

# PROJECTS PRODUCER JOB PACK

**Permanent, 32 hours per week (4 days)**  
**£23,731 per annum actual (£29,664 pro-rata)**



Hello,

Thank you for your interest in working with Company of Others, and for considering joining us.

We're a dance organisation that was founded to be a place where people who experience being Othered by the society we live in, can be creatively free, move as our truest selves and be ambitious about what we can achieve. Company of Others is a place of resistance, connection and co-creation.



I'm especially excited about this role, as the Producer will be the person I work most closely with to create nourishing, moving and innovative dance experiences alongside the people we co-create with.

If you're someone who believes they can thrive in this role, please apply. Everyone at Company of Others is currently inhabiting a role that they hadn't done until they came to us, including me.

If you have any questions about the role, Company of Others, or our future, I encourage you to take us up on the offer of an informal conversation, details of which can be found in the job pack.

I hope you decide to apply, and if so, look forward to reading your application.

**Nadia**  
**Artistic Director & CEO**

# CONTENTS AND PROCESS

## **This job pack includes:**

- Details of the application process and timeline
- Information about Company of Others and the role of Producer
- A job description
- A person specification

## **Application Requirements:**

- A covering letter (no more than 2 sides of A4) detailing your interest in the job and how your experience and skills will meet the requirements of the role
- A CV including 2 referees
- A completed [equal opportunities monitoring form](#)

Please submit your application by email to **[emma@companyofothers.org.uk](mailto:emma@companyofothers.org.uk)** with 'Your Name: Producer' in the subject line.

If you would like an informal, confidential discussion with the Artistic Director & CEO before making an application, or have any questions about the application process or access requirements please contact Emma Whitenstall (Operations & Resource Lead), by email at **[emma@companyofothers.org.uk](mailto:emma@companyofothers.org.uk)** or telephone: 0191 276 1524.

## **TIMELINE:**

**Recruitment Pack Released:** 6 May 2025

**Informal Conversations:** 26 - 30 May 2025

**Application Deadline:** 12 June 2025 (shortlisting w/c 14 June)

**Interviews:** 2 – 3 July 2025

**Decision to candidates:** 10 July 2025

**Start Date:** As soon as practicable taking into account notice period.  
Start date will not influence panel decision.

# ABOUT COMPANY OF OTHERS

Company of Others is a dance theatre company based in the North East of England, led by Artistic Director and Choreographer Nadia Iftkhar. Company of Others was founded in 2014 and incorporated in 2016, supported by funds from Arts Council England's Elevate Fund.

In July, 2021 we began creating a home for Movement + Community in Walker, and in April 2023, we joined Arts Council's National Portfolio of Organisations. In 2024, Company of Others became the first Dance Company of Sanctuary.

Our core values are **Artistry, Integrity & Equity**.

At the centre of our work is our co-creation method which ensures we truly collaborate with the communities we work with and belong to, to create bold dance theatre experiences that instigate change.

Our varied programme of work falls into 3 key areas:

## **RESIST**

### **Walker Youth Dance Project (WYDP)**

Three free, weekly, after-school projects in choreographic/performance training for leadership, empowerment and wellbeing, founded 2017. Successfully running for 7 years, our programme delivers high quality training with healthy snacks provided, alongside trips to experience professional dance, guest artists and since 2022, the creation of their own annual Walker Youth Dance Festival, an opportunity for our dancers to perform for family and friends alongside other dance groups, instilling a sense of pride in their achievements and local area.



## **Moving Together**

A programme of movement and mental health support for Global Majority women and/or Refugee/Asylum Experienced women. The group meet fortnightly and work with the Artistic Director to explore movement for self-expression, rest, wellbeing and sisterhood. The programme is supported with counsellors, translators, a shared meal in each session and guest artists. The group is now working towards a co-created performance exploring the concept of holding and letting go.



## **Ensemble**

Weekly dance workshops for people aged 65 and over that aims to celebrate our elders, increase their balance and coordination, and combat social isolation by providing a space for people to meet and work on a project together, increasing each dancers confidence.

**“[CO Ensemble] has made me feel like I’m sort of resisting old age”**

CO Ensemble member

## **St. Anthony’s Care Association**

We run weekly movement workshops at St Anthonys day centre, delivering both group sessions working on balance and mobility, and more intensive 2-1 sessions with residents who have challenges in leaving their homes, with the aim to build their confidence enough to join one of the regular sessions.

## **Rooted in Movement**

This programme aims to shift the power balance for artists in the North by providing paid residencies and travel bursaries. Our travel bursaries are for North of England based, movement focused artists whose personal ancestry has roots beyond the borders of the UK. The bursaries aim to provide artists with time to explore their practise elsewhere, to connect more deeply to the land and culture of their chosen place, which must be outside of the UK, and build artistic connections there. Paid residencies take place at our home The Bricks with no expected outcome

## CONNECT

### Seasonal Gatherings

On a quarterly basis we bring all our groups together at one of our seasonal gatherings. These events are opportunities for individuals who would never normally meet, was it not for Company of Others, to share food, dance and connect. We use these occasions to gather their feedback, thoughts and ideas that influence our programming. We make these events a democratic space, to redistribute decision making power in our organisation, where every voice counts.

**“My confidence has gone up...I know my voice deserves to be heard”**

Walker Youth Dance Project member

## CO-CREATE

Our body of touring productions.

### Grief Floats

Outdoor dance work and engagement programme, performed by 9 dancers in the North Sea in 2023 and returning in 2024, acknowledging grief felt across the NE and beyond. An articulation of how movement, community and water are ancestral healing connections we are losing. With national press coverage and overwhelmingly positive feedback of the show, we are now exploring touring on a national and international scale from 2026

In 2025, we will begin developing our next production, HELD, co-commissioned by Baltic Centre for Contemporary Art and Arc Stockton.



### **In 2023-24, we:**

- Premiered Grief Floats, our first outdoor work made for the North Sea
- Became a member of Arts Council England's National Portfolio of Organisations
- Created Moving Together, our 2-year project for women of the Global Majority and/or women seeking sanctuary
- Delivered our Welcome Project, ensuring every year 7 in Walker has danced with us, and knows how to access our work
- Delivered our first Community AGM, welcoming those who dance with us to our governance processes
- Hosted artist residencies and supported artists through mentorship and support in kind
- Launched Rooted in Movement, our travel bursaries and paid residencies for movement artists

### **In 2024-25, we:**

- Became the first Dance Company of Sanctuary
- Started Walker Youth Ballet for our 12-17 year olds, providing skin tone appropriate balletwear & trips to see professional ballet performances for all dancers
- Delivered the PowerFULL project, a programme of movement based workshops, for young women aged 16-25
- Launched The Resistance, a 3-year arts project focused on social justice for young women aged 18-25
- Performed our second run of Grief Floats in King Edwards Bay
- Delivered our third Walker Youth Dance Festival in Walker Park
- Provided 3 residency and 2 travel bursaries through the Rooted in Movement programme

More detailed information can be found at [companyofothers.org.uk](https://companyofothers.org.uk).

Our team currently consists of Artistic Director & CEO (FT), Operations & Resource Lead (PT), Finance Manager (PT), Company Assistant (PT), Artistic Assistant (PT) and Marketing Coordinator (PT), working alongside freelancers who help us deliver our programmes.

We're supported by a board of Trustees who play an active role in driving the strategic aims and ambitions of Company of Others and our wider community.

# ABOUT THE ROLE

Company of Others is going through a really exciting period of change, as we approach our 10 year anniversary, we are even braver and considering how we increase the radical artistry of our work. In order to achieve this we need a Producer who can support the Artistic Director in achieving our ambitions thoughtfully.

The Producer role is pivotal in getting projects off the ground and running smoothly, questioning and testing processes and ensuring we continue to develop ways of doing things differently.

You'll get to work across all of our projects, making this a role for which no two days are the same, with tasks ranging from arranging translators for our sessions, dreaming up new evaluation methods, to delivering the Artistic Director's vision through our work.

You'll be curious, brave, flexible, have an eye for detail, and be great at communicating with a wide range of people. You'll be already working on decolonising practises and understanding what is needed for anti-colonial practises to underpin artistic producing.

## **ROLE: PRODUCER**

**Reports to:** Artistic Director & CEO

**Responsible for:** Freelance collaborators

**Hours of work:** Distributed across company activity, ideally Monday to Wednesday. We are happy to discuss flexible working to suit individual needs. Evening and weekend working will be required

**Place of work:** The Bricks, Walker, NE6 3SN, occasionally regionally and nationally as/if required on tour

**Probation period:** 3 months

**Notice period:** 1 month during probation and 3 months thereafter

**Terms:** Permanent, 32 hours per week (4 days)

**Annual Leave:** 23 days per annum, 6 of which are Bank Holidays

**Remuneration:** £23,731 per annum actual (£29,664 pro-rata) with 3% pension contribution alongside your contribution of 5% which you can opt out of if you wish. Access to generous Company Care and Training budgets.

# KEY RESPONSIBILITIES

- To collaborate with the Artistic Director in planning and delivering an ambitious & brave community centred programme of work
- To lead on producing our projects alongside the Artistic Director
- To manage and nurture the relationships with Company of Others' community, including artists, people who attend our programmes and partners whilst developing new cross sector relationships
- To work with other staff to support the resourcing of the work, to increase engagement, to report to funders through data gathering and impact demonstration
- Create and manage project budgets
- To act as Project Manager for projects where appropriate
- To champion and uphold Company of Others values and policies including The Foundations
- To contribute to strategic planning and development
- To undertake training as required by Company of Others



# PERSON SPECIFICATION & EXPERIENCE

## **About you**

We're looking for someone who has a positive attitude and is reliable. You'll be a creative thinker, and be committed to using your skills and creativity to enhance the places you work. You'll be someone who has a passion for learning and isn't afraid to share your ideas, thoughts and opinions in team discussions. You'll be self-motivated, and happy to work on tasks alone or as part of a team, and be able to adapt and be flexible in ways of working, in an organisation where two days are never the same.

You will care deeply about Diversity and Equity, and making the world a better place, and be interested in how movement and community can achieve this, and how your role can contribute to this in our local, national and global context.

## **You'll have**

- A love and understanding of dance theatre and all its potential
- Experience of working in a producing capacity on dance projects and productions
- Demonstrable track record of working with diverse partners in and outside of the cultural sector
- A natural collaborator who enjoys working on nuanced and complex projects
- Solid understanding and embodied practice of equity & inclusion
- A passion for social change and a current understanding of how political and social oppression intersects and the direct impact this has on people in the UK today
- An urge to move away from 'how it's always been done' and an ability to dream up new ways of doing
- Excellent verbal and written communication skills, able to communicate well with a wide range of people
- Self-awareness, authenticity and openness

# EQUAL OPPORTUNITIES

It is important that the people who work at Company of Others are representative of the communities we co-create our projects with. We welcome applications from people of all backgrounds and lived experiences. We are particularly interested in applications from people who identify as d/Deaf, Disabled, Black, Brown, POC, Global Majority, Woman, and/or Working Class.

Please contact [emma@companyofothers.org.uk](mailto:emma@companyofothers.org.uk) should you have any access requirements or need any adjustments to be made in order to apply or attend an interview.

Again, thank you for your interest in Company of Others, we look forward to hearing from you.



Images: 1/3/4. Victoria Wai 2. YellowBelly 3. Victoria Wai 5. WYDP captured by Nadia 6. LouJane 7. Pictures by Bish

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