

JOB DESCRIPTION

JOB TITLE	Lead Practitioner – Dance
TYPE OF CONTRACT	Permanent, Full-time
RESPONSIBLE TO	Course Leader MA/MFA Musical Theatre
GRADE AND SALARY	Grade 6 £43,290 - £47,305 Please note that we advertise our salaries on a range to indicate the trajectory of progression that can be made. Appointments are usually made at the start of the salary range
HOURS OF WORK	37 hours per week; Monday to Friday (9:15am – 5.30pm) plus evening and weekend work as and when necessary
KEY WORKING RELATIONSHIPS INTERNAL EXTERNAL	Lead Practitioner in Movement, Director of Actor Training and Drama School, Course Leaders, Head of Technical Training, Head of Screen and Audio, Drama School Operations Manager, Producer, other Lead Practitioners, Teaching Associates, Examinations department. Freelancers (Associate Artists and Specialist Practitioners)
	Industry
PROBATIONARY PERIOD	Your employment will be subject to a probationary period of 6 months
BENEFITS	
(1) HOLIDAY ENTITLEMENT	Generous annual leave of 28 days plus Bank holidays (This is inclusive of any days when LAMDA may be closed, e.g. Christmas closure)
(2) PENSION	After 3 months of continuous service you will be automatically enrolled into our qualifying workplace pension scheme with AVIVA. LAMDA will make an additional contribution in accordance with auto-enrolment regulations

(3) GP 24	You have access to remote, private GP services 24/7, 365 days a year. GP 24 is supported by highly experienced and knowledgeable doctors
(4) EMPLOYEE ASSISTANCE PROGRAMME (EAP)	EAP is a confidential employee benefit designed to help you deal with personal and professional problems that could be affecting your home life or work life, health and general wellbeing. EAP service provides a complete support network that offers expert advice and compassionate guidance 24/7, covering a wide range of issues
(5) MENTAL HEALTH SUPPORT	LAMDA offers confidential, 24/7, online easy to access mental health support which is a free service
(6) CYCLE TO WORK SCHEME	LAMDA offers a salary sacrifice cycle to work scheme
(7) EYE TESTS	Sight test costs is reimbursed to employees who require VDU use
(8) HYBRID WORKING	Hybrid working may be offered for some non-student facing roles. We expect a norm of 60% of your time in the office and 40% of your time to be worked from home
(9) GROUP LIFE ASSURANCE	After six months of continuous service and on successful completion of the probationary period you will become eligible to death-in-service benefit where the nominated beneficiary could receive approximately 4 x annual salary payment if death occurs whilst in service
(10) SEASON TICKET LOAN	LAMDA offers an interest-free loan for the purchase of an annual season ticket
(11) REWARDS MARKETPLACE	You are eligible to join our reward scheme in which you can take advantage of discounts and perks in 1000s of brands from a wide variety of categories

JOB PURPOSE

The primary focus of this role is to inspire, teach and support the next generation of actors, performers and creatives.

Be the departmental lead for Dance discipline classes across all courses and in ensuring that practice keeps pace with current industry practice and providing advice to Course Leaders and Director of Actor Training of Actor Training on course matters, teaching and learning development particular to the discipline.

This role will also collaborate with Lead Practitioner in Movement on the administration and organising of the intimacy and fight training for actors at LAMDA

DUTIES AND RESPONSIBILITIES

- To provide teaching and training to Acting and Musical Theatre students, with a specialism in at least two of the following: Jazz, Ballet, Tap, Hip Hop, Contemporary, Commercial, Double-work or Musical Theatre repertoire.
- To have Personal Tutor/Head of Year responsibilities and, where appropriate, triage non-academic aspects of the student experience
- To deliver tutorials to the Acting & Musical Theatre students and draw up written assessments of the students at the end of each unit of work, as well as oversee the drawing up of written assessments by other teachers in the discipline
- To lead in the development of the syllabus for Dance skills; prepare and deliver dance classes to the Acting and Musical Theatre students, contribute to module development in liaison with Course Leaders and the Director of Actor Training and Drama School
- To choreograph for projects and productions
- Lead on recruitment of Associate Teachers and Hourly paid teachers, specialist tutors in the discipline and support for public productions
- Coordinate the allocation of teachers and choreographers to classes and rehearsal cover in accordance with budget restrictions
- Bring to bear particular industry experience in development of teaching practice at LAMDA
- To monitor LAMDA's dance resources annually
- Contribute to School-wide events (e.g Winter Concert) in collaboration with Course Leader for Musical Theatre and other key members of staff
- Teaching and acting as a personal tutor/Head of Year to students to deal with and, where appropriate, triage non-academic aspects of the student experience
- Ensure that teaching delivery accurately reflects module requirements in the associated discipline
- To undertake organisational tasks and administrative duties related to your own teaching
- To provide production support for public productions as needed
- To review the outcome of your teaching and contribute feedback to periodic programme review
- To maintain academic standards and work in accordance with LAMDA policies
- Module development
- To contribute to student recruitment and audition panels, providing feedback on prospective students
- Manage the Associate Teachers (Dance) and freelance specialist tutors in relevant disciplines
- Ensuring that all timetabled hours allocated to dance are covered in the event of absence/illness
- To undertake organisational tasks and collaborate with Lead Practitioner in Movement on the administration and organising of the intimacy and fight training for actors at LAMDA
- Occasional project direction (if aligned with skill set)
- Work with the Course Leaders to maintain a sufficient pool of teachers to meet the requirements of the curriculum for the discipline
- Provide pastoral care, performance management and professional development for Associate Teachers
- Collaboration with other Lead Practitioners and Exams in the development of new courses (validated, non-validated, LAMDA Exams and CPD)
- To undertake the Fellowship programme of the Higher Education Academy
- Undertake other relevant duties, as required
- Assist the Course Leader in organisation of Associate Teachers to support contribution to following four themes to underpin changing practice at LAMDA (and make a personal contribution in at least two):

- a) **Access and Inclusion** - widening access and inclusion within the school and outside. Engagement through recruitment, audition squad, access summer school and exams. Anti-Racist and Inclusive Teaching practice and pedagogy. Commitment and experience of facilitating modern ensemble - co-creation, facilitation of safe spaces, zero-tolerance, and conflict resolution - to foster collaboration and creativity.
- b) **Development of Individual Health, Wellbeing and Resilience** building - a holistic approach to training the individual to empower and build confidence and practice for the professional world - journaling, mindfulness, mental wellness, personal coaching, life plans, leadership development and mentoring.
- c) **Development of multi skilled Artists and Creative Technicians** for a sustainable creative skills sector with relevant experience and practice in making sustainable theatre, content production and promotion across all platforms, creative access and inclusion, creating and delivering socially engaged work for a wide range of audiences and stakeholders.
- d) **Digital** - supporting the digitisation of LAMDA in teaching, learning, research, knowledge exchange, technical theatre, screen and audio and other platforms.

It is expected that approximately 50% of working hours will be spent over the course of the year with face to face teaching, with the remaining 50% comprising: Preparation, Marking, Workshops, Productions, On-line first Round (self-tape reviews), Recalls, Summer Schools, Curriculum Development Activity, Learning and Student Support Tutorials and Personal and Curriculum Development and other activity).

This job description reflects the present requirements of the post and should not be seen as an exhaustive list of responsibilities. Duties and responsibilities may develop and change in consultation with line management.

The successful applicant will be required to go through a DBS 'Enhanced Disclosure' check. Expenses will be met by the Academy.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
SKILLS / ABILITIES	<p>Expert knowledge of at least two dance disciplines including (Jazz ballet tap hip hop contemporary commercial, double work, and Musical Theatre)</p> <p>Choreography skills</p> <p>Ability to review and appraise the performance of other teachers</p> <p>Admin and project management skills</p> <p>Ability to review, reflect and evaluate to inform change</p> <p>The ability to stimulate and encourage the commitment to learn in others and to promote depth of learning in the subject area</p> <p>The ability to create and maintain an inclusive and safe learning environment for all students</p> <p>Ability to work effectively and creatively with students and colleagues</p> <p>Ability to work and learn alongside students in co-creation</p> <p>Ability to organise own time effectively, so as to meet deadlines and manage competing priorities</p> <p>Good analytical skills and the ability to respond to problems which arise in learning situations</p> <p>Ability to translate teaching and learning into the virtual learning environment</p>	<p>Intimacy direction/coordination</p> <p>Fight direction</p> <p>Facilitation skills</p> <p>Conflict resolution</p>	<p>CV/Cover letter/ Interview</p>

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
KNOWLEDGE	<p>Extensive breadth and depth of knowledge, contemporary professional application and understanding in the relevant discipline(s)</p> <p>Understanding across the course curriculum and the scholarship associated with it.</p> <p>An extensive network of dance and choreography professionals</p>	<p>Knowledge and experience in injury prevention and sustainable dance practice</p> <p>A body-inclusive approach to dance</p> <p>Working knowledge of choreography for camera.</p> <p>Safeguarding</p> <p>Health and safety in professional or training settings</p>	CV/Cover letter/ Interview
EXPERIENCE	<p>Extensive and demonstrable experience in a relevant pedagogical and/or industry context</p> <p>Professional experience working in Musical Theatre</p> <p>Some experience in working with actors and performers at all levels of dance experience</p> <p>Experience of working with young people</p> <p>Continuing professional development</p> <p>Theatre and/or Screen industry experience</p> <p>Interest and/or experience in curriculum development</p> <p>Some experience in staffing and recruitment</p>	<p>Passion and proven ability to work collaboratively with course leaders, lead practitioners, and directors</p> <p>Artist development and participatory arts in a variety of setting and a variety of audiences</p> <p>Work on unconscious bias, consent and inclusion</p> <p>Experience of managing budgets</p> <p>Experience of line management</p> <p>Experience in leadership and innovation</p> <p>Experience of working to budgets</p>	CV/Cover letter/ Interview
QUALIFICATIONS	Degree and / or relevant Industry experience with participation	Formal learning (or equivalent) in a relevant subject and a research and/or professional	Certificates (If applicable)

	Fellowship of HEA (or willingness to work towards it)		
QUALITIES	Creativity Resilience Empathy Focused, highly efficient, and self-motivated Collaborative team player Good communicator Flexibility Problem-solver Good sense of humour Curious and engaged with current themes in dance and movement pedagogy relating anti-racism and inclusive practice		CV/Cover letter/ Interview

ABOUT LAMDA

As the oldest drama school in the UK, founded in 1861 as the London Academy of Music and Dramatic Art, LAMDA is a world-leading conservatoire based in the heart of London, offering exceptional vocational

training to actors, stage managers, technicians, directors and designers, regardless of their background or socio-economic circumstances. In 1965, LAMDA became the first drama school to introduce technical training and quickly became a prototype for other institutions branching into this area.

LAMDA is also an Ofqual-registered awarding body, offering world renowned qualifications in communication and performance and inspiring the next generation of confident communicators through qualifications in performance and communication.

LAMDA has been registered with the Office for Students as a stand-alone Higher Education Provider since 2019 and was granted full degree awarding powers in 2021. We believe drama has the power to transform lives. Our students graduate as authentic, confident and independent artists or technicians, capable of shaping their own careers.

Conservatoire training is, by its nature, selective, training only the best; course numbers are limited and LAMDA teaches in small groups. There is a core cohort of just under 400 UK and international students a year across six-degree courses and other HE courses. The school also welcomes around 360 students onto other courses during the year, including short courses run during Spring and Summer vacations. LAMDA is a leader in performing arts training and strives for excellence in every facet of our organisation.

At the heart of LAMDA's approach is a commitment to the ensemble, stressing the importance of collaboration to achieve excellence. LAMDA nurtures every student's unique talents to give them the tools they need to become independent, creative artists and technicians, along with all the help and guidance they need to transition and make their mark within the creative and performing arts industry. Alongside this, LAMDA is committed to ensuring that its training is accessible to all. LAMDA has several substantial measures in place to widen access to Higher Education and is committed to the creation of pathways to our training for those from the Global Majority, those from low socio-economic backgrounds and care leavers.

The work of the Academy is complemented by that of LAMDA Examinations, through which LAMDA offers a drama and communications-based syllabus leading to accredited and non-accredited awards in the UK and overseas.

In 2017, LAMDA moved into its new £28.2m centre for world-leading drama training. LAMDA's new home features ten large training and rehearsal studios, three theatres - the 200 seat Sainsbury Theatre, 120-seat the Carne Studio Theatre and the Linbury Studio, and a fully equipped digital and audio suite. In January 2018, LAMDA alumnus Benedict Cumberbatch was appointed the Academy's President.

In July 2018, LAMDA joined the register of Higher Education Providers, a key step towards achieving degree awarding powers. LAMDA now operates independently from the Conservatoire of Dance and Drama, receiving funding directly from the Office for Students. LAMDA was granted full degree awarding powers in 2021.

LAMDA Alumni include Nikki Amuka-Bird, Patricia Hodge, Janet Suzman, Chiwetel Ejiofor, Jeremy Irvine, Rory Kinnear, Harriet Walter, Rose Leslie, Paterson Joseph, David Oyelowo, Katherine Parkinson, Toby Stephens, David Suchet, Sam Claflin, Leah Harvey, and Ruth Wilson, among many others.