

A group of five people are gathered in front of a brick wall. One person is seated in a wheelchair, leaning back against a wooden bench. Another person is seated in a wheelchair to the right. Two people are kneeling on the floor in front of the person in the wheelchair, and one person is leaning over them. The scene is lit with warm, golden light, suggesting an indoor setting with large windows or a stage.

**We're looking for new
Board Directors/Board Member**

Join Our Team!

Could you be our next Board Director or Board Member?

FRONTLINEdance is seeking two Board Directors and one Board Member to join our Board. As part of our ongoing efforts to strengthen and evolve our governing team, FRONTLINEdance will be welcoming new Board Directors/Members to join it at the AGM on Saturday 26th September 2026.

Now is a great time to join!

Our overarching ambition is to strengthen our foundations, expand our impact, and ensure d/Deaf, disabled, neurodivergent people (dDDN) and those with long-term health conditions (LTHC) can access, enjoy, and thrive within arts and culture across Stoke-on-Trent, North Staffordshire, and beyond. We want our Board to reflect the people and communities of FRONTLINEdance and to expand the diversity of voices represented within it.

We are recruiting Board Directors/Members with lived and/or professional experience in one or more of the following areas:

- Practising contemporary dance artist who works across performance, health or community settings
- Contemporary dance producer / project manager / artistic director or involved in creative health
- Disability arts creative / producer / director
- Legal expertise – understanding of charity law, employment law, company law, compliance and governance frameworks
- Business development and income generation
- Understanding of the principles we invest in that are guided by Arts Council England: Ambition & Quality, Dynamism, Environmental Responsibility and Inclusivity & Relevance
- Leadership experience in FRONTLINEdance's areas of work: clinical, education and community settings; arts / dance sector; within not-for-profit organisations and/or charities
- Experience of either touring, disability arts, screen dance, performance and facilitation in clinical, education and community settings, dance and dDDN advocacy, creative health, commissioning and supporting disabled artists
- Leading teams and steering companies strategically
- Overseeing or managing business accounts, company finances and budgets

About FRONTLINEdance

FRONTLINEdance is an artist-led company based in Stoke-on-Trent, placing d/Deaf, disabled and neurodivergent (dDDN) people, hospital patients, and those with long-term health conditions (LTHC) at the core of our organisation as leaders, dancers, artists, participants and audiences.

Established in November 2001, as a not-for-profit Company Ltd by guarantee, FRONTLINEdance is now an Arts Council England National Portfolio Organisation (2023–2028).

FRONTLINEdance is currently delivering a dynamic programme of activity that enables dDDN people and people with LTHC, to enjoy arts and culture with ease and thrive as artists. Alongside this, the organisation is preparing for its 25th Anniversary Year (November 2027–2028).

We are committed to ensuring that our Board reflects who we are as an artist-led company – with d/DEAF, disabled and neurodivergent people leading and at the heart of our work.

We are interested in hearing from a wide array of applicants and particularly welcome applications from people who:

- Identify as one or more of the following: from lower socio-economic background; are of global majority heritage; who identify as LGBTQ+; who are d/DEAF, disabled or neurodivergent; who are parent-carers of disabled children/adults
- Are from or living in Stoke-on-Trent or the wider Staffordshire area, or have strategic knowledge of Stoke-on-Trent/Staffordshire



The Board's Purpose

Board Directors:

- Support FRONTLINEdance to deliver an ambitious activity plan aligned with Arts Council England's Investment Principles and strategy.
- Advocate for access and inclusion, and help connect the organisation to partners, supporters, donors and investors
- Ensure that the board is a place where d/DEAF, disabled and neurodivergent people can lead, develop and thrive with equity
- Provide objective oversight, scrutiny, and constructive challenge
- Advise on strategic development and long-term sustainability
- Champion work aligned with the Levelling Up agenda, particularly in reaching underserved communities



Skills, Knowledge and Experience



We are looking for individuals who are committed to:

- Embedding inclusion and access at the heart of all activity
- Championing the social model of disability in decision-making
- Supporting d/DEAF, disabled and neurodivergent leadership within the organisation
- Contributing to the contemporary dance, arts, and disability ecology
- Understanding Arts Council England's Investment Principles and strategy.
- Developing relationships with partners, funders, and donors
- Ensuring strong governance and compliance
- Making thoughtful and strategic decisions

Time Commitment/Term

- Term: 2-3 years
- Attend quarterly Board meetings (online on Microsoft Teams): usually March, July, September and December
- Attend in-person AGM: Saturday 26th September 2026, 10:45am – 2pm in Stoke-on-Trent
- Attend in-person Board away days: January and July (TBC)
- Subgroup meetings for areas of specialism or interest: every 8 weeks with FRONTLINEdance senior management
- Attend at least one performance or event per year
- Timely responses to communications
- Read Board documents prior to meetings
- Ensure compliance with governing documents and relevant legislation

Upcoming Board Meeting Dates:

The dates of the next Board meetings are below. All meetings run 6:30 – 8:30pm and are held online on Microsoft Teams.

- Tuesday 29th September 2026
- Tuesday 15th December 2026
- Tuesday 30th March 2027
- Tuesday 27th July 2027



Benefits of joining



- Expand your professional network and develop your skills
- Strengthen your judgement, leadership and interpersonal abilities
- Work alongside d/DEAF, disabled and neurodivergent professionals
- Make a meaningful impact
- Contribute to a more inclusive arts sector
- Support community cohesion and engagement
- Help ensure Stoke-on-Trent and North Staffordshire are places where everyone can thrive creatively
- Travel expenses paid at 45p per mile, other pre-agreed expenses may also be paid
- Lunch/refreshments provided at FRONTLINEdance events

We expect all those who work for FRONTLINEdance to:

CHAMPION and uphold FRONTLINEdance's values and policies. Ensure inclusion and access are embedded and at the centre of all we do, then advocate this externally. The [social model of disability](#) initiates our methodology and decision-making. As does our lived experience.

SHARE our vision for Stoke-on-Trent and North Staffordshire to be a place where d/DEAF, disabled and neurodivergent people can enjoy arts and culture with ease and thrive as artists.

SUPPORT FRONTLINEdance to deliver with quality, an ambitious activity plan that embeds the Arts Council England's shared [Investment Principles](#) and [Let's Create](#) strategy.

ADVOCATE for access and inclusion widely, and introduce FRONTLINEdance to potential supporters, partners, and investors.

BE OBJECTIVE with the ability to scrutinise and question decisions, planning and delivery.

Being based in Stoke-on-Trent means that our work is positioned to the Levelling-up Agenda, and therefore applicants should be strong advocates for programming and connecting to those who are excluded (due to geographical, social or economic factors).

Recruitment Process

Deadline for applications: 12pm, Monday 7th September 2026

Interviews are likely to be held online on Microsoft Teams on: 5:30pm, Monday 14th September 2026

If the interview date will not suit you, please tell us so in your application. You will be notified if you are being invited to interview by Wednesday 9th September. You will be notified of the outcome of your application by Thursday 17th September.

Selection panel and process: The Artistic Director and CEO and the Chair of the Board of Directors will review all applications and form the interview panel. FRONTLINEdance recognises that a great deal of effort and time is put into applying for a position. We respect the time and effort that will go into your application, so we want you to know that the team involved in reviewing your application and selecting candidates for interview will be representative of the FRONTLINEdance community.

If you are selected for an interview, we will send you a set of interview questions a couple of hours before the interview itself (this is so people don't over-prepare – it's not an exam and the questions don't require research or have 'right' or 'wrong' answers). If for access you would like them earlier than this, just let us know.

We will let you know if our timelines change. You will hear from us no matter the outcome of your application, and we will aim to give you some brief feedback.

AGM Date: 10:45am – 2pm, Saturday 26th September 2026. Successful applicants will join the FRONTLINEdance Board AGM in person in Stoke-on-Trent where they will officially join the Board. Exact location TBC; lunch and refreshments will be included. Please mark this date in your diary.

How To Apply

To apply:

1. Please complete this online form: <https://forms.office.com/e/cmh1eF1aNn>
2. Email an up-to-date CV (maximum 2 pages) to jasmine@frontlinedance.co.uk with the subject: Board Director/
Member Application

Applicants will receive a confirmation email (within 2 weeks of submission) to acknowledge FRONTLINEdance has received your application (online form and CV).

Applications can be made by text, audio and video, including BSL video.

Please email audio and video applications to jasmine@frontlinedance.co.uk as links rather than attached files, along with your CV.

Please use whichever method you prefer to tell us why you would be great at this position and why you want to do it, ensuring you answer every question. You'll be asked for any access requirements when offered an interview



Equal Opportunities

FRONTLINEdance would like to encourage applications from those who are underrepresented and often encounter barriers to employment and senior roles.

All applicants with the experience we are looking for plus the following lived/professional experience will be selected for interview:

Identify as one or more of the following: from lower socio-economic background; are of global majority heritage; who identify as LGBTQ+; who are d/DEAF, disabled or neurodivergent; who are parent-carers of disabled children/adults.

Monitoring Statement

FRONTLINEdance receives funding from several organisations that require us to collect monitoring data. Arts Council England requires us to ask questions to help measure whether people who are often excluded from the arts are being reached and supported. This data helps Arts Council England demonstrate to the government that funding is reducing exclusion, isolation and barriers to participation. Questions may feel personal, which is why options such as “prefer not to say” or “don’t know” are available, and all forms are anonymous. Individual responses to the monitoring questions are not shared with the hiring team or other staff members; only relevant access needs or support requirements are communicated to help them provide a safe and effective experience.

Links to other versions of this information can be found on our website:

<https://frontlinedance.co.uk/news-and-updates/>



Information about Stoke-on-Trent

Stoke-on-Trent is a unique city affectionately known as The Potteries. We are a creative city that makes beautiful things. It's an area that is currently receiving major investment and as a result, new NPO's, businesses, buildings, housing, and initiatives are increasing, ensuring the City's vibrancy and stability grow.

Stoke-on-Trent boasts a vibrant and diverse arts and culture scene, deeply rooted in its history of pottery and industrial heritage, with a strong emphasis on community engagement and creative placemaking. We have excellent grassroots and community arts engagement spanning music, ceramics, dance, theatre, spoken word, poetry, visual arts, photography and film. The city offers a mix of traditional and contemporary spaces and arts activities, with a wonderful host of green spaces.

Key aspects of Stoke-on-Trent's arts and culture scene include: The Potteries Museum & Art Gallery, New Vic Theatre, Appetite, Kwanaza Collective, Restoke, Portland Inn Project, Claybody Theatre, B'Arts, PinC, AirSpace, The Gallery, British Ceramics Biennial, Victoria Hall, Regent Theatre, World of Wedgwood, Junction 15 Film Productions, Wheels in Motion, and a diverse range of independent artists and festivals.

The Arts and Culture in the City, is supported by the City Council, SOT Bid Team, Stoke Creates and Made in Stoke.

Stoke-on-Trent also boasts small to big charities with whom we work with and alongside: Vast, UHNM Charity, Staffordshire Sightloss, Deaflinks, DEAFvibes, Dougie Mac / Donna Louise, ABLE stoke, Life Works, Saltbox, Beth Johnson Foundation. Stoke on Trent is also home to Staffordshire University and Keele University.

It is located in the centre of Staffordshire, Shropshire, Cheshire, and Derbyshire.

Our team



Rachael Lines
Artistic Director and CEO
Full-time, PAYE



Jasmine Man
People and Operations Manager
Part-time, PAYE



Amy Tomson
Talent and Programme Development
Facilitator
Part-time, PAYE



Colin Williamson
Project Manager
Part-time, PAYE



Suzanne Lines
Administrator and Operations Officer
Full-time, PAYE



Sophie Rushton
Office and Projects Assistant
Part-time, PAYE



Matthew Byatt
Creative Enabler/Access Support
Part-time, PAYE



Melanie Whitehead-Smith
Touring Project Manager
Part-time, freelance



Kirsten Tranter
Research Project Manager
Part-time, freelance



Dana Jundi
Evaluator
Part-time, freelance

[Please visit the About Us page of our website to see more.](#) Freelance dance artists:
Amy Harrison, Kayleigh Price, Katie Albon, Charlotte Arnold, Shannon Whetnall, and many more.

A diverse group of people, including a young man in a striped sweater, a man in a black beanie, and an older man in a brown jacket, are clapping enthusiastically. They are seated in an audience, and the background shows other people and a stage area.

Thank you for your time and interest!