



# **LEARNING & PARTICIPATION MANAGER**

**Maternity cover  
12-month fixed term contract  
Part time - 3 or 4 days a week**

**Job Pack  
September 2025**





**An exciting opportunity has arisen to join one of the UK's leading dance companies as Learning & Participation Manager, a role where you will promote and support access to dance opportunities across diverse communities and settings.**





Hands Down choreographed by Anthony Missen  
Photo: FiraTàrrega Festival, Spain

## INTRODUCTION

Chameleon make original, inspiring dance theatre in Manchester and perform across the UK and the world, staging over 50 performances every year.

We are driven by our purpose - to change the narrative through dance. As a company, we consistently push the boundaries of movement to connect and empower people and communities through unique dance experiences.

At Chameleon, we believe dance is an agent to address inequality through creating opportunity and being a catalyst for a more balanced and representative world, which includes the dance sector.

Chameleon's dance style is creative and accessible. People are often surprised by what they see. Our movement style breaks with traditional perceptions of dance and explores themes that are relatable and common to everyone. Our unique approach follows through to the classes, workshops, and participation opportunities offered at our home studio in Openshaw, Manchester, which has inspired our vision to develop a dance hub packed with possibilities and pathways for everyone.

Through creating valuable and meaningful dance experiences for the community on our doorstep and the communities we connect with across the world, our focus is to increase cultural opportunity through sharing the many benefits of dance.

Growing the company's participation programme to offer dance classes for all ages and abilities is a key part of achieving this vision. As we grow our programme of classes at our studio and engage more people in dance across Manchester, we continue to take dance into communities locally, nationally, and internationally, performing at theatres and at outdoor events and festivals.

Across everything we do, our values unite us as Chameleons. Our core team are united by shared values of integrity, transformation, empowerment, excellence, meaning and knowledge. Together our values guide us and show us the way. They help us serve our purpose, work towards our vision and thrive in the freedom and inspiration that dance gifts us.







Push, choreographed by Kevin Edward Turner and Anthony Missen  
Photo: Brian Slater

## ABOUT COMPANY CHAMELEON

Company Chameleon started when Anthony Missen and Kevin Edward Turner met at Trafford Youth Dance Theatre in the mid-1990s. Two ordinary lads from Manchester, they shared an ambition to dance professionally.

After developing their talent at Trafford Youth Dance Theatre, they went on to train at the Northern School of Contemporary Dance, and after graduating, they travelled and worked with some of the world's most innovative dance companies and choreographers.

They came home in 2007 with the aim of setting up their own dance company – and Company Chameleon was born. Today, Company Chameleon tours internationally, staging over 50 indoor and outdoor performances every year. Today, the Chameleon team has grown to a team of fourteen and led by Artistic Director, Kevin Edward Turner. Now in our own space, we're based at our dance studio in Openshaw, Manchester.

Our vision for the studio is to create a dance hub packed with possibilities for everyone. Our growing studio programme of performances, classes, workshops and events, includes opportunities for professional dancers, young people and adults to enjoy and feel the benefits of dance.

When we're away from home, we're either performing or taking dance out into local, national and international communities, introducing people to a different side of dance and movement through our accessible and original movement style.

In 2019, Company Chameleon welcomed Dame Darcey Bussell on board as the Company's first-ever Patron.





## OVERVIEW OF THE ROLE

**Role:** Learning & Participation Manager (maternity cover)

**Contract:** 12-month fixed term contract

**Location:** Manchester, UK

**Salary:** £30,000 pro-rata

£24,000 per annum - 4 days and £18,000 - 3 days

**Hours:** 3 or 4 days per week

21 hours per week - 3 days / 28 hours per week - 4 days

**Holidays:** 25 days pro-rata plus bank holidays

15 days per annum - 3 days / 20 days per annum - 4 days

**Responsible to:** Artistic Director and General Manager

**Responsible for:** Dance & Health Artist





## OVERVIEW OF THE ROLE

An exciting opportunity has arisen to join one of the UK's leading dance companies in a role that promotes and supports access to dance opportunities across diverse communities and settings.

As Company Chameleon's work continues to grow across the city, regionally, nationally and internationally, we are seeking to appoint an enthusiastic, creative and dynamic manager to lead this ambitious programme over the next 12 months.

This key role within the organisation will take a hands-on approach in managing the existing learning and participation programme as well as seeking new opportunities to develop, expand and increase the impact and reach of our work.

From studio classes and youth dance programmes to education workshops and bespoke project work in secure settings, the Learning & Participation Manager will design and deliver meaningful opportunities, overseeing year-round activity that enables a diverse range of people to engage with the company and access high quality dance experiences.

The successful candidate will lead the development of our engagement programme, aligning it with the company's strategic goals and artistic vision. They will bring a track record of success, a forward-thinking mindset, and a strong commitment to excellence. Their approach will be inclusive, creative and collaborative, ensuring high-quality delivery across all areas of their work.

We are looking for a creative and strategic thinker, who can work collaboratively across the whole company, and with external partners. A strong communicator, good time management skills and a flexible approach, the successful candidate will be a team player with the ability to work well under pressure within a fast paced and growing organisation.



# KEY RESPONSIBILITIES



- To work with the Artistic Director to ensure that the learning and participation programme fully integrates and links to the artistic programme.
- To lead on the implementation and development of the learning and participation strategy in collaboration with the Artistic Director and General Manager.
- To develop strategic partnerships and relationships with local authorities, arts organisations, touring venues, agencies, funding bodies, schools and community groups to ensure the company's programme reaches a wide audience.
- To develop strong relationships with the regional dance community and to carry out regular analysis and consultancy with this network to ensure the programme responds to the needs and interests of local artists.
- To oversee all aspects of devising and delivering the various projects and initiatives which make up the learning and participation strategy.
- To maintain a working knowledge of dance practice, engagement and education practice and policy.
- To directly manage and support the Dance & Health Artist and manage the recruitment, induction, ongoing training and evaluation of any freelance practitioners working within the learning and participation programme.
- To contract all dance practitioners and other freelance artists for workshops and projects and to lead on communication with them to ensure they are fully briefed on any work undertaken as a representative of the company.
- To act as Company Chameleon's designated Safeguarding Officer.
- Regularly review that all activity conforms to financial, legal, statutory policies such as Child Protection, Safeguarding and to ensure best practice is always in place when working with young people and / or vulnerable adults.
- To ensure DBS checks are completed for all artists employed.
- To work with marketing staff on all learning and participation communication to ensure suitable publicity and promotional material is produced and distributed to promote the learning and participation programme, including the development of online content.
- To contribute to funding applications when required, and to actively seek new fundraising opportunities to support the ongoing development of the learning and participation programme.
- To ensure thorough and effective evaluation of workshops and projects and ensure feedback is incorporated in future planning.
- To establish evaluation and documentation systems and to collect data and prepare written reports for the board and funders which respond to the programmes KPI's and targets.
- To create and manage budgets for the learning and participation programme and to report progress on a regular basis with senior management colleagues.
- To attend board meetings as requested.
- To represent Company Chameleon at national networks, relevant conferences and events and be an advocate for this programme of work regionally, nationally and internationally.
- To attend Company Chameleon performances and events.
- To work collaboratively and supportively with all members of the team.
- To work evenings and weekends as appropriate.



# PERSON SPECIFICATION



## Essential

- Educated to degree level or equivalent.
- An up to date knowledge of the UK dance sector.
- Ability to lead, manage and motivate a team, including freelance staff and volunteers, ensuring high performance.
- Experience of devising and delivering successful youth dance, educational and community dance initiatives.
- Experience of working with young people within an arts environment, in a management position.
- A solid up to date training in safeguarding procedures and safe dance practice as related to working with children, young people and vulnerable adults.
- Understanding of the barriers to arts engagement.
- Experience of fundraising and writing funding applications.
- Understanding of monitoring / evaluation systems and frameworks and experience in writing reports.
- Sound financial skills and a proven ability to set and manage budgets and work to financial targets.
- Good IT knowledge including Word, Excel and experience of using CRM systems.
- Excellent verbal and written communication skills, for a variety of audiences.
- Strong organisational and time management skills with clear attention to detail.
- A commitment to the principles of equality, diversity and inclusion and the application of these throughout all activities.
- Ability to work on own initiative and as part of a small, busy team.
- Ability to work efficiently and effectively under pressure to meet deadlines.
- A flexible, collaborative and conscientious approach to work.
- A positive, friendly and professional attitude.
- A willingness to be flexible with working hours which will include some evening and weekend work.

## Desirable

- A minimum of 3 years' experience of delivering learning and participation / education programmes within an arts environment.
- Knowledge and experience of cross sector working.
- Strong interest in contemporary dance.
- Knowledge of dance sector in Manchester and Greater Manchester.
- Experience of line managing other staff members.
- Excellent interpersonal skills with the ability to relate to a wide variety of people.
- Full UK driving licence and access to a car.





Pep talk with Kevin Edward Turner, Artistic Director  
Photo: Joel Chester Fildes

## HOW TO APPLY

Please apply with CV and covering letter, highlighting your relevant skills and experience and outlining your interest in the role.

The deadline for receipt of applications is 5pm on Sunday 2 November 2025. Applications received after this time will not be considered. We will contact successful applicants, w/c 3 November, and interviews will take place w/c 10 November.

Applications should be sent to [info@companychameleon.com](mailto:info@companychameleon.com) with the subject line: Learning & Participation Manager – Private & Confidential.

If you have any questions about this position, please contact:  
[info@companychameleon.com](mailto:info@companychameleon.com) | 0161 223 6280

Company Chameleon believe that diversity strengthens and enriches us, and that it is our responsibility to make the arts and cultural sector a more diverse and equal place. We are committed to building a culturally diverse workforce and therefore strongly encourage applicants from different backgrounds to apply and welcome applications from all people who are underrepresented in our sector.

### **Timeline**

**Deadline for applications: Sunday 2 November 2025 (5pm)**

**Candidates can expect to be contacted: W/C 3 November 2025**

**Interviews: W/C 10 November 2025 (Manchester or online)**







Chameleon Youth perform outdoor at We Invented The Weekend  
Photo: Mykola Romanovsky





Company Chameleon  
Photo: Joel Chester Fildes



**THANK YOU FOR YOUR INTEREST  
IN COMPANY CHAMELEON**



**[companychameleon.com](http://companychameleon.com)**



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