

Job Description

Job Title	Head of Engagement
Location	Glasgow – regularly required to tour with the Company and attend meetings and events elsewhere
Team	Engagement Team
Key Relationships	
Reports to:	CEO/Artistic Director
Direct Reports:	Managers: Dance Health, Engagement Operations, Engagement Creative
Key relationships:	<p>The position leads the Engagement team.</p> <p>The role interfaces closely within the Executive Director and Senior Leadership Group.</p> <p>Builds an essential and trusting relationship with the Head of People and Wellbeing and aligns closely with the People Team.</p> <p>Requires the ability to build excellent relationships with external partners, specialists, and stakeholders.</p>
Purpose	
<p>To lead on the direction and vision for the company’s core focus area of Engagement, in particular, developing strategy and best practice in the delivery of SB Health, outreach and educational programmes that enhance SB’s national and global brand position.</p>	

Key Responsibilities

- To partner with CEO/AD on the implementation of the vision and direction for Engagement and its development at Scottish Ballet.
- To provide expert advice and guidance on Engagement activities to senior leaders and their teams.
- To support the strategic development of SB Health initiatives as a member of SB Health committee.
- To develop and lead pioneering dance health and community programmes and establish related research projects.
- To be safeguarding lead for Scottish Ballet as Child Protection and Vulnerable Adult Officer.

Functions

- Oversee the ongoing development of flagship, repertoire-linked initiatives that impact on participants, colleagues and stakeholders
- Oversee key initiatives and support direct reports in their leadership roles
- Initiate and manage partnerships and collaborations with external stakeholders across culture, health, education and third sectors
- Provide leadership and advocacy of arts and health on a national and international level
- Develop dance health projects/initiatives, ensuring they are suitably informed on repertoire and continue to uphold the standards of excellence offered by Scottish Ballet
- Develop ways to link engagement outputs closely with SB's Membership Scheme
- Communicate the vision for dance health clearly both internally and externally
- Prepare quarterly reports for Board and wider stakeholders including Scottish Government and quarterly SB Health management reports
- Prepare agenda and papers for the SB Health and Research committees
- Chair the SB safeguarding group and ensure that internal policies are regularly reviewed in light of changing demands and legislative requirements.
- Take responsibility for health, safety and safeguarding requirements and measures across all Engagement projects, ensuring all projects are delivered safely and evaluated effectively.

Desirable Qualifications & Experience

- Leadership expertise and proven track record at a senior level in delivering innovative community-based education and instigating successful related partnerships.
- Excellent relationships with external partners, freelance tutors and musicians, educational institutions, health organisations, community organisations and groups, participants, local authorities and venue staff.
- Influential leader with established relationships.
- Alignment of professional purpose and passion.
- Represent the Company at external meetings as required.
- Build on Scottish Ballet's reputation to deliver excellent community programmes.
- Collaborate with the Advancement team to secure funds and contribute to related reporting.
- Managing all Engagement projects, related budgets and reporting.
- Contribute to policy-focused discussions and forums with senior civil servants, as appropriate.
- Degree in Dance or equivalent.

General Characteristics

- Strong interpersonal skills, bravery, diplomacy and the ability to establish excellent working relationships both internally and externally.
- Experience of working in a senior leadership role within the performing arts.
- Excellent IT skills, including Windows-based packages.
- Current, clean, full driving license.
- Ability to work alone and as a member of a team.
- Experience of leading small project teams.
- A strong understanding of community arts and professional performance.
- Experience of devising and leading dance health projects.
- Experience of conceiving and delivering a range of dance initiatives, both in community, professional and formal education settings.
- Knowledge of dance, and an understanding and appreciation of Scottish Ballet's artistic vision
- Current knowledge of the position of dance health activity within the UK.
- An excellent understanding of dance technique and best teaching practice.
- A positive, pro-active, and flexible approach.
- Thorough, accurate and able to work to tight deadlines.
- Flexibility with working hours to cope with travel, touring, attending performances and other events.
- An enthusiastic interest in the arts, Arts Education and a fundamental belief in Scottish Ballet and its objectives.
- Willingness to share skills and experiences.
- Ability to maintain confidentiality.
- 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.

Created By:	CH/LD	PWB:	LD
Date:	July 2025	Approver:	SR
Revision:		Revised by:	
Date of:			