

**DUN  
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REP** SCOTTISH  
DANCE  
THEATRE



# HEAD OF ENGAGE

DUNDEE REP AND SCOTTISH DANCE THEATRE

# Head of Engage

**Role:** Head of Engage (*Leadership Team Role*)

**Organisation:** Dundee Rep and Scottish Dance Theatre (DRSDT)

**Location:** Dundee

**Contract:** Full Time, Permanent

**Salary:** c37k – 40k depending on experience

**Hours:** Full-time

**Reports to:** Artistic Director

**Direct reports:** Engage team (Creative Practitioner, Dance Artist, Dramatherapists and Creative Assistant and Tutors)



# About Us /

**Driven by the belief that creative experiences are essential to life, we have been crafting meaningful human connections through the arts for nine decades.**

**Our story is one of people: artists, creatives, staff, participants, and audiences. Our mission is driven by a commitment to being welcoming, collaborative, and always learning from people and experiences.**

Nestled in the cultural heart of Dundee, we stand as Dundee's heartbeat of creativity. Together, Dundee Rep Theatre and Scottish Dance Theatre create and present works for local, national, and international audiences, with education at our core.

Engage sits at the heart of this ambition — connecting people, artists, and ideas across our building, our companies, and our communities. Dundee Rep and Scottish Dance Theatre is looking for a Head of Engage to lead the strategic development of our **Engage** work – DRSDT's Creative Engagement programme.

## The Opportunity /

The role will ensure our portfolio of high-quality engagement and learning activities is delivered alongside the work of our two world-class ensembles, clearly positioning creative engagement as central to the **artistic program** – enabling people to participate, co-create and access work locally, nationally and internationally. The organisation aims to be a sector leader in learning opportunities, and strives to make significant impacts on the communities in which we work.

The Head of Engage is line-managed by the Artistic Director and is a member of the organisation's Leadership Team.



# The Role

We are seeking an exceptional individual to be our **Head of Engage** – to lead, define, and embed creative engagement across the entire organisation.

This is a **senior leadership role** with responsibility for strategic vision, operational delivery, team leadership, and organisational integration. The post-holder will envisage and deliver the way in which creative engagement functions at DRSDT — clarifying purpose, strengthening systems, and ensuring this work is artistically ambitious, ethically grounded, and sustainably delivered within clearly defined budgetary parameters.

Central to the Engage department are our **weekly classes**, which offer a perfect blend of fun and skill-building, designed to nurture confidence, creativity, and a lifelong love for the performing arts. For all ages, artforms and experience levels, our Engage classes welcome around 9,000 every year through approximately 18 classes each week.

We know that genuine engagement is **complex** and **demanding**. We are seeking a leader who can hold that complexity - with **clarity, compassion, and conviction**.



# Key Responsibilities

## Strategic Leadership and Vision

- Develop and lead a clear, long-term vision for creative engagement aligned with DRSDT's artistic and strategic goals.
- Clarify the purpose, scope and priorities of engagement work across the organisation.
- Position Engage as a core pillar of DRSDT's identity and activity.
- Lead organisational thinking around participation, access, learning and community partnerships.
- Provide effective leadership of the organisation's Engage program.
- Conceive, plan, and execute the weekly Engage classes.

## Organisational Integration

- Work closely with the Artistic Directors to ensure constant dialogue with the artistic vision and output of Dundee Rep Theatre and Scottish Dance Theatre, ensuring meaningful connection between engage and the artistic programs.
- Embed creative engagement into artistic planning cycles, programming conversations and organisational decision-making.
- Build productive relationships across departments and Dundee Rep Theatre and Scottish Dance Theatre companies.
- Ensure engagement activity is visible and legible to audiences, participants and partners.



## **Team Leadership & Management**

- Provide clear leadership, line management, and support to the Engage team.
- Build a culture of trust, accountability, care, and professional development.
- Ensure appropriate systems, processes, and administrative structures are in place.
- Support artists, therapists, tutors, and freelancers working in engagement contexts.
- Develop realistic work plans that can support delivery within available capacity and resources.

## **Artistic & Ethical Oversight**

- Ensure all engagement work is artistically ambitious, ethically sound, and participant-centered.
- Champion best practice in trauma-informed work, safeguarding, EDI, and accessibility.
- Balance artistic risk with appropriate support, planning and care.

## **Partnerships, Funding & Sustainability**

- Develop strategic partnerships locally, nationally and internationally.
- Work with senior colleagues to secure funding and resources for engagement activity.
- Ensure engagement work delivers value, impact and long-term sustainability.
- Contribute to evaluation, learning and continuous improvement.

## **Environmental**

- Be sensitive to environmental impacts whilst assessing and carrying out job tasks.
- To attend carbon literacy training.

## **Health and Safety**

- Ensure that safe and effective working practices are carried out when undertaking duties.
- Oversee safe working practices of staff, tutors, and participants
- Support the departmental Health & Safety representative with Monthly duties and training.



# Person Specification

## Essential

### Leadership and Strategy

- Significant experience in a leadership or senior management role within arts, culture, education, or community contexts.
- Proven ability to develop and deliver strategic vision.
- Experience of leading teams, managing complexity, and holding responsibility.
- Confidence operating at senior leadership and board level.

### Engagement & Participation

- Strong understanding of creative engagement, participation, learning or socially engaged practice.
- Experience working with diverse communities and participants.
- Ability to balance artistic ambition with ethical, accessible, and inclusive practice.
- Commitment to EDI, disability awareness, and trauma-informed approaches.

### Organisational Skills

- Excellent organisational and administrative skills.
- Experience building systems, processes, and structures that support people and programmes.
- Ability to prioritise, make decisions, and say no when necessary.
- Strong communication skills.

### Collaboration

- Experience working across departments, disciplines, and artforms.
- Ability to build trust with artists, practitioners, managers, and partners.
- Comfortable navigating difference, tension, and competing priorities.
- Be sensitive to environmental impacts whilst assessing and carrying out job tasks.
- To attend carbon literacy training.

## Desirable

- Experience working with or alongside producing theatre and/or dance companies.
- Knowledge of creative learning, youth arts, schools, or therapeutic practice.
- Experience of funding development and partnership working.
- Understanding of the Scottish arts and cultural landscape.

# Who We're Looking For /

We are looking for a **confident, value-driven leader** with the ability to hold complexity, make decisions, and bring people with them.

You may come from an arts, education, community, engagement, or cultural leadership background. You do not **need** to be a practicing artist, but you must have a deep understanding of, and respect for, artistic practice.

This role carries real responsibility and influence. It is not a delivery-only post, nor a project management role. The successful candidate will be expected to shape systems, make decisions, and build long-term structures that allow the work to thrive.

If you believe creative engagement should be central - not peripheral - to an organisation's artistic life, we would love to hear from you.

# What We Offer /

- The opportunity to shape one of the most vital areas of DRSDT's work.
- A senior role with real influence and responsibility.
- A committed, skilled team and strong organisational values.
- The chance to rebuild, reimagine, and lead with purpose.



# Key Relationships /

## Internal

- Artistic Director, Dundee Rep Theatre
- Executive Director, DRSDT
- Artistic Director, Scottish Dance Theatre
- Members of the Leadership Team

## External

- Peers in other arts organisations – nationally and internationally
- Funders
- Project Partners
- Audiences
- Participants



# Terms of Employment

## **Period of work**

This is a permanent contract, subject to successful completion of a probationary period of four months.

## **Pay**

c£37k - £40k depending upon experience.

## **Hours**

37.5 hours per week, excluding five hours of unpaid breaks. Given the seniority of your position/the type of role you are undertaking, you will be expected to work unpaid such additional hours of work as are necessary to meet business requirements and ensure the proper performance of your duties.

Some evening and weekend work will be required. You will not be paid for any overtime.

## **Holidays**

20 days per year plus nine public holidays, rising with service. The holiday year runs from 1 April to 31 March each year.

## **Notice period**

The notice period will be four months.

## **Location of work**

Your main place of work will be Dundee Rep. You may be asked to work temporarily in other locations in the UK. Your role may involve some international travel.

## **Other benefits**

Contributory staff pension.

## **Non-contractual benefits**

- Staff tickets to Dundee Rep Ensemble and Scottish Dance Theatre ensemble shows.
- Staff discount in Rep Restaurant.

# How to Apply

**First interviews will be held via Teams on Thursday 12 and Friday 13 March between 18:00 and 20:00.**

**Second interviews will be held in Dundee week beginning 16 March 2026.**

**Please submit your CV and cover letter, of no more than two pages, to [jobs@dundeerep.co.uk](mailto:jobs@dundeerep.co.uk).**

**Deadline for applications: Friday 6 March at 12 noon.**

Please let us know with your application if you are unavailable for this interview date.





[DundeeRep.co.uk](http://DundeeRep.co.uk)



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