

# COMPANY OF OTHERS

# COMPANY



## CHAIR OF THE BOARD

RECRUITMENT PACK

MAY 2026



Company of Others



@company\_of\_others



Company of Others

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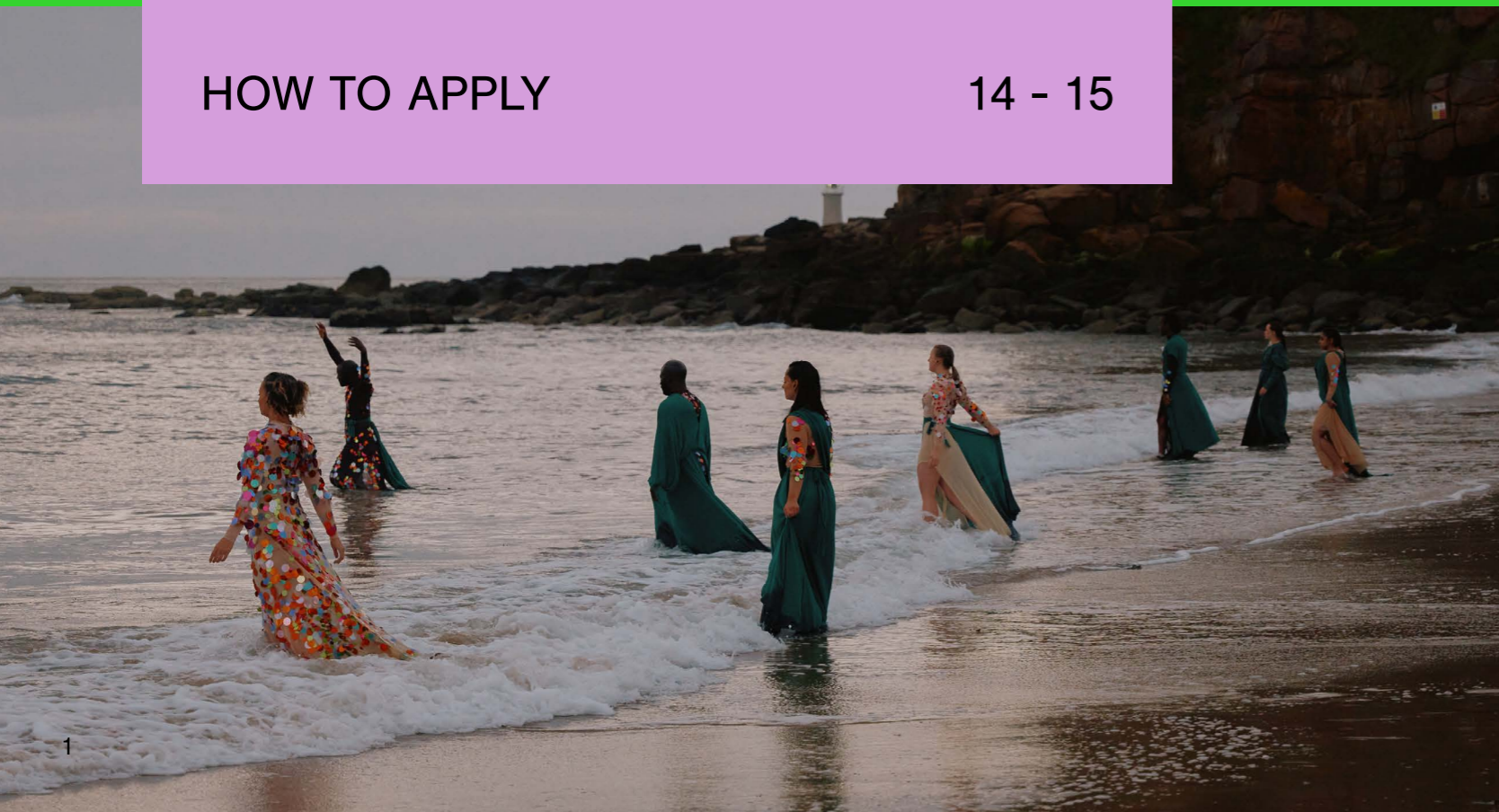
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## WHY THIS ROLE, WHY NOW?

We are seeking a **Chair who brings lived experience of being othered**, alongside empathy and insight into the communities we work with. This role goes beyond traditional governance. The Chair will act as a **close thought partner and trusted confidant to our Artistic Director & CEO**, helping steward the organisation with care, integrity, and ambition as it enters its next chapter.

Company of Others is entering an important phase in its development. As the organisation moves into **2026–27**, it is balancing artistic ambition, community accountability, and **increasing responsibility as a National Portfolio Organisation**. This next period will involve change, growth, and challenge. Strong, values-led governance will be critical. The Chair will play a pivotal role in supporting the organisation to navigate complexity while staying grounded in its purpose and ways of working.



# MESSAGE FROM OUR BOARD

Thank you for your interest in Company of Others and in the role of Chair.

After years as a member of the Board, and having served much of that time as Chair, I will be stepping down. It has been a privilege to support Company of Others through a period of growth and change, and to work alongside a Board and staff team who care deeply about the work, the communities involved, and how the organisation shows up in the world.

As part of this transition, **Gareth**, our Vice Chair, is acting as **Interim Chair** while we recruit a new Chair. This handover has been approached with care, and the Board is committed to supporting continuity as well as fresh leadership.

The Board shares a strong culture of openness, shared responsibility, and thoughtful partnership with artistic and executive leadership. We are now looking for a **new Chair** who can build on this and help guide Company of Others through its next phase.

“ ...a strong culture of openness, shared responsibility, and thoughtful partnership with artistic and executive leadership ”



We hope this pack gives a clear sense of the organisation and of the role, and we warmly welcome interest in joining us at this moment.

With thanks,

**HILARY KNIGHT**  
OUTGOING CHAIR OF THE BOARD

# MESSAGE FROM OUR ARTISTIC DIRECTOR & CEO



“

**We are looking for a Chair who can lead our trustees in holding the wider view, asking careful questions, and supporting decision making**

”

Hello,

Thank you for taking the time to learn more about **Company of Others** and this opportunity.

Company of Others was founded as 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 together. We are an organisation deeply **rooted in place** whilst building artistry through a **global lens**. As the organisation grows, **thoughtful and committed governance** becomes increasingly vital, and the **Chair plays a key role** in this.

The relationship between **Chair and Artistic Director & CEO** is not only about accountability, but also about trust, shared thinking, and constructive challenge. In our 11th year, we are looking for a Chair who can **lead our trustees in holding the wider view**, asking careful questions, and supporting decision making through **complexity and change**.

If you're interested in this role, I warmly encourage you to apply or begin a conversation with us to learn more about Company of Others, and the future we are shaping.

With thanks,

**NADIA IFTKHAR**

ARTISTIC DIRECTOR & CEO

# 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. The organisation 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. 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.

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

OUR PROGRAMME IS CENTRED AROUND 3 KEY AREAS.  
OUR PROJECTS FALL INTO ONE OF THESE STRANDS:

## RESIST

RESIST are our programmes designed to resist the effects of the many branches of oppression experiences. They include:

### WALKER YOUTH DANCE PROJECT (WYDP)

Free, weekly, after-school projects in choreographic and performance training for children and young people aged 4-17 focused on leadership, empowerment and wellbeing. The programme has delivers high quality training with healthy snacks provided, alongside trips to experience professional dance and guest artists.

### MOVING TOGETHER

A programme of movement and mental health support for Global Majority women and/or Refugee/Asylum Experienced women which focuses on bodily reclamation and wellbeing, with each session ending with a shared meal.

### COMPANY OF OTHERS ENSEMBLE

Weekly dance workshops for people aged 60 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.

### 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.

### ROOTED IN MOVEMENT

A series of artist dinners, travel bursaries and residencies at our home, The Bricks. This programme aims to shift the power balance for artists in the North, providing moments of community, as well as to ensure that Othered artists feel nourished and supported in their development.

Company of Others Ensemble Member ”

# CONNECT

**CONNECT** is Company of Others way of honouring the human need for community across generations, celebrating connection and achievements in our spaces.

## SEASONAL GATHERINGS

Every few months, we gather people from all our projects to share food, dance, and build intergenerational, cross-cultural relationships. United in our love for dance and movement, we celebrate each other's achievements and offer these occasions for our community to share feedback, ideas, and influence our work. This democratic space redistributes decision-making power within our organisation.

## WALKER YOUTH DANCE FESTIVAL (WYDF)

Our annual 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.

## THE BRICKS COMMUNITY

A warm and welcoming space, The Bricks is our home for Movement + Community in Walker. It's where our groups rehearse weekly, and where we host a series of open house events. The Bricks is also available to hire for the local community and artists.

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

*Walker Youth Dance Project Member*

## 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
- Performed our second run of Grief Floats in King Edwards Bay
- Delivered our third Walker Youth Dance Festival in Walker Park



- Provided 3 residencies and 1 travel bursary through the Rooted in Movement programme

## IN 2025-26, WE:

- Made ballet workshops for 12–17 year olds a permanent part of our programme
- Created our Sanctuary & Culture booklet, improving access to arts and cultural opportunities across the region for People Seeking Sanctuary
- Performed our third run of Grief Floats in King Edward's Bay with an all women and non-binary cast
- Delivered our fourth Walker Youth Dance Festival in Walker Park
- Created 3 opportunities for artistic development in the North through Rooted in Movement
- Supported members of Walker Youth Dance Project and Company of Others Ensemble to create and film their first dance films
- Launched Thé Dansant, a new tea dance event for elders in our community
- Began research and development for HELD, a new co-created dance theatre production with women and girls
- Established a new partnership through the Newcastle–Little Rock sister city programme

# CO-CREATE

**CO-CREATE** is our productions that are co-created with our community, the most recent being **GRIEF FLOATS**: a show about loss, ritual, healing and community that is set in the North Sea.

In 2026, we are developing our next production, **HELD**, which explores the feelings of being held and holding with women and girls.

[Find more about our current and past productions](#)

“**It was an extraordinarily beautiful and utterly unique piece of work. I was truly stunned by it**”

*Audience Member, Grief Floats, 2023*



# THE CHAIR OPPORTUNITY

**Company of Others** is seeking a **Chair of the Board** to provide **strategic leadership**, ensure **strong and values led governance**, and support the organisation through an important phase of development.

Working closely with the **Artistic Director & CEO**, the Chair will play a key role in **shaping the organisation's future**, supporting growth while **protecting its culture, values**, and accountability to our community.

This position will suit someone who understands governance as **both rigorous and relational**, and who is **committed to equity in practice**.

# THE ROLE IN CONTEXT

Company of Others has grown significantly in recent years, becoming a **National Portfolio Organisation**, establishing a permanent home for **Movement + Community in Walker**, and deepening its commitment to **co-creation and shared power**.

The organisation is now entering a phase where:

- **Strategic decision-making** will need to navigate complexity, change, and uncertainty
- **Governance structures** will continue to evolve and strengthen
- The **relationship between Board and executive leadership** will be especially important

The Chair will work alongside an **engaged Board of Trustees** and a **committed staff team** to help Company of Others remain **artistically ambitious, community-accountable, and operationally sustainable**.



# KEY RESPONSIBILITIES

## BOARD LEADERSHIP AND GOVERNANCE

The Chair will:

- **Lead the Board** in fulfilling its responsibilities for good governance, strategic oversight, and **long term sustainability**
- **Chair meetings** in a way that supports **inclusive, focused discussion** and shared decision making
- **Support Board development**, including induction, reflection, and **succession planning**
- **Ensure compliance** with governing documents and **legal duties**

## PARTNERSHIP WITH THE ARTISTIC DIRECTOR & CEO

The Chair will:

- **Act as line manager** to the Artistic Director & CEO, offering clear accountability alongside **care and support**
- Serve as a **trusted thought partner** and confidant
- **Support leadership wellbeing** during periods of pressure and change

## STRATEGY, CHANGE, AND STEWARDSHIP

The Chair will:

- Work with the Board and executive leadership to **set and review strategic direction**
- Help **navigate risk, opportunity, and transition** responsibly
- **Support financial resilience** and resource development in line with organisational values

## VALUES, EQUITY, AND CULTURE

The Chair will:

- **Champion the values** of Artistry, Integrity, and Equity across all levels of engagement with the company
- Ensure **lived experience, empathy and insight** into being othered inform governance decisions
- Support approaches that **embed accessibility, shared power, and accountability**

## ADVOCACY AND EXTERNAL RELATIONSHIPS

The Chair will:

- Act as an **ambassador for Company of Others**
- Support **partnership building, fundraising, and advocacy** through advice and networks
- Represent the **organisation externally** in ways that reflect its ethos



# WHO WE ARE LOOKING FOR

Someone who brings **sound judgement, emotional intelligence, and strategic thinking**, alongside a genuine commitment to Company of Others' values and communities.

### Experience may include:

- **Board leadership or governance**, or comparable senior leadership experience
- An understanding of **charity governance and trustee responsibilities**
- **Lived experience of being othered**, and a commitment to equity in practice
- The ability to **navigate complexity, offer challenge with care, and build trust**

Previous experience as a Chair, experience in dance or the arts, or leadership at a similar organisational scale **are not required**.

Applications are **especially** encouraged from people who identify as **d/Deaf, Disabled, Black, Asian, SWANA, Global Majority, LGBTQIA+** and/or **Working Class** and who feel aligned with Company of Others' mission and ways of working.

# GOVERNANCE & TERMS



## THE BOARD OF TRUSTEES

**Gareth Whalley** – Vice Chair and Interim Chair  
**Nadia Iftkhar** – Artistic Director & CEO, and Trustee  
**Nadeem Ahmad** – Trustee  
**Sathya Bala** – Trustee  
**Allison Birt** – Trustee  
**Vanessa Montesi** – Trustee  
**Carina Veiga** – Trustee  
**Louise Wiggins** – Trustee

Biographies for all Board members can be found at  
[www.companyofothers.org.uk/about-us/board-of-trustees/](http://www.companyofothers.org.uk/about-us/board-of-trustees/)

## REMUNERATION

The Chair role is **voluntary**. Reasonable expenses will be reimbursed.

## CHARITABLE PURPOSE

Company of Others' charitable objects, as set out in its Articles of Association, are:

For the public benefit, the **advancement of contemporary dance**, in particular but not exclusively through the **commissioning and producing public performances**, dance sessions, workshops, and educational events and material using film, music, visual arts, and other theatre related art forms.



# TIME COMMITMENT AND SUPPORT

The role involves:

- **Four formal Board meetings** per year, typically held **online**
- Occasional additional Board meetings, as required
- **One or two in person Board away days** per year
- Additional meetings with the **Artistic Director & CEO**
- Participation in Board development or working groups, as agreed

Trustees are also expected to attend at least **two Company of Others events each year** in the Newcastle area.

Company of Others aims to make this role **sustainable and accessible** and welcomes conversation about **capacity and access needs**.

**Support for the incoming Chair includes:**

- A **comprehensive induction**
- **Ongoing handover support** from the Interim Chair
- Collaboration with a committed Board and staff team

# TENURE

The appointment is for a **three year term**, with the potential for **one further three year term**.

# HOW TO APPLY

Company of Others welcomes applications from people who feel aligned with its values and ways of working.

Applications may be shared in **different formats**. A **CV and covering letter** are welcome, but **equivalent information** may also be provided in another format. Conversations about **access needs, format preferences**, or informal discussions about the role are encouraged.

Applications should be sent to the organisation's retained consultancy, **Castle Peak Group**:  
[james.carss@castlepeak-group.com](mailto:james.carss@castlepeak-group.com)

**Closing Date:** Monday 22nd June 2026



IMAGES: 1. Grief Floats 2024 – Luke Waddington 2. CO Spring Gathering 2025 – Luke Waddington 3. CO AGM 2024 – by Luke Waddington 4. Nadia at CO Winter Gathering 2025 – Victoria Wai 5. CO Winter Gathering 2025 – Victoria Wai 6. WYDF 2025 – Luke Waddington 7. CO Winter Gathering 2025 – Victoria Wai 8. CO Autumn Gathering & AGM 2025 – Luke Waddington 9. WYDF 2023 – Victoria Wai 10. Grief Floats 2024 – Luke Waddington 11. WYDF 2025 – Luke Waddington 12. CO Winter Gathering 2025 – Luke Waddington