



Director of Engagement Application Pack

Salary: £46k per annum pro rata (£23k for this 0.5 Job-Share role)

Location: Birmingham B5 4TB

Contract: 17.5 hours a week. 12-months Fixed Term. June 2026 – May 2027

Fabric is creating an opportunity to join its Senior Leadership Team as **Director of Engagement**, in a new 12-month job share position – actively contributing to a significant chapter in Fabric's life.

Fabric is a strategic dance development organisation based in the Midlands. Our mission is to create the conditions for dance to thrive, for the health, wellbeing, development and connection of communities, cultures and individuals. Our approach is informed by care, openness, and rigour, through the curatorial values of Curiosity, Disruption and Joy.

The Director of Engagement is responsible for the strategic leadership of Fabric's engagement and inclusion work, developing programmes and partnerships that place artists, participants and communities at the centre of our practice while embedding high-quality and inclusive approaches across all areas of activity.

We are looking for someone who understands engagement as strategic leadership — who sees inclusion, participation, artist practice and civic presence as interconnected. We would like to hear from candidates with a proven track record of developing and producing high quality participation and engagement projects and talent development pathways, and who have extensive experience of strategic partnership-working in youth, community and/or health settings.

You will be a highly collaborative individual with strong team leadership skills, excellent interpersonal skills; a proven ability to successfully build and maintain stakeholder relationships; experience of budget management, fundraising and reporting; a positive, proactive, and solution-focused approach; and a commitment to meaningful inclusive practice.

If you feel you fit our brief, we'd love to hear from you!

Fabric thrives on the passion, creativity, and commitment of all the people we work with, and we are committed to celebrating difference in all aspects of our makeup, governance and work output. We strive to be an inclusive organisation. We recognise the positive values of diversity, promote equality, and challenge all forms of discrimination. We are particularly keen to hear from candidates reflecting a broad range of voices, opinions, and experiences across age, class, disability, gender, race, religion, and sexual orientation.

For full details: Read this Application Pack, including Job Description and Person Spec.

To apply: Complete our [online application form](#)

For further queries: Contact recruitment@fabric.dance

Online information session (optional): 1 April 2026, 12-1pm. Please register [here](#) to attend. (A recording will also be made available after the session for those who cannot attend the live session.)

Closing date for applications: 13 April 2026, 10am

Interview date: 28 April 2026, in person, Birmingham B5 4TB

Fabric is an inclusive employer, actively seeking to employ people currently under-represented in the creative and cultural sector. Note: We do not accept applications made through recruitment agencies.

Context: An exciting moment for Fabric

This is an exciting and important moment for Fabric. Over the last three years, we have built a strong foundation — bringing together the legacies of Dance4 and DanceXchange to create an organisation with real national and international reach, rooted in Birmingham, Nottingham and the Midlands. We are proud of what we have stabilised, strengthened and grown. Now we move from transition to transformation.

Our **10-year strategy, *Dance Moves People***, sets out an ambitious commitment: to demonstrate and embed the social value of dance and movement through research, creation, performance and participation. We believe dance is not an add-on — it is fundamental to how people connect, imagine and shape their world. Our next decade is about realising that belief at scale.

This **12-month job-share opportunity** arises as we support a valued colleague and senior leader to balance work and family life. We see this not as a gap to manage, but as a deliberate and positive act — one that reflects our belief in sustainable leadership, shared responsibility and collaboration.

The **Director of Engagement** holds a significant strategic portfolio within Fabric. From community relationships and participation pathways to artist development in place and civic partnerships, this role shapes how our organisation connects — deeply and meaningfully — with people.

This is not an interim holding position. It is an opportunity to join the Senior Leadership Team at a pivotal moment and actively inform the direction of travel.

Over the next 12 months, we will be embedding the next phase of *Dance Moves People*: strengthening long-term relationships in our home cities, refining how we articulate and measure social value, and ensuring our engagement work is both locally rooted and nationally influential.

We are looking for someone who understands engagement as strategic leadership — who sees inclusion, participation, artist practice and civic presence as interconnected. Someone who can step into shared leadership with generosity and clarity, working in close collaboration within a job-share model and across the wider Senior Leadership Team.

You will help ensure that our curatorial values of curiosity, disruption and joy are not just principles, but lived practice — shaping how we design programmes, build partnerships and remain accountable to the communities we serve.

Most importantly, you will help us demonstrate — in real and tangible ways — that when we say *Dance Moves People*, we mean movement in neighbourhoods, in relationships, in opportunity and in systems.

If you are energised by collaborative leadership, by shaping practice at scale, and by contributing to a significant strategic chapter in an organisation's life, we would love to welcome you for this next year of Fabric's journey.

Paul Russ – Chief Executive & Artistic Director

Director of Engagement Job Description and Person Specification

Job Title:	Director of Engagement (Job-Share position)
Salary:	£46k per annum pro rata (£23k for this 0.5 role)
Location:	The main place of work will be Fabric, Birmingham Hippodrome, Thorp Street, Birmingham, B5 4TB
Contract:	12-months. Fixed Term. 1 June 2026 – 31 May 2027
Working hours:	17.5 hours per week. Usually Monday-Friday during office hours. Evening and weekend working will be required when needed to fulfil the demands of the role.
Flexible Working:	We are a flexible employer and happy to discuss the possibility of home working, flexible start and finish times, or compressed hours. Please talk to us at interview about the flexibility you need. We can't promise to give you exactly what you want, but we do promise to consider your request.
Holidays:	25 days' paid holiday per annum pro rata – plus the usual public holidays in England and Wales – pro rata.

Management

Reports to: Chief Executive & Artistic Director

Working closely with: Senior Leadership Team (Director of Engagement (Job Share colleague), Director of Producing and Programmes, Director of Communications and Development, and Chief Operating Officer) and the broader Producing, Engagement, Comms and Operations teams.

Responsible for: Members of the Programme team, along with freelancers and contractors as appropriate.

Purpose of the Post

Fabric is dedicated to demonstrating and embedding the social value of dance and movement through strategic interventions that improve the quality of practice in research, creation, performance and participation. Our approach is informed by care, openness, and rigour, through the curatorial values of Curiosity, Disruption and Joy.

The **Director of Engagement (DE)** is a strategic leadership role at Fabric, responsible for leading the organisation's engagement and inclusion work, developing programmes and partnerships that place artists, participants and communities at the centre of our practice while embedding high-quality and inclusive approaches across all areas of activity.

As a member of the Senior Leadership Team, the DE will shape and deliver Fabric's engagement strategy, realising the ambitions set out in *Dance Moves People – Our 10-Year Strategy*. As one of the organisation's four strategic cornerstones, engagement focuses on creating accessible and sustainable environments where organisations, artists and practitioners connect with people of all ages, abilities and backgrounds, enabling the joy of dance in all its forms.

The role will also champion representation, accessibility and inclusion across all programmes, communications and working practices, ensuring that our work reflects and contributes to Fabric's Equity, Diversity and Inclusion commitments.

Key Responsibilities

Strategic Leadership & Sector Development

Lead the strategic development of Fabric's engagement work, building trusted partnerships locally, regionally and nationally.

Develop, champion and disseminate best practice models in engagement that strengthen dance infrastructure in the Midlands, with a strong commitment to authentic inclusion.

Work collaboratively across Fabric to ensure learning flows between engagement, participation, audience development and talent programmes, and contributes to wider sector knowledge.

Shape strategic legacy and long-term impact from engagement programmes and projects.

Contribute to regional and national sector conversations and partnerships that strengthen the ecology for dance.

Represent Fabric through talks, panels and sector events, advocating for our work and sharing learning.

Programme & Project Delivery

Lead the design and delivery of engagement programmes and projects, ensuring high standards of artistic practice, participant care and safeguarding.

Oversee and shape the research, recruitment and support of artists working within engagement programmes.

Manage the financial and human resources of the programme team to ensure a high standard of production and delivery.

Oversee effective scheduling, production planning, and contracting and ensure that all technical, health and safety, risk assessments, licensing and legal requirements are met.

Ensure programmes are delivered effectively, ensuring strong value for investment.

Ensure that Fabric's programmes are current, relevant, accessible and inclusive, and are underpinned by care, openness, and equitable working practices.

Ensure accurate and timely monitoring, evaluation and documentation of all programme areas.

Partnerships, Advocacy & Income Generation

Develop and secure new funding, partnerships and earned income to support the growth of Fabric's engagement work.

Build and maintain strategic partnerships across sectors including education, health and community development.

Maintain strong relationships with funders, stakeholders and partners, advocating for Fabric's work and its impact.

Birmingham: Birmingham Hippodrome, Thorp Street, Birmingham, B5 4TB. Tel. +44 (0)121 667 6730 (Registered Office)

Nottingham: Space 2, 2 Dakeyne Street, Nottingham, NG3 2AR. Tel. +44 (0)115 924 2016

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Senior Leadership & Team Management

Be an active member of the Senior Leadership Team, contributing to the strategic leadership and development of Fabric.

Contribute as a Senior Leader to organisational strategy, planning and evaluation.

Contribute to accurate, evidence-based and timely reporting for SLT, Board, funders and partners.

Contribute to workforce development through recruitment, contracting and line-management of staff and freelance teams, in accordance with Fabric's HR policies and processes.

Support the professional development of team members.

Ensure good communication and collaboration across programmes, partners, artists, creative teams and staff.

Financial Management

Set Engagement budgets, in liaison with SLT colleagues, ensuring the best strategic use of available resources.

Ensure effective management and monitoring of Engagement budgets, working within Fabric's policies and processes and ensuring strong financial controls.

Oversee the procurement of services and goods and negotiate contracts, as required, in line with Fabric's policies and procedures, working to achieve best quality and value for money.

Contribute to financial modelling and scenario planning, where appropriate.

Collaborate with senior colleagues to support viable targets for the hiring of Fabric facilities to achieve operational objectives.

General

Ensure that all company processes, policies and procedures are adhered to.

Ensure that Fabric is a welcoming, professional, and safe environment for all and that we offer the highest possible standards of customer service.

Duty Manage Fabric events and activities, and act as Fire Marshal, as required.

Travel within the UK and internationally as required – including Fabric Birmingham and Nottingham sites relevant to your portfolio of work.

Have a flexible approach, with evening and weekend working as required to meet the needs of the role.

Undertake training as required.

Maintain discretion and act responsibly with confidential information.

Work in a way which embeds and celebrates diversity and promotes inclusivity.

Act as a positive advocate of Fabric at all times.

Undertake other duties as may be agreed with the Senior Leadership team.

Person Specification

Person Specification

Experience

- A proven track record of developing, producing and managing high quality participation and engagement projects
- Extensive experience of strategic partnership working in youth, community and/or health settings
- Proven experience of shaping skills development and talent pathways for young people and creative professionals
- A proven track record in project fundraising and reporting
- Experience of managing negotiations and contracts with artists and partners
- Experience of working at a senior leadership level, leading teams in the delivery of high quality, impactful programmes

Skills & Knowledge

- Excellent interpersonal skills, with a proven ability to quickly build and maintain positive relationships at all levels
- Excellent written and oral communication skills, with strong presentation skills and the ability to effectively communicate complex information
- Sound financial skills and experience of setting and managing budgets on target
- Highly organised with strong administrative skills and attention to detail
- Understanding of safeguarding and risk management
- Knowledge of and commitment to equity, diversity and inclusion, working to broaden access and engagement
- Knowledge of the Midlands dance sector

Personal Qualities & Motivation

- A commitment to meaningful inclusive practice and a participant-led approach, ensuring a high-quality experience for all
- Professional, open and approachable, embracing diversity, inclusion, and respect for others
- Highly collaborative, with a flexible, proactive, and positive approach
- Person-centred – genuinely enjoys working with people
- Able to lead, support and motivate others
- Solution-focused and resilient, seeking to positively overcome obstacles and challenges
- Strong ability to work effectively within complex, changing environments
- Strong ability to multi-task, prioritise and work effectively under pressure
- Committed and diligent, with the ability to self-manage and self-motivate
- Responsible, trustworthy, and reliable
- Has a passion for learning
- Willing to work evenings and weekends when required
- Willingness to travel across the UK if required

A satisfactory Enhanced DBS (Disclosure & Barring Service) check is required for this post. (We will process and cover the cost of this for you, if you do not have an up-to-date check)

Terms and Conditions

A written contract of employment will be issued, to include the following:

Your employer will be Fabric CIO.

The post is offered on a 12-month Fixed-Term Contract, 1 June 2026 – 31 May 2027.

This is a part-time (0.5) role, offered at 17.5 working hours per week.

Fabric is committed to appropriate and equitable pay and operates a fixed-point salary scale. The post of Director of Engagement is offered at £46,000 per annum pro rata. This equates to £23k for this 0.5 position.

Your main place of work will be Fabric's Birmingham site: Birmingham Hippodrome, Thorp Street, Birmingham, B5 4TB

The working week for this role will usually be weekdays, Monday-Friday. Weekend working will be required when needed to fulfil the demands of the role. No overtime payments will be made, however time off in lieu may be taken by arrangement. We will negotiate your normal working hours/days at the point of contracting.

There will be an initial probationary period of three months, following which you will have a three-month notice period.

Some regional and national travel will be required, for which expenses will be covered.

The job offer is subject to Right to Work, DBS and Reference checks.

Benefits

You are entitled to 25 days' paid holiday per annum pro rata (which equates to 12.5 days for this 0.5 role) plus the usual public holidays in England and Wales pro rata.

We provide a 3% employer pension contribution (your employee contribution is 5%).

Our Performance Review cycle supports the growth and development of each team member.

We are open to flexible working requests, including some home working, flexible start and finish times or compressed hours. Please talk to us at interview about the flexibility you need. (We can't promise to give you exactly what you want, but we do promise to consider your request.)

You will benefit from a range of training and development opportunities, as part of the Fabric team.

All Fabric staff have access to an Employee Assistance Programme funded by Fabric, which provides fully confidential advice, practical information, resources, support and counselling on a wide range of personal and work-related issues.

About Fabric

Who we are

Fabric is a strategic dance development organisation based in the Midlands with sites in Birmingham and Nottingham.

Created in 2022 by merging Dance4 in Nottingham and DanceXchange in Birmingham, Fabric was nearly five years in the making: five years of thinking, talking, planning and hard work against a constantly changing external environment, and social and economic backdrop.

Since forming, we have been designing Fabric's work, harnessing skills, knowledge and expertise to create expansive programmes that benefit from the scale, scope and success of the organisation and our collective expertise, building on a combined 60 years of experience and success.

We seek to develop dance as an artform, curious about it now and in the future, working with artists, partners, collaborators and stakeholders that reflect and celebrate contemporary Britain and its local to global communities and connections.

We are dedicated to demonstrating and embedding the social value of dance and movement through strategic interventions that improve the quality of practice in research, creation, performance and participation.

The Midlands, our home cities and the communities we serve and collaborate with are constantly changing – they bring a diversity of practices and forms together to make this an extraordinary place for dance.

Our mission will create the conditions for dance to flourish by growing the dance economy for the health, wellbeing, development and connection of communities, cultures and the individual.

The Four Cornerstones of *Dance Moves People*, our 10-Year Strategy

Research – holding a space of curiosity driven by the desire to understand more about what dance is, what it can be, and what impact it can have physically, emotionally, socially, culturally and curatorially.

Engagement – creating an accessible and sustainable environment for organisations, artists and practitioners to connect with people of all ages, abilities and backgrounds, for the joy of dance in all its forms.

Sector Development – creating, identifying and supporting conditions for growth through strategic conversations that connect artists, participants, and the work, politically, culturally, and socially.

Presentation and Showcasing – producing, co-producing and championing art and performance with dance and movement at its core, to ensure the artform is recognised for the essential role it plays in the UK's cultural and creative offering.

Our Values

Our approach is informed by Care, Openness, and Rigour through the curatorial values of:

Curiosity – an openness to taking risks, being uncertain, and asking difficult questions.

Disruption – embracing risk-taking, action and investment, that might disrupt old or accepted ways of working.

Joy – the lens through which everything should be seen and or/approached.

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What we do

Fabric has a strategic role in developing the artform and growing the market for dance, supporting dance artists and choreographers to create and develop their practice, whilst building sustainable dance careers.

Fabric nurtures talented young performers, choreographers and leaders; runs an extensive outreach and education programme; leads the Midlands Centre for Advanced Training (CAT) programmes; and produces a range of multi-partner community, health and inclusion projects.

Fabric provides local, national and international leadership, working in partnership with venues, local authorities, education, creative industries and other providers to connect the most extraordinary dance and choreographic practices to the widest possible audience.

Fabric is the producer of Nottdance, a festival of extraordinary dance, at the forefront of creating and presenting new artistic perspectives.

Company Status and Finances

Fabric is a charitable incorporated organisation (CIO), Registered Charity No. 1196368, with a mixed portfolio of funding and investment from Arts Council England, and a range of co-producers, partners, sponsors, trusts and foundations. Earned income is currently generated through ticket sales, participation fees and studio hires, along with other professional and industry initiatives.

Our Home

Fabric operates across two sites in the Midlands:

- Our Nottingham site in Space 2, in the Sneinton area of Nottingham, where we have office space and three state-of-the-art dance studios, alongside meeting and networking spaces.
- Our Birmingham site, based on Level 5 of the Birmingham Hippodrome campus, in the Southside district of Birmingham, where we have an office space and three well-equipped professional dance studios. (Birmingham is our registered address)

To find out more, visit <https://fabric.dance>