

A person with short hair, wearing a white short-sleeved shirt and a white wristband, is shown from the chest up, leaning back with their arms raised. They are wearing a ring on their left hand. The background is dark with colorful, out-of-focus lights, suggesting a club or stage environment.

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*“A combination of Blade Runner,
90’s club culture and cyberpunk,
and yet it captures a conversation
that is completely now...”*

*A mesmerising union of sound
and movement”.*



THE GUARDIAN

**Executive
Director**

Job Pack March 2025

Welcome

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Thank you for your interest in Tom Dale Company (TDC) and the new role of Executive Director (ED). The Executive Director will play a crucial part in shaping TDC's success in the years to come. We are looking to meet someone who both loves and understands Dance empirically and is excited about new performance, platform and partnership opportunities emerging in a rapidly changing and challenging sector. With the right strategic vision TDC is well placed to create dynamic content and products to capitalise on the opportunities offered within this space.

TDC exists to create awe inspiring work, to make audiences think, to allow them to escape and ignite their imagination and to hypnotise in a moment of beauty. I am passionate about dance as an art form. I love it completely stripped back from digital design as well as in collaboration with digital media where the two visual mediums must give space for each other creating a unique symbiotic relationship.

TDC is a friendly company, we actively pursue equal opportunities and want to employ a diverse workforce, we value all voices and create truly collaborative work that draws on the abilities of the individual. We have built up a small network of artists and collaborators over the years and this needs to be developed as we explore new products and markets. TDC has a diverse and engaged board of Trustees who work with the company to support our position as a leader in the field of contemporary dance and digital art. We have an excellent reputation locally, nationally and internationally for the productions we create.

I became involved in dance because of a love for music, particularly electronic music but this is by no means exclusive. I've taken a lot of inspiration from electronic music and associated products, and I've assimilated these into various works that have toured successfully primarily for "dance house" audiences throughout the UK. Whilst it has been fantastic touring this circuit, I've always wanted to reach the experience seeking audience that I have come from, who attend digital art festivals, electronic music festivals etc. We know there is a huge audience out there who would crave our work if they knew it existed.

When TDC perform at Light Night festivals, we recognise the shift in audience type to being those who would not actively seek out our work at a theatre or arts centre. I want TDC to reach this wider audience demographic which we have been achieving through our film work, VR production and by performing at festivals where the response has been overwhelming.

I want to continue to push our work into new markets with different projects. This is a great time to join TDC as we are in the early research phase of a significant new work and the incoming ED will help shape the way we move forward. The next major output for TDC needs to be ready by early Spring 2026.

We welcome submissions from people that remain underrepresented in the dance and immersive arts sector. I look forward to reading your application.

Tom



Tom Dale: Artistic Director

The Company

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Tom Dale Company has been creating and touring work globally since 2007 and the company has been an NPO of Arts Council England since 2018. We create world-class, collaborative, contemporary performance and digital installation which is brave, explorative, exciting, urban and visceral and we tour this work across the UK and internationally.

We combine dance, new technologies and the digital arts to offer an immersive experience and challenge convention. Our practice is to holistically combine movement, light, sound and energy in a dynamic and shifting relationship within space and time; putting the body at the centre of digital interaction.

Tom's body of work reflects his deep interest in the empirical knowledge of the moving body and the intricate weaving of art forms with emerging technologies. He has created all of TDC's critically acclaimed works to date, including Rise, I Infinite, Refugees of the Septic Heart, Step Sonic, and Digitopia, the latter of which won the award for Outstanding Production at the UK Theatre and Technology Awards in 2017.

His most recent work, SURGE, was met with widespread critical acclaim, earning 4- and 5-star reviews from the national press. This piece won a National Dance Award for Outstanding Performance by a Female Performer in Modern Choreography, solidifying Tom's reputation as a visionary in the contemporary dance landscape.

Tom is a graduate of Trinity Laban Conservatoire of Music and Dance, where he was honored with the Centre's Award for Outstanding Achievement in Choreography. He has danced with leading choreographers and companies, including Matthew Bourne's New Adventures, before dedicating himself to his own artistic practice.

Tom moved to Nottingham from London in 2012, partly to be close to his collaborative partner Barret Hodgson of Vent Media, and partly due to the strong relationship he had built with Lakeside Arts Centre and Dance 4 (now FABRIC) in Nottingham as well as Deda in Derby. TDC is based in the same building as FABRIC, where we create all of our work. We are a proud member of the strategic cultural partnership of arts organisations that make up Nottingham's performance and visual arts scene.

Excellence is evidenced in our reputation, our work, our awards, commissions, peer reviews & partnerships.



VISION

- to Transform the Audience's experience of Dance.
- to Create a sense of AWE with powerful new shared experiences.
- to Ignite public appetite for Dance.
- to Develop new Audiences.

MISSION

- To create world-class, collaborative performance, which is brave, explorative, urban and visceral in the real and virtual worlds.
- To combine dance and digital, to offer an immersive experience and challenge convention.
- To collaborate cross art-form with extraordinary dancers, digital media artists, electronic musicians, poets, writers and visual artists to create work that is relevant, exciting and accessible.
- To develop technically smart ways of presenting new work to reach diverse audiences.
- To tour this work across the UK, and internationally.

AIMS

- To be a cornerstone of Nottingham's local, regional & national dance infrastructure & represent the best of UK dance scene globally
- To support the artistic advancement of dancers & artists creating opportunities & supporting CPD
- To invest in growth & development the next generation of professional dancers



Role Overview

Job Title: Executive Director

Responsible to: Artistic Director/CEO

Line management responsibilities: P/T Administrative Assistant (to be recruited) Freelance Book-keeper and Accountancy, social media services, and flexible opportunity to contract Freelance services including Tour Booking and Project Producers.

Terms: 40hrs per week. Permanent

Salary: £43,000

Office Base: Space 2, Dakeyne Street, Nottingham, NG3 2AR

Hours of work: Usual Company hours are worked between 10am – 6pm, Monday – Friday. The role may require working away from home, the office or outside of these hours on occasion. TDC supports flexible and hybrid working. The Executive Director will be expected to work from the company's base in Nottingham however, we are happy to discuss hybrid solutions to enable staff to balance other responsibilities with their working lives. How this might work can be discussed at interview.

TOIL will be accrued for work outside and in excess of normal hours

Probationary period: Six months

Start date: September 2025

Benefits:

Holidays: 25 days pa + statutory Bank Holidays + Christmas closure

Company Sick Pay Scheme

Training agreed with Line Manager

Employer contributed pension scheme administered through NEST.

Tom Dale Company is an Equal Opportunities employer with an inclusive environment. We welcome applications from people of all backgrounds and experiences. We particularly encourage applications from Deaf, Disabled, LGBTQIA+, Black, Asian, and other global majority background candidates. We guarantee to interview all disabled candidates who meet the essential criteria outlined in the Person Specification. We will support and provide access requirements, which includes during the application process, at interview stage and beyond.



The Work

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Here's a snap shot of work TDC has/is engaged in, there are additional projects too...

PRIMAL FUTURE (premiered 28 Feb 2025)

A collaborative piece by Tom Dale Company and Vent Media in partnership with Nottingham City Council, University of Nottingham, and Nottingham Trent University.

Witness Primal Future, a mesmerising projection mapping display onto Nottingham's iconic Council House. This stunning work brings together dynamic dance, cutting-edge technology, and motion graphics, all set to a specially commissioned electronic soundtrack. Experience a breathtaking fusion of sound, movement, and light, transforming this historic building into a living canvas.

<https://vimeo.com/1063497973/6e3102f7b3>

SURGE (2021): (currently in repertoire) This visually stunning and award winning futuristic solo explores themes of 'future-human' set in an immersive and mesmerising environment with a fast paced music score and live vocals. This iconic solo show performs in both standard black box theatres and in the round. Receiving 4 and 5* reviews from all the nationals, SURGE won an NDA (National Dance Award) earlier this year. SURGE has performed at festivals globally, and is popular with family audiences at LIGHT NIGHT and young people's festivals.

<https://vimeo.com/925979850> and <https://vimeo.com/805928787/1a516edd31>

SURGE VR (2023): (currently in repertoire) An immersive VR digital installation inspired by the live show. Recently showcased at the Museum of Modern Art in Bologna. A 15 minute dance experience for one person, accessed from an Oculus Headset. <https://vimeo.com/828323520/d0cc53750d>

I INFINITE (Last performed Krokus Fest 2020) This powerful dance installation originally performed by Tom himself was in the British Council showcase in 2011 and toured globally for 9 years. Part dance, part video installation: Graphic patterns slice through the space, glowing cubes fracture into a myriad of miniscule squares and pools of light hover in the air like oil on water. I INFINITE has performed across the UK, in Tel Aviv, Shanghai, Macau, Zabreb, Hong Kong and across Europe. <https://vimeo.com/280353891>

DIGITOPIA (2016) UK Tour, with MOKO. Dance for children "*Consistently engaging, handsomely designed, imagination-triggering piece.*" Donald Hutera: Winner of the Best Production-Theatre & Technology Awards 2017. <https://vimeo.com/159209845>



**"Dazzling, ingenious,
thought provoking"**



Arts Desk

Participation & Partnerships

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TDC offer one-off workshops, week-long intensives & special projects working towards a performance. We work regularly with the national CAT programme and create work in residencies with all the major conservatoires. We also have a unique participatory offer - using digital workshops using VR as a creative tool to explore movement.

Urban Explorers (UBX) is our flagship participatory project for professionals & young people, enabling young people, to perform on stage alongside our professional dancers. We are currently developing a national tour of UBX SURGE to four levelling up/priority areas across the UK.

TDC is committed to developing young artists careers in dance. We deliver a major INTENSIVE CPD residency project for professional dancers each year.

TDC plays an essential part in the Nottingham Strategic Cultural Partnership and is based in the Creative Quarter of Nottingham. Key regional partners are FABRIC, Lakeside Arts Centre and Nottingham City Council who we work with strategically for events such as Nottingham Light Night. We have active partnerships with both University of Nottingham and Nottingham Trent University, contributing to their research and innovation projects.

More information:

<http://tomdale.org.uk/>



Looking forward

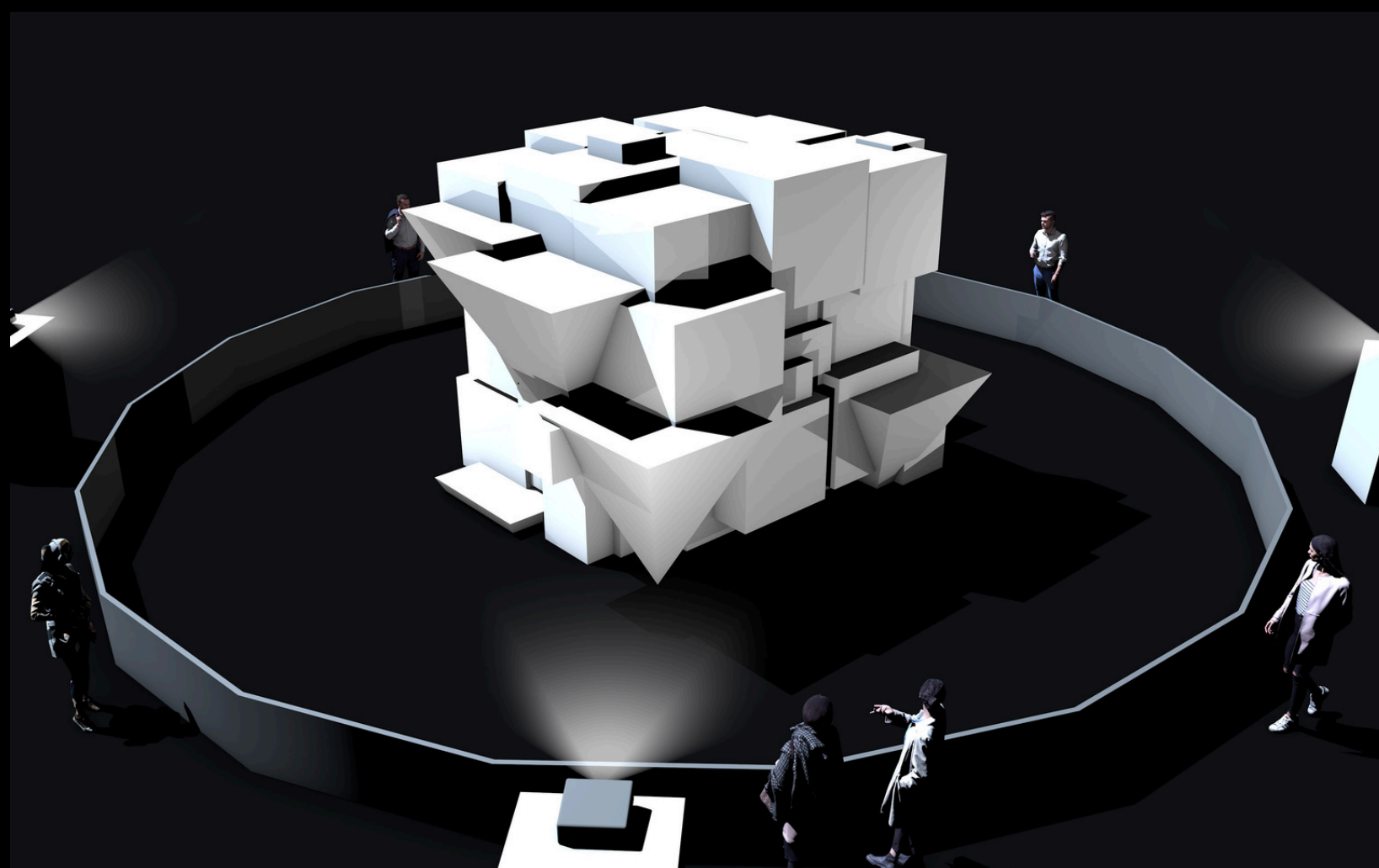
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TDC is a contemporary dance company with a National & Global Outlook. We work collaboratively with artists & partners across artforms to make & tour professional live & digital dance. We take risks to utilise the latest ideas & production methods. We harness opportunities that new technologies offer & share our learning in public via performances workshops & innovative products.

TDC is keen to break out of the 'usual' pattern of a touring dance company where we create and tour work to the national network of dance houses, theatres and arts centres with a full evening of dance. We want to re-invent the audience experience and break out of this mould. The company is currently in R&D to prepare work for a Spring 2026 tour. This new work is likely to be a digital installation, combined with live performance.

Our new work in development is likely to be a reconfigured version of our large-scale projection mapping project Primal Future set onto a tour ready bespoke structure, TDC are still in the design phase of this.

PRIMAL FUTURE



Company structure & recent review

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The company is led by Artistic Director Tom Dale, supported by a Board of Trustees. We are a Company Limited by Guarantee, & Registered Charity.

For the past 5 years the senior management structure consisted of Artistic Director and Executive Producer. The EP role was part-time – 3 days a week, supported by a full time Company Manager (Administration) who was also Participation Manager.

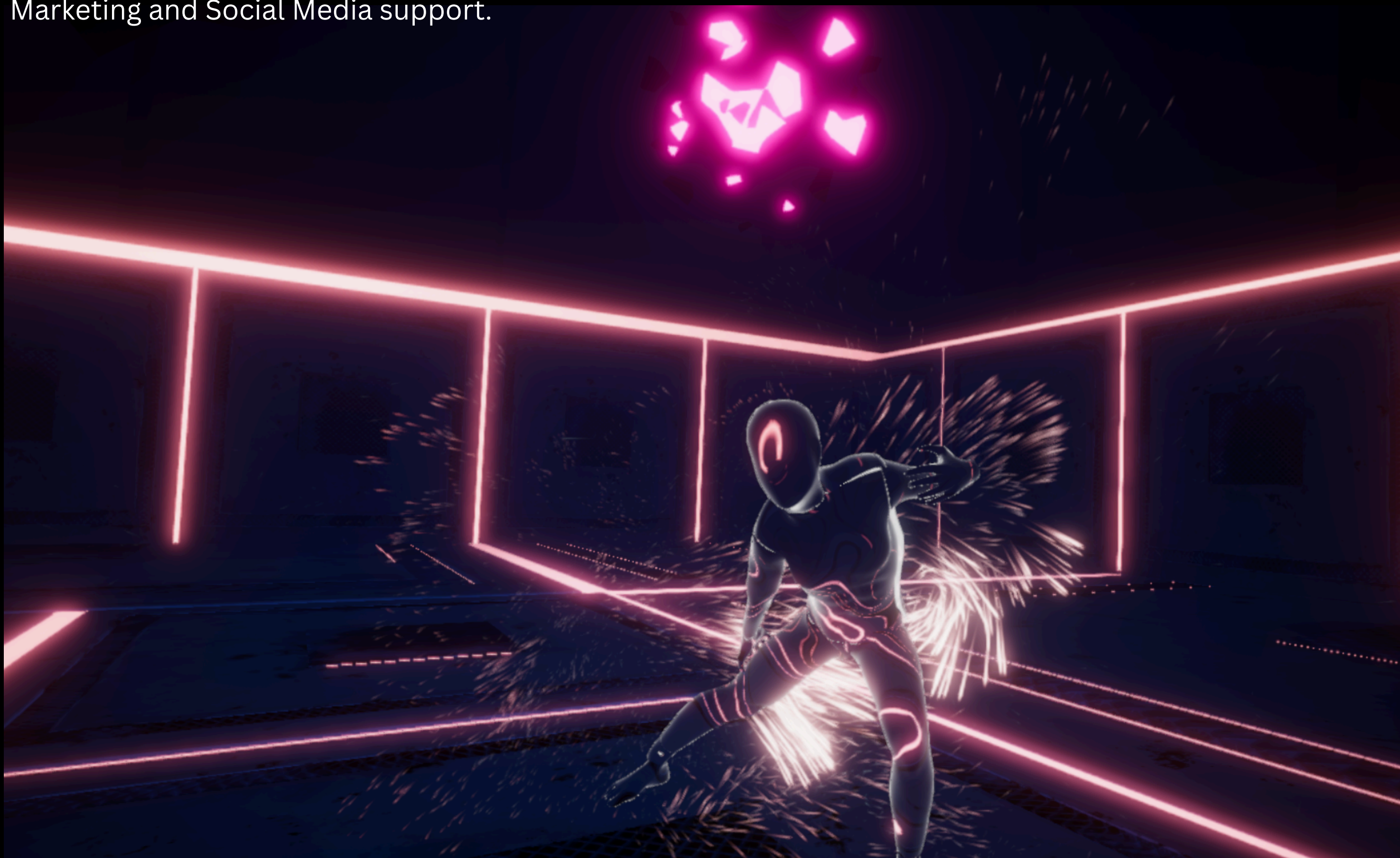
When our Company Manager left the company, we took the opportunity to do a 360° analysis of our staffing to find the best fit for the company moving forward.

This has led to a full staff re-structure and re-imagining of the team. Our EP left the company in February 2025 and is fully supportive of this re-structure and recruitment process.

We have decided that a full-time Executive Director is best placed to manage and deliver the strategic and operational management of the company. This post will be supported by a part-time (3 days) Administrative Assistant (to be appointed by the new Executive Director according to their needs). Additionally TDC have started working with a freelance senior producer who is actively exploring new markets and distribution channels for the company's work - currently engaged one day per week.

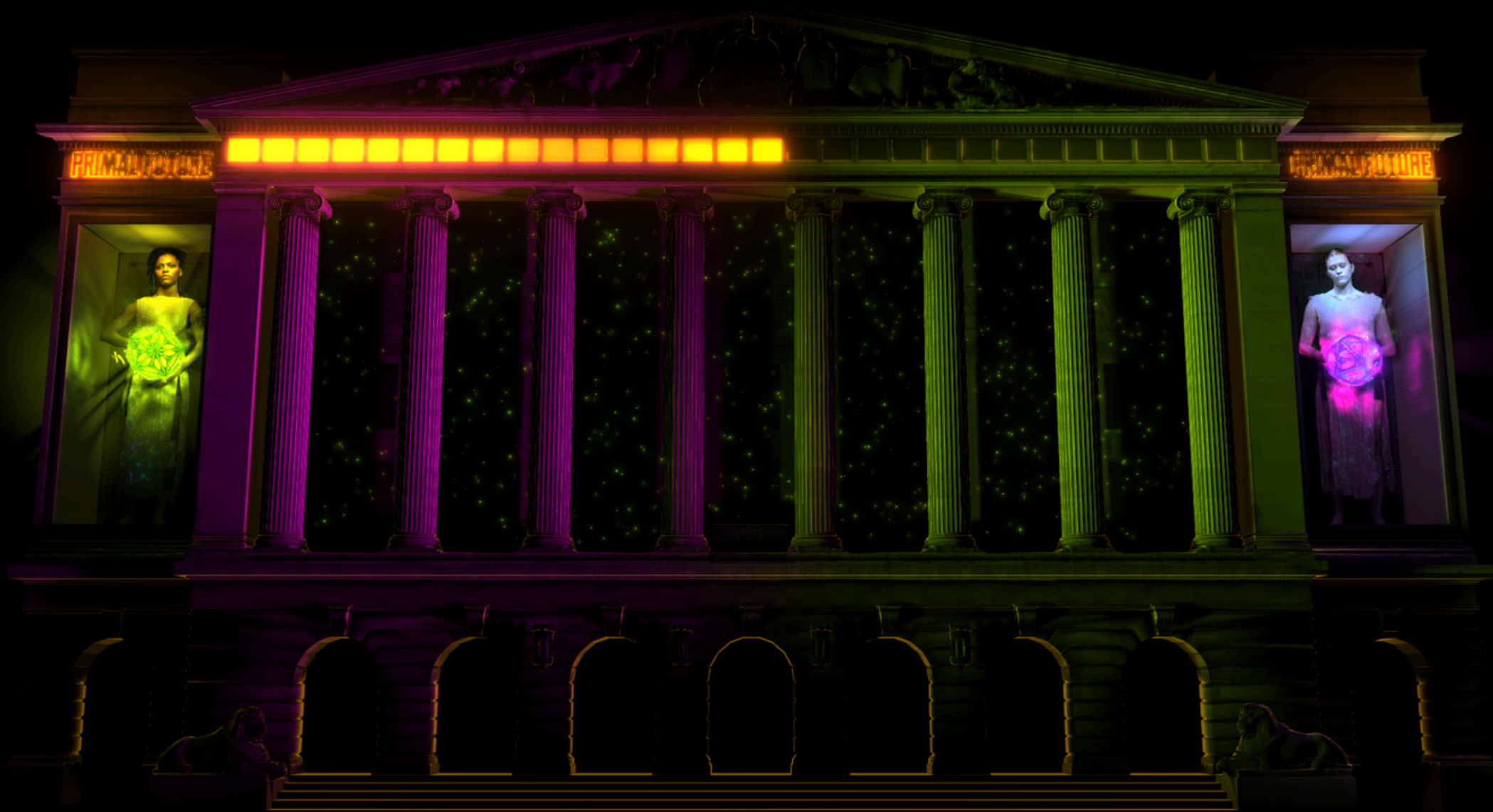
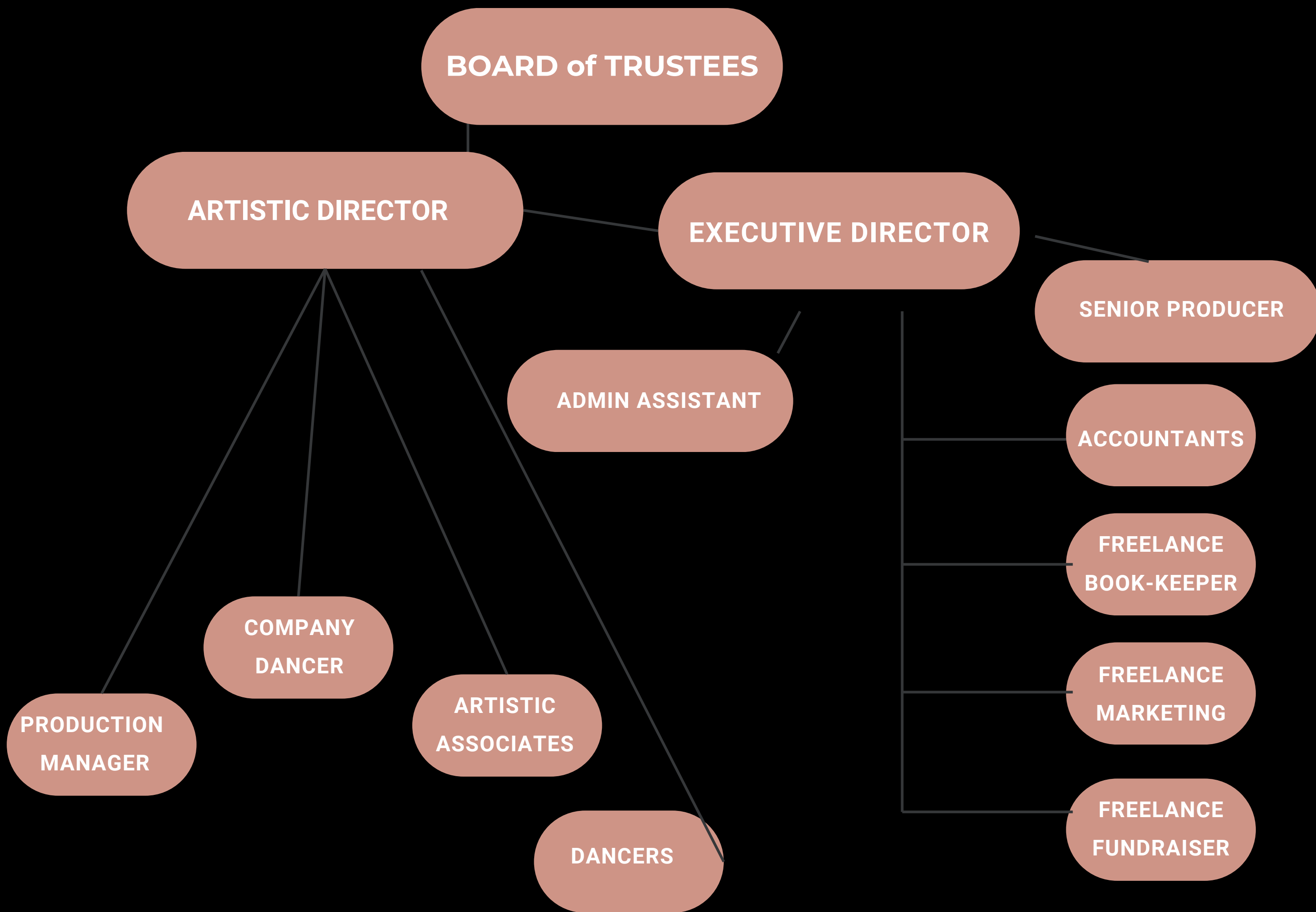
The current team also consists of a p/t (freelance) Rehearsal Director / Company Dancer (Participation) contracted to work 3 days a week over 10 months, plus a freelance Production Manager. Dance and Digital Artists are employed on a freelance basis as required, and the company has strong Associate Artists who regularly collaborate with the company.

Book-keeping is undertaken by the Accountants in Xero, and we employ the services of external Marketing and Social Media support.



Organisational Structure

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Nottingham

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Nottingham Overview: Nottingham, famously linked to Robin Hood, is located 33 miles southeast of Sheffield and 45 miles northeast of Birmingham. The city boasts a vibrant cultural scene and a rich history in lace-making, bicycles, and tobacco industries. It's well-connected, with excellent transport links across the UK, and London is less than 2 hours away by train.

The city is surrounded by beautiful countryside, with the Peak District only 45 minutes away. Nottingham offers a good quality of life with relatively affordable housing compared to other cities. With a 2021 population of 323,632 (wider area: 768,638), it's the largest urban area in the East Midlands.

Arts and Culture: Nottingham is home to major cultural hubs, including Nottingham Playhouse, Theatre Royal, Lakeside Arts, Broadway cinema, Nottingham Contemporary, and the New Art Exchange, the UK's largest gallery for contemporary visual arts from the Global Ethnic Majority. Arts organizations in the city work collaboratively, supported by the Strategic Cultural Partnership and a Business Investment District (BID) that promotes cultural tourism. The city also hosts events like LIGHT NIGHT and is a UNESCO 'City of Literature.'

Education: With two universities, the University of Nottingham and Nottingham Trent University, Nottingham has the highest concentration of higher education providers in the East Midlands, alongside cutting-edge research in digital arts, gaming, and technology.



EXECUTIVE DIRECTOR Job Description -

Introduction

TDC is looking for an Executive Director (ED) with extensive strategic planning, operational management, and fundraising experience, to work alongside our Artistic Director (AD) Tom Dale. This is a new, full-time, senior, forward-looking role for Tom Dale Company.

The post-holder will work closely with the AD to consolidate current opportunities, seek out new partnerships and projects and to co-develop the strategic direction of the organisation. They will also manage creative projects, community engagement initiatives and be responsible for scheduling, strategic development of pitches, bids, and partnership opportunities and management of the distribution of TDC's productions.

This new position is part of a strategic re-structure of roles and responsibilities for TDC with the aim of achieving project goals. The ED will be fully involved in the recruitment and managing of key specialist freelancers to ensure the smooth running of the company's administrative and operational systems and play a key role in delivering the strategic aims of TDC.

Role Summary:

Responsible to: Artistic Director/CEO

This new role is part of a strategic re-structure of roles and responsibilities for TDC. With the aim of achieving the overall mission and creative goals. The ED will be fully involved in the hiring and managing of key specialist freelancers to ensure the smooth running of the company's administrative and operational systems.

Key Responsibilities:

- **Leadership & Strategy:** Partner with the Artistic Director to guide the organization's strategic direction, ensuring growth and alignment with its mission and values.
- **Community Engagement:** Build relationships with stakeholders, artists, and partners locally and beyond. Advocate for contemporary dance and the arts.
- **Financial Oversight:** Manage budgeting, fundraising, and financial planning. Oversee payroll, invoicing, compliance, and reporting.
- **Operations:** Handle day-to-day operations, HR management, and governance responsibilities. Ensure legal and policy compliance.
- **Fundraising:** Develop and implement sustainable fundraising strategies and maintain strong relationships with donors and funding bodies.
- **Program Support:** Collaborate on artistic programs and creative projects. Foster a positive environment for artists and freelancers.
- **Marketing:** Manage the company's marketing strategy, social media, and website with support from freelancers.
- **Governance & Administration:** Prepare board reports and ensure organizational efficiency.
- **General Duties:** Support various company-related tasks as needed.



Person Specification

- **Passion for the Arts:** Genuine interest in contemporary dance or digital arts, with a commitment to advancing the art form.
- **Leadership:** Ability to lead teams, manage freelancers, and contribute to the organization's vision and growth.
- **Financial Skills:** Experience in budgeting, fundraising, and ensuring financial sustainability.
- **Advocacy & Relationships:** Strong communication skills to build partnerships with artists, funders, and community members.
- **Strategic Thinking:** Skills in planning and delivering programs that align with organizational goals.
- **Governance & Compliance:** Understanding of governance policies and ensuring a safe, ethical, and inclusive environment. Ability to work closely with the board of trustees and ensure compliance with Arts Council England guidelines.
- **Excellent Communication:** strong negotiation, and relationship-building abilities.
- **Qualifications:** Educated to degree level or equivalent industry experience
- **Diversity:** a commitment to promoting access, diversity and inclusion.

Application Process

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If you would like an informal and confidential conversation about the role, please contact either Tom: tom@tomdale.org.uk or Stephen: stephen@tomdale.org.uk

If you require reasonable adjustments or would like the pack in an alternative format, please contact Stephen.

Closing date: Monday 12th May at 12 noon.

Applications will be acknowledged by email on receipt. We will inform candidates invited to interview by Wednesday 14th May 2025

Interviews:
w/c 19 May 2025 at Fabric in Nottingham.

The interview panel will be led by Tom Dale with support from Trustees and an industry professional.

The interview panel will consist of Tom Dale; Trustees Jonathan Hale and Sooree Pillay plus Paul Russ from FABRIC.

The interview will be preceded by the opportunity for an informal chat with the interim Executive Director.

Reasonable travel expenses will be reimbursed for interviews.

How to Apply

1. Please provide a statement – either up to 3 sides of A4 at 12pt, or a voice recorded version of this document, or a video that is a maximum of six minutes. Please include a We Transfer / digital online link if sending a large digital file.

2. Your CV

3. Contact details for 2 referees (including their email)

4. A completed Equal Opportunities monitoring form:
<https://tomdalecompany.wufoo.com/forms/mp7yhef037fjm6/>

Your statement should outline why you would like to work with TDC, the skills and experience you would bring to the role with reference to the person specification, and what difference you would make to the company at this moment.

Please email your application with the subject line **EXECUTIVE DIRECTOR ROLE** followed by your name to hello@tomdale.org.uk

Thank you for your interest in Tom Dale Company and we look forward to hearing from you.



Supported using public funding by
**ARTS COUNCIL
ENGLAND**