

Associate Artist: Dance

Person Specification

Recruitment: November 2020



| Category | Essential Requirements | Desirable Requirements | Tested by |
|---------------------------------------|---|---|---|
| Work Experience | <p>Clear evidence of working as a dance practitioner.</p> <p>Clear evidence of prior work experience involving teaching and/or facilitating creative and/or learning sessions.</p> | Experience of working alongside people with learning disabilities. | <p>Application form</p> <p>Interview</p> <p>Employer references</p> |
| Education & Qualifications | No specific qualifications are essential, but candidates must be able to communicate effectively and have necessary expertise to meet the responsibilities connected with the post. | <p>First Aid at Work qualification.</p> <p>Arts Award Adviser qualification.</p> | <p>Application form</p> <p>Employer references</p> <p>Qualification certificates</p> |
| Skills and Knowledge | <p>A specialist dance skill or skills.</p> <p>Excellent communication, listening and interpersonal skills.</p> <p>Good evaluation and analytical skills.</p> | <p>Flexible dance skills with ability to teach a range of skills and styles.</p> <p>Project management – seeing a project from devising through to delivery and evaluation.</p> <p>Presentation skills.</p> <p>Ability to create reports.</p> | <p>Application form</p> <p>Interview, including practical exercises as appropriate</p> <p>Employer references</p> <p>Qualification certificates</p> |
| ITC and Admin Skills | <p>Excellent organisational skills.</p> <p>Evidence of planning and coordinating projects.</p> | Experience of working with Apple Mac computers. | <p>Application form</p> <p>Employer references</p> |

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| | Good computer and IT skills, including knowledge of Microsoft Office software. | Experience of compiling evidence to meet Arts Award or equivalent accreditation requirements. Experience of compiling Risk Assessments. | Practical exercise as part of interview |
| Access & Diversity | Commitment to equal opportunities and to promoting an environment of mutual respect. Understanding of sensitivities required to work with disadvantaged individuals and groups. | Experience of working alongside people with disabilities. Experience of tackling social exclusion issues experienced by disadvantaged groups. | Application form Interview |
| Attitude & Disposition | Ability to work under own initiative, and to deadlines. Flexible approach and willing to undergo training as necessary. Honest and trustworthy. Positive and diplomatic – able to act as an ambassador for the company when dealing with outside agencies. | | Interview Employer references |
| Other | Legally able to work in the UK | | Passport or other relevant documentary permit / evidence. |