

Job Title	Engagement Creative Director	
Location	Glasgow	
Team	Engagement	
Key Relationships		
Reports to:	Director of Engagement	
Responsible for:	Engagement Officer & Special Programmes Manager	
	The position works closely with the CEO/AD, DoE, and all other members of the Education and Artistic teams.	
Any other key relationships:	Requires the ability to build excellent relationships with freelance tutors and musicians, educational institutions, cultural organisations, community organisations and groups, students, local authorities, and venue staff.	
Job Purpose		
To liaise with the Director of Engagement (DoE) and Chief Executive/Artistic Director (CEO/AD) on the planning and development of significant Engagement initiatives, and to lead on the implementation of same.		
Key Responsibilities & Critical Success Factors		
<ul style="list-style-type: none"> • Play a key role in the day-to-day running and long-term vision of the creative development of the Engagement Department. • Work as an integral member of the Engagement team in developing and planning innovative and high-quality education initiatives. • Work with the DoE and CEO/AD to establish and maintain excellent working relationships with external partners. • Lead teams of freelance tutors and musicians as directed by DoE, on all Education projects and initiatives, and ensure they are suitably informed on repertoire and continue to uphold the standards of excellence offered by Scottish Ballet. • Work collaboratively with the DoE and CEO/AD to develop, implement, and maintain the artistic vision of the Engagement Department. • Ensure all projects are delivered safely and evaluated effectively. • Work closely with DoE to establish and maintain excellent working relationships with external partners. • Directly oversee all Engagement Officers' planning and preparation for repertoire-based workshops and talks. • Represent the Company at external meetings as required. • Manage the Dancers' Engagement Group with support from the DoE. • Lead on the direction and artistic vision of the Scottish Ballet Youth Exchange programme. 		
Functional Competencies	Function:	Engagement
<ul style="list-style-type: none"> • To be agreed 		

Values

Excellence

The way we practice. The way we strive. Our focus on detail. Together, they are what make the impossible look effortless. Perfection means setting relentlessly high standards with every movement, production, and collaboration.

Innovation

We have the confidence to find new ways and explore new ideas. We face any challenge with a belief that we can find a way. We stay curious, adventurous, and playful – our creativity thrives because we accept that failure can lead to success. This is what it means to be a pioneer.

Integrity

Exceptional work is built on trust, honesty, and mutual respect. We support each other and turn away from behaviour that undermines or disrupts. When something is difficult or not working as we'd hoped, we say so – and accept it as part of the process.

Inclusivity

As Scotland's national company, we want to share our passion for our art-recognising barriers and doing what we can to remove them. Everyone is welcome. Everyone is heard. Everyone can enjoy and take part.

Agility

As a busy, proficient ballet company, we think quickly, act decisively and adapt to the changing environment. Trying new ways of doing things is what keeps us alive.

Essential Qualifications & Experience

- Degree in Dance or equivalent.
- Devising and leading multi-art form projects.
- Conceiving and delivering a range of dance initiatives, both in community, professional and formal education settings.
- Excellence in choreography.
- Knowledge of dance, and an understanding of arts education.
- Current knowledge of the place of dance within formal education in Scotland.

Desirable Qualifications & Experience

- Collaboration at a senior level within an arts organisation.
- Experience of leading small project teams.
- Performance experience.
- Current, full, clean driving licence.

Personal Characteristics

- Energetic, enthusiastic and a motivator.
- Highly influential.
- Tenacious whilst exhibiting diplomacy.
- A first-class communicator both written and verbal.

Created By:	Catherine Cassidy	PWB:	Charlene McSherry
Date:	October 2020		
Revision:			
Date of:			

- *Disclosure Scotland: Scottish Ballet will seek enhanced disclosure for the successful candidate and any job offer will be made conditional upon the success of the application.*

