vision, a highly experienced Executive team, a committed Board and significant opportunities for growth.

At the heart of Rambert is a permanent ensemble of 18 world-class dance artists, one of the few full-time contemporary dance companies in the world. In a sector dominated by short-term projects, the permanent company model allows our dancers to develop over time, working with multiple and varied choreographers, contributing creatively to new work, and performing in a huge range of environments. Supporting the artistic ensemble is a full time staff of c. 35, freelance staff including a touring crew of c. 20 for large productions and our faculty of 20+ dance teachers who work across the company's range of participation projects.

## ABOUT THE COMPANY: CONTINUED

As a touring company Rambert reaches on average c. 80,000 audiences a year in large scale theatres across the UK and internationally. Most notably since 2022, *Peaky Blinders: The Redemption of Thomas Shelby* has become the most successful production in Rambert's history, reaching more than 250,000 audience members across seven countries and introducing thousands of people to dance for the first time (61% of audiences had never seen a Rambert performance, and 1 in 5 had never seen a dance production). Upcoming production *It's a Sin* launched in May 2026 is set to reach over 100,000 audiences in its first season from its premiere at Aviva Studios in Manchester in February 2027.

Alongside these groundbreaking touring productions, under the leadership of Benoit Swan Pouffer, Rambert has re-established itself both as a launchpad for exceptional new choreographic voices, introducing emerging talent to international audiences through its extensive touring programme, and as a creative partner of choice for many of the world's leading choreographers in ambitious large-scale co-productions.

Rambert's participation programmes ensure our impact extends far beyond the stage. Through schools, community partnerships, classes, digital programmes and talent development initiatives, we work with thousands of children, young people and adults every year.

Early Moves is Rambert's pioneering early years programme, developed in partnership with Rambert Grades, NHS Greater Manchester and the Greater

Manchester Combined Authority. Through weekly creative movement sessions, it supports young children's physical, cognitive and social development, with more than 250 children already benefiting from the programme. Future Movement is Rambert's free youth development programme for 16–21-year-olds, designed to nurture creativity, build confidence and create pathways into the creative industries. Delivered in partnership with organisations across London, Liverpool and Mansfield, it is helping a new generation of young people develop the skills, ambition and networks to shape creative careers.

Rambert Plus, our digital platform, extends the organisation's reach beyond physical performance spaces, providing classes, films, podcasts and creative content to a growing global audience. With 30,000 members, it has become both a significant audience development tool and an increasingly important income stream.

Rambert Grades, an Ofqual accredited dance syllabus for creative contemporary dance - developed in partnership with Rambert School - now supports over 700 teachers and students in 40 countries and represents a major long-term opportunity for international growth, talent development and earned income generation.

Together these activities position Rambert as one of the UK's most influential dance organisations, combining artistic excellence with social impact and international reach.

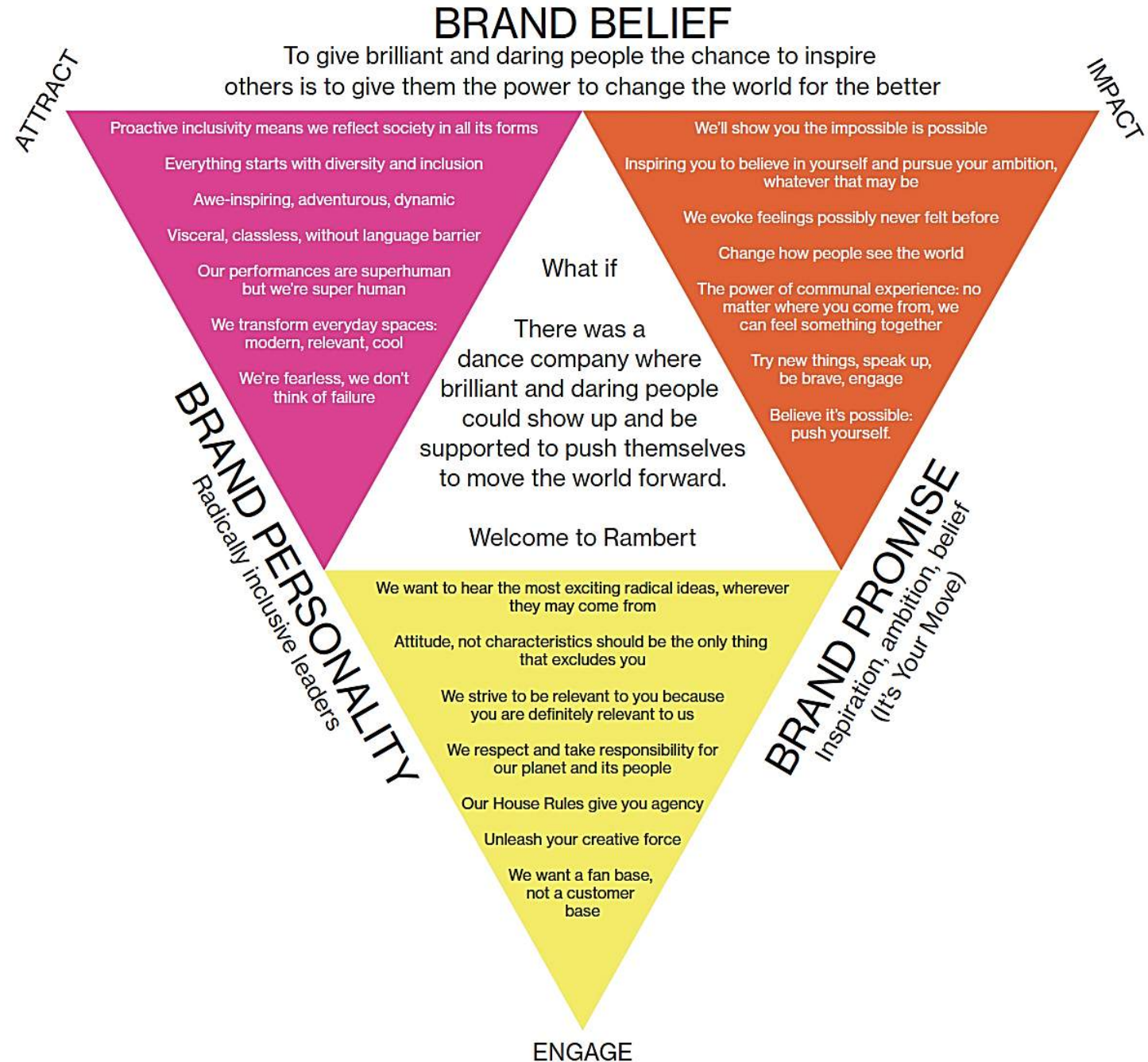


Photo credit: Daniel Shea



# THE 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.



# MISSION

To push the boundaries of dance, producing exceptional work and empowering diverse voices to inspire audiences, artists and communities in the UK and internationally.

## OUR HOUSE RULES

- Everything starts with diversity and inclusion
- Always believe it can be better
- Take us with you
- Trust each other
- Look after yourself so you can look after others
- 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



# IMPACT: 2025/2026

105,177

people experienced Rambert's work in person through performances and community activity in one year.

29,021

people are members of Rambert Plus.

36,965

participation opportunities are delivered through classes, schools and community programmes every year.

42

countries are represented within the growing Rambert Grades network.

250,208

people have experienced *Peaky Blinders: The Redemption of Thomas Shelby* since its premiere.

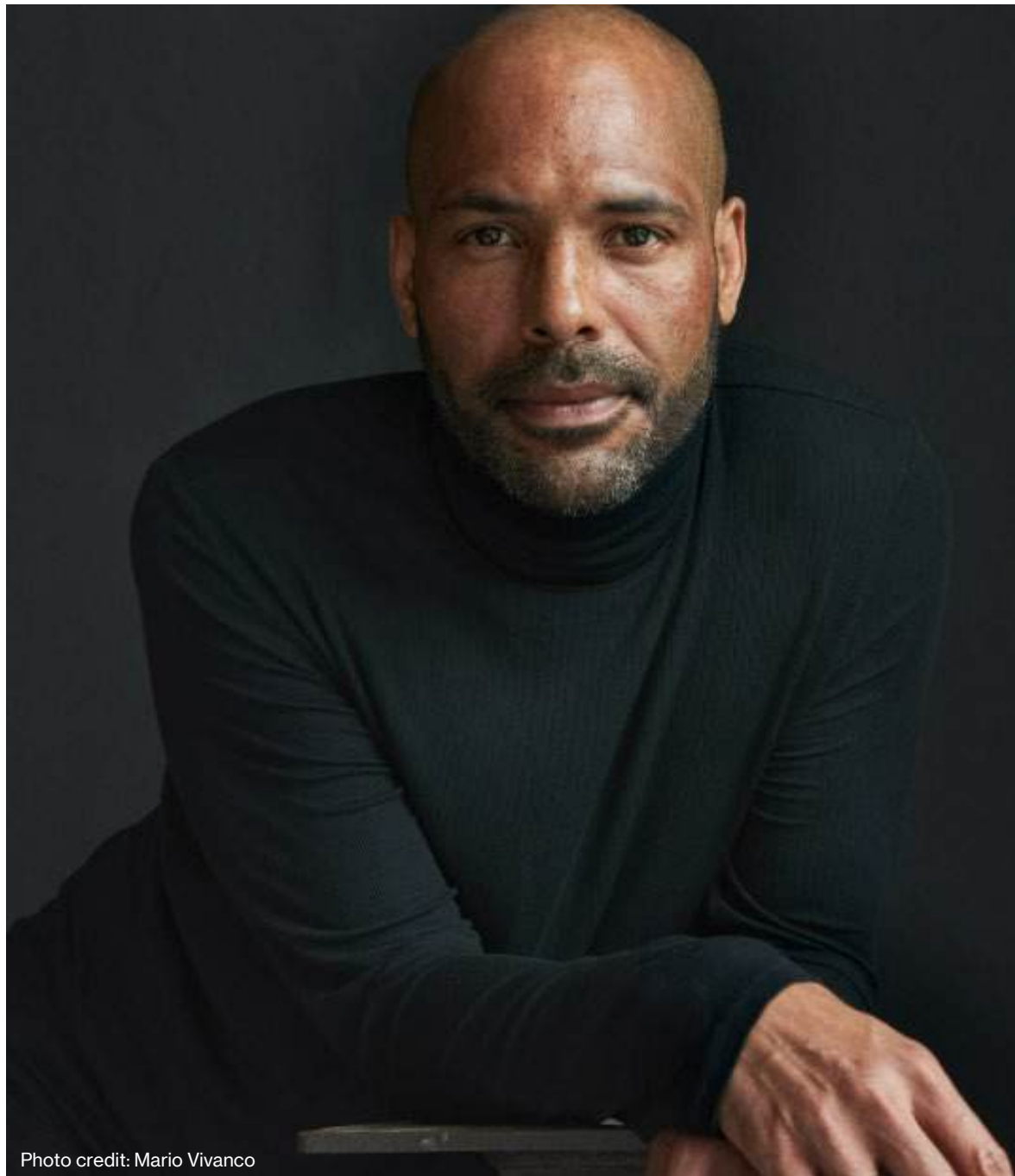


Photo credit: Mario Vivanco

## ARTISTIC LEADERSHIP

**“One of the joys of being Artistic Director at Rambert is discovering talent and giving a platform to some of the most exciting voices in the contemporary world” Benoit Swan Pouffer, June 2026**

Rambert's Artistic Director is Benoit Swan Pouffer. Pouffer is a former Alvin Ailey principal dancer and was Artistic Director of Cedar Lake Contemporary Dance in New York for a decade.

Since joining Rambert in 2018, Pouffer has been key to a significant period of artistic transformation and growth. Under his leadership, the company has expanded its artistic range, developed new audiences and strengthened its international profile, commissioning work from some of the world's most exciting choreographic voices while continuing to champion emerging talent and underrepresented perspectives.

Pouffer's vision combines artistic excellence with a commitment to relevance, accessibility and innovation. He is known for ability to identify artists on the cusp of global recognition, supporting the early careers of Hofesh Shechter, Crystal Pite and Sidi Larbi Cherkaoui in the States, and subsequently while at Rambert has supported Sharon Eyal, Andrea Miller, Marion Motin and Micaela Taylor (among others) to create new work at the outset of their choreographic careers.

Beyond the stage, Pouffer has championed a more inclusive and representative organisation, supporting the development of diverse artistic voices, strengthening talent pathways through open auditions and pilot second company Rambert2, and expanding Rambert's role as a cultural leader nationally and internationally. The partnership between Artistic Director and Chief Executive has been central to Rambert's success over the last seven years and will be fundamental to shaping the organisation's next chapter.

**RAMBERT APPOINTMENT OF CEO**





Photo credit: Peter Ghobrial Photography

## OUR BUILDING: 99 UPPER GROUND

Our RIBA Award-winning South Bank headquarters is a creative hub for Rambert and the wider cultural sector. Studio and workspace hire generate significant unrestricted income while supporting artists, producers and creative organisations. Following planning approval, the East and West flank walls also provide a new commercial advertising income stream, directly supporting our artistic and charitable work.

Alongside our studios and offices, the building hosts a year-round programme of dance and wellbeing classes, vocational training and community activity for people of all ages and abilities. Daily classes include contemporary dance, yoga, Gaga and ballet for adults, alongside children's programmes and classes for older adults.

## PARTNERSHIP WITH COIN STREET COMMUNITY BUILDERS

Rambert holds a long-term lease with Coin Street Community Builders (with 100 years remaining), providing a permanent home in one of London's leading cultural districts.

As part of this agreement, Rambert delivers a range of community benefits, including free and subsidised tickets, classes, workshops and access programmes for local residents and organisations. These commitments reflect our mission to remain an active, accessible and valued part of the South Bank community.

# THE LEADER OF THE CONTEMPORARY PACK.” “ - THE TELEGRAPH



RAMBERT APPOINTMENT OF CEO



Photo credit: Johan Persson

# FUNDING

**As a registered charity and National Portfolio Organisation (NPO) of Arts Council England, Rambert operates a mixed-income model that balances public investment, earned income and philanthropic support. This diversified approach provides resilience while enabling us to create ambitious new work, develop artists and engage communities across the UK and internationally.**

## **A Diverse Income Model**

Rambert's income is generated through a range of complementary sources:  
For the 25/26 financial year, the Charity earned 60% of its operating income from ticket sales, production and commercial income, 10% of its income through grants and donations (not including Arts Council England). 30% of income came from the Charity's main public funder Arts Council England.

## **Public Investment**

Arts Council England is a vital strategic partner providing National Portfolio Organisation funding, supporting Rambert's artistic programme, participation work and long-term development. Public investment enables us to take creative risks, commission new work and ensure that our activity reaches audiences and participants who might otherwise face barriers to

engagement. Rambert's core Arts Council England investment was agreed at £2.16m from 2023-2028 and received a 5% uplift from April 2026 to £2.3m, secured until March 2028.

We also benefit from subsidies, such as Theatre Tax Relief and production-related income streams.

## **Earned Income**

A significant proportion of Rambert's income is generated through commercial activity. This includes:

- Box office income from touring productions and performances
- Fees from national and international presenting partners
- Commercial hires and use of Rambert's South Bank headquarters (including advertising income from a mural)
- Participation and learning programmes
- On-site classes
- Digital subscriptions
- Income from Rambert Grades
- Broadcast activity

This entrepreneurial approach enables Rambert to maximise the impact of public and philanthropic investment while maintaining artistic ambition.



# FUNDING: CONTINUED

## Philanthropy and Partnerships

Individual giving, trusts and foundations, corporate partnerships and major gifts play a crucial role in supporting Rambert's artistic innovation, talent development and community programmes.

As Rambert enters its second century, growing philanthropic income is a strategic priority. The organisation has set an ambition to increase annual fundraising income to **£1 million in 2026/27** and to sustain fundraising at **£1 million or more each year thereafter**.

Achieving this ambition will be critical to supporting the next phase of artistic and organisational development. It will enable Rambert to commission ambitious new work, invest in talent pathways, expand participation programmes, deepen community partnerships and build the financial resilience required to realise its long-term vision.

The incoming Chief Executive will play a central role in this work. Partnering closely with the Board, Artistic Director, Executive Team and Development Department they will lead the cultivation of major donor, trust and foundation, corporate and strategic funding relationships, helping to secure the philanthropic investment required to support Rambert's artistic ambition, social impact and long-term sustainability.

## Structure

The Rambert Group is made up of three companies comprising Ballet Rambert Ltd, Rambert Trust Ltd, and Rambert Productions Ltd. We also have two joint ventures with Rambert School: Rambert Grades and a trademark holding company.

## Turnover

Rambert group turnovers have been £5.0m in 2024/25, £6.2m in 2025/26 (unaudited) with a forecast of £5.7m for 2026/27.

The next Chief Executive will have the opportunity to build on a globally recognised artistic brand, accelerate income diversification, deepen strategic partnerships and lead the organisation through its second century of artistic innovation and public impact.

Rambert Grades (a separate joint venture with Rambert School limited by shares) generates income from teacher training and exam fees with an ambition to generate income streams for both shareholders to support their future activities.





# THE ROLE

**Job title:** Chief Executive Officer

**Reports to:** Board of Directors

**Direct reports:** Artistic Director, Executive Team, Head of Rambert Archive

## Purpose

The Chief Executive leads Rambert's strategic, financial and overall organisational direction, working in close partnership with the Artistic Director and the Board, to ensure the company continues to thrive as one of the world's leading and most innovative dance organisations.

The role combines creative partnership with organisational leadership - enabling bold artistic ambition while building a resilient and sustainable future for the company. As Rambert enters its second century, the Chief Executive will lead the team to further strengthen the organisation's national and international impact, expanding audiences and partnerships, developing new production models and ensuring Rambert continues to fulfil its role as the sector's most exciting and adventurous dance company.

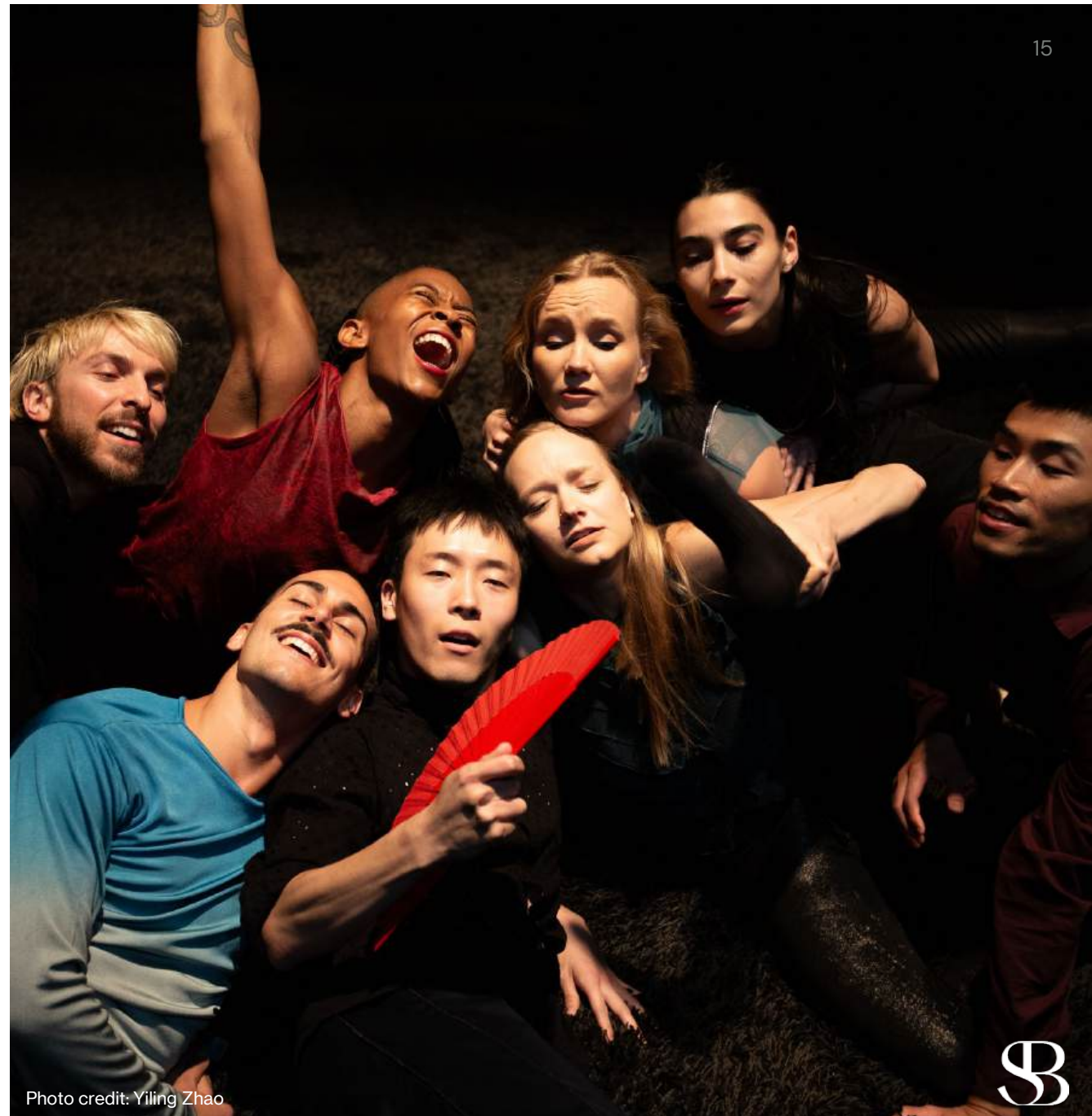


Photo credit: Yiling Zhao

# RESPONSIBILITIES

## Leading Rambert's future

- Lead the ongoing development and sustainable delivery of Rambert's vision for the next century, ensuring the company continues to push boundaries and strengthen its position as one of the world's leading dance companies, and doesn't stand still.
- Ensure artistic ambition translates into clear organisational strategy and sustainable growth, delivering the approved business plan.
- Work in close partnership with the Artistic Director, shaping an ambitious and distinctive artistic programme that inspires audiences, builds new partnerships and extends Rambert's reach nationally and internationally.
- Work with the Director of Rambert School to develop and grow Rambert Grades, ensuring it becomes both a meaningful extension of Rambert's creative mission and a strong commercial opportunity.

## Leadership and culture

- Lead with clarity and integrity, shaping an inclusive culture where creativity, collaboration and curiosity thrive across the organisation.
- Bring together staff, artists and freelancers around a shared cause, ensuring everyone understands their role in delivering Rambert's mission.
- Champion equity, diversity and inclusion, ensuring these principles shape how Rambert works, who it works with and who it reaches.
- Support and develop the executive team, encouraging open communication, shared leadership and collective problem-solving.
- Build workforce strategies that support wellbeing, retention, succession planning and the development of new talent across the organisation.
- Support the COO to maintain constructive relationships with trade unions

primarily Equity - ensuring positive dialogue and effective partnership working.

- Ensure strong systems for performance, accountability and communication, keeping the Board, staff, funders and partners well informed and engaged.
- Take overall responsibility for negotiations relating to the organisation's most significant contracts and partnerships.

## Financial sustainability and growth

- Lead the development of a resilient and diverse income model, strengthening revenue across touring, box office, philanthropy, partnerships, digital innovation, Rambert Grades and commercial activity.
- Work closely with the COO to oversee financial planning, budgeting and risk management, ensuring Rambert remains financially secure while continuing to invest in creativity and innovation.
- Grow Rambert Grades as a new income stream and a powerful way of extending Rambert's presence within dance education.
- Work with the Director of Development and the Board, to grow philanthropic support, building relationships with major donors and corporate partners
- Ensure productions are delivered within agreed budgets and financial frameworks, overseeing financial planning and relationships with co-producers.
- Maximise the potential of Rambert's Upper Ground home, developing income through building hires, partnerships and collaborations, including work with Lambeth Council and Coin Street Community Builders.

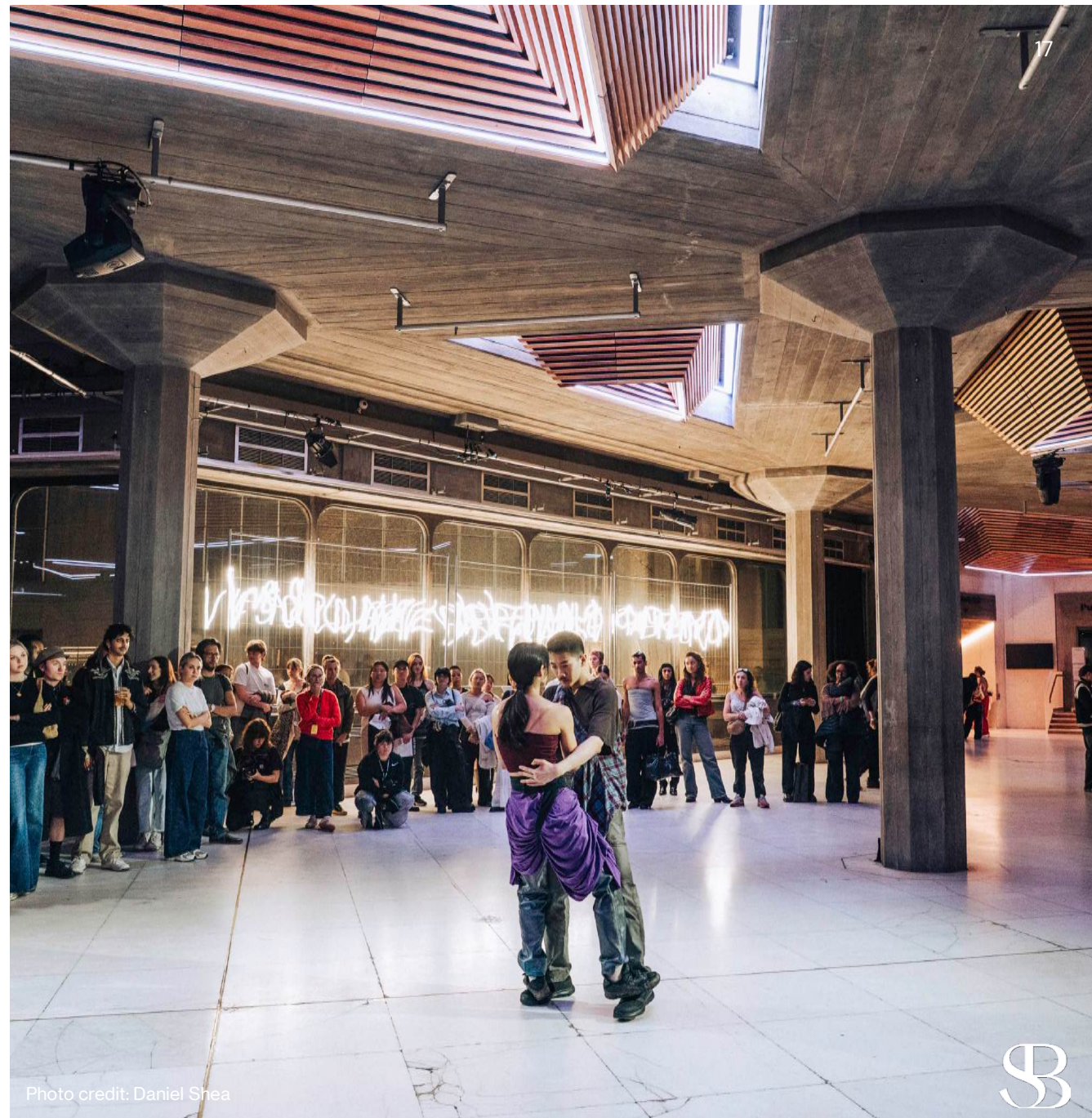
# RESPONSIBILITIES

## Governance

- Work closely with the Chair and Board to ensure strong, transparent governance across the organisation.
- Ensure Rambert fulfils its charitable mission and regulatory responsibilities, maintaining robust oversight of compliance and Audit & Risk processes.
- Advise the Board on key contractual obligations and organisational risks.
- Maintain strong relationships with Arts Council England, DCMS and other key public stakeholders.

## Representation and advocacy

- Act as Rambert's principal ambassador and brand guardian, representing the company nationally and internationally.
- Champion the value and future of dance and contemporary performance, contributing to national cultural conversations and advocacy for the sector.
- Build strong relationships with audiences, partners and communities, ensuring Rambert's story is shared with clarity, energy and ambition.



# THE PERSON

## Essential

- Proven track record as a senior leader in a complex organisation, with experience of strategic, financial and people leadership at executive or near-executive level.
- Experience of working in or alongside the arts, culture or creative industries, with an understanding of the challenges and opportunities facing publicly funded organisations.
- Demonstrable success in income generation and financial sustainability, including earned income, fundraising and commercial development.
- Experience of working effectively with a board or equivalent governing body, with a clear understanding of charitable governance and accountability.
- A track record of building and sustaining high-performing teams and an inclusive, values-led organisational culture.
- Experience of managing or navigating significant external relationships, including public funders, strategic partners and major stakeholders.

## Skills and abilities

- Strategic thinker with the ability to translate vision into clear plans and deliver results in an organisation of complexity and ambition.
- Strong financial and commercial acumen, including experience of overseeing budgeting, financial planning and risk management across a multi-income organisation.
- A compelling communicator and ambassador - able to represent an organisation publicly, build relationships with funders, partners and audiences.
- An effective and empathetic people leader, able to bring out the best in talented and diverse colleagues and create conditions for collaboration and creativity.
- Skilled at managing competing priorities and making sound judgements under pressure.
- The ability to build trust across an organisation and with external stakeholders, including artists, communities, public funders and commercial partners.

## Personal qualities

- Genuine commitment to equity, diversity and inclusion, demonstrated through action as well as intent.
- Intellectual curiosity and openness to artistic risk, with the confidence to champion creative ambition and hold space for experimentation.
- High integrity and transparency, with the judgement to navigate sensitive situations.
- Energy, resilience and adaptability - the stamina to lead an organisation while sustaining the confidence of those around them.
- An entrepreneurial mindset and appetite for innovation, balanced with financial discipline.
- Genuine enthusiasm for dance and the performing arts, and a belief in their power to connect and transform.

# TERMS OF EMPLOYMENT

**Salary:** £115,000 per annum, with some flexibility depending on skills and experience.

Rambert will pay a relocation allowance of up to £8,000 for agreed expenses. This will be subject to discussion and agreement depending on the location of the successful candidate.

**Location:** London (with significant UK and international travel).

**Employment Term:** Full time - Permanent

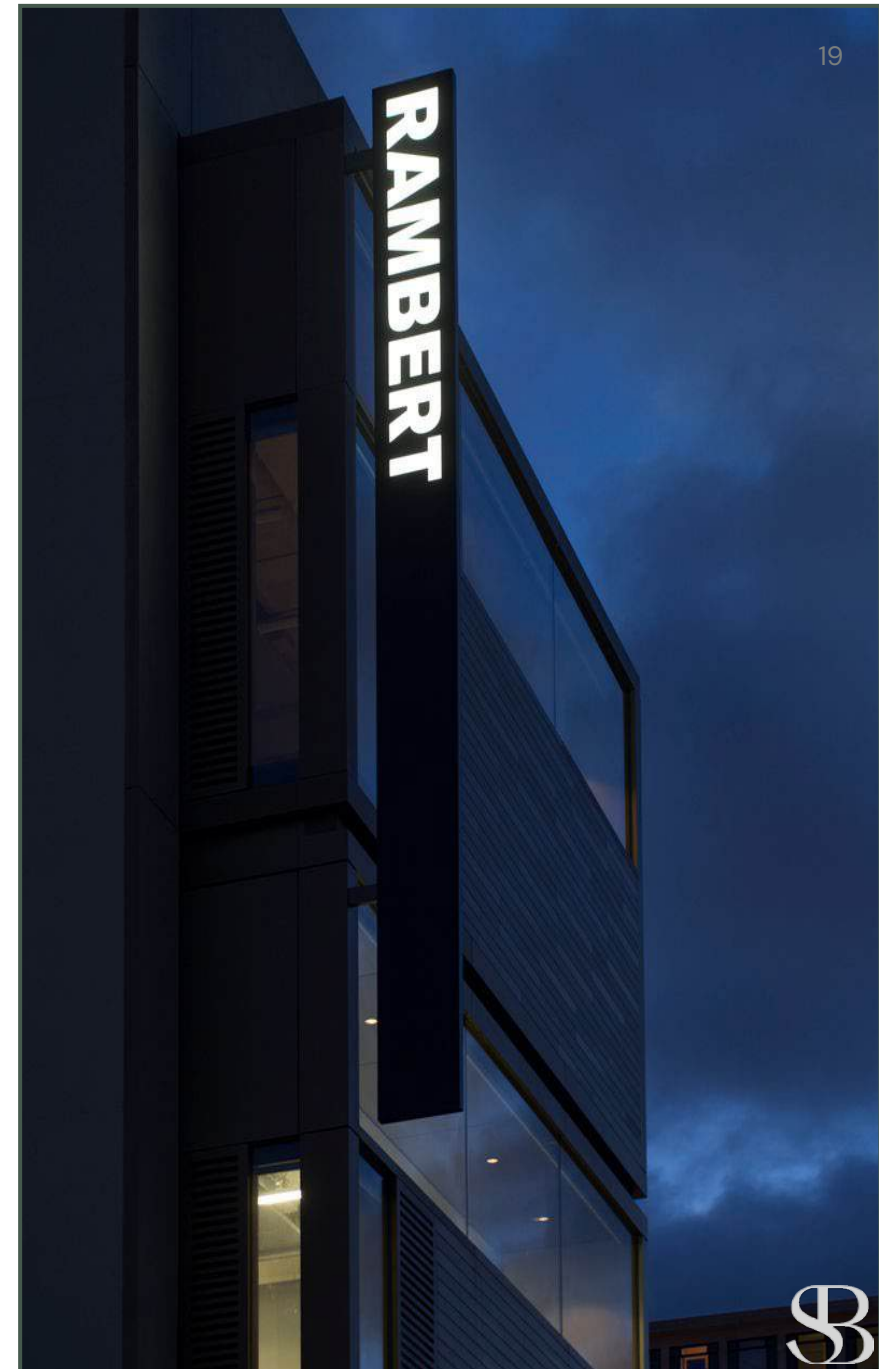
**Hours of work:** Rambert's standard office hours are 9.30am – 6.00pm, Monday to Friday. The Company operates at weekends and evenings and the Chief Executive will be expected to attend events and meetings outside of normal working hours.

**Holiday entitlement:** 30 days paid leave in addition to public holidays, pro rata.

Rambert supports a flexible workplace with a level of hybrid remote working available for some office-based staff. Artistic staff and dancers work from the Rambert HQ, except when on tour. For the role of Chief Executive regular presence in the building and at performances is essential.

## Benefits

- Death in service benefit (4x base salary)
- Employee Assistance Programme including Private GP and Counselling Virtual Appointments.
- 24-hour confidential helpline offering financial and wellbeing support
- Level 1 UK Healthcare Cash Plan Cover
- Enhanced Maternity and Paternity Pay
- Enhanced Sick Pay
- Free access to Rambert classes (subject to class capacity).
- Free Access to onsite gym
- Free tickets to Rambert shows (dependent on capacity)
- Theatre ticket allowance/Art Fund membership.
- Star Card offering discounts along the Southbank
- Pension Auto Enrolment begins after 3 months



# HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to Rambert on this appointment.

Candidates should apply for this role through our website at **roles.saxbam.com** using code **PCATA**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

The closing date for applications is noon on Friday 24 July.

## Key dates for your diary

Shortlist Meeting (for note, candidates not required): Tuesday 18 August

Informal one to one conversations with the Chair: 24 – 31 August

First round interviews: Week commencing 7 September

Second round interviews: Week commencing 14 September

## An Inclusive Workplace for All

We encourage underrepresented identities within the arts industry to apply. We actively make a stance against racism; we hold diversity and inclusion training 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. Please let us know if you require any reasonable adjustments for any part of the recruitment process.

We are committed to supporting LGBTQ+ individuals and ensuring that our workplace is welcoming to people of all sexual orientations and gender identities.

We also acknowledge that social class disparities can create significant barriers to accessing opportunities in the arts. We strive to create an inclusive environment that supports individuals from all socio-economic backgrounds.

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

We will interview candidates from under-represented identities in arts who meet the minimum criteria for the role.

Reasonable adjustments we're able to make during the application and interview process include holding interviews over Zoom in addition to in person interviews, receiving applications in audio and video formats and providing interview questions 24 hours before the interview. Also, we've made our building audit (by Access Able) public, so you can – familiarise yourself with the Rambert building.

Thank you and best of luck with your application.

## GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

# RAMBERT

