

Richard Chappell Dance CIC Board Recruitment Pack July-September 2026



Are you interested in dance development, touring and community co-creation in South West England or across Wales? Are you passionate about interdisciplinary work exploring the intersection between climate and social justice? Consider becoming a part of our development journey as a Board Member for Richard Chappell Dance CIC.

We are at a pivotal and exciting moment of our company's growth and we need dynamic thinkers to help shape our trajectory moving forwards. We are looking for new Directors to join our board and be a part of our change-making community. RCD empowers artists to create vibrant work about human connection, climate empathy and community expression. Through advice giving, collective discussion and advocacy, you will be a champion for RCD's work, values and vision.

At RCD, we believe in the transformative power of dance and collaboration to enrich people's lives, careers and wellbeing. We entertain and move people and cultivate hope for the future. If our work and aims resonate with you and you would like to play an influential part in guiding our future, we want to hear from you.

www.richardchappelldance.co.uk

About Richard Chappell Dance



"I am fortified! Absolutely life affirming. After a year of stress, this brought me back to the point of it all. Thank you." - 2026 Audience Member

Richard Chappell Dance (RCD) is an award winning and internationally renowned ensemble working at the forefront of theatre, community co-creation, interdisciplinary collaboration and site responsive performance. RCD's creations explore human connection as an act of restoration, making space for people connect deeper with themselves, each other and the land around them. Our work shines a light on what people have overcome and where they are going through the lens of climate and social justice.

We shape virtuosity as an expressive tool, energetically blending contemporary dance, ballet, contact and acrobatics. We form dynamic worlds through collaborations with lighting designers, composers and visual artists. Since 2013, RCD has developed 8 productions for theatres, 7 short films and 3 productions for heritage sites & outdoor spaces. We have partnered with Royal Opera House, BBC Arts, English National Ballet, British Council, British High Commission, National Dance Company Wales & many others.

Our participatory programmes work in trusting partnerships with organisations from the arts, care and education sectors. They create enduring and meaningful experiences that enrich participants lives. We prioritise access, joy and empowerment. It draws from Richard's experience as a Support Worker and Producer Clare Parker's experience as a Postural Stability Instructor for Falls Prevention.

We passionately support early career artists through commissioning, programming, training and mentoring. Our work proactively responds to access barriers Richard Chappell felt in his early career, making significant step changes for artists. Our development programmes interlace, supporting individual artists along a bespoke roadmap to career sustainability, learning and boldness.

RCD is led by passionate climate justice activists from rural communities. Since 2022, we have partnered with climate researchers to blend climate education with community discussion and artistic creation. Past partners have included the Centre of Alternative Technology, Global Systems Institute and Natural England.

Our Annual Activities

A photograph of two dancers on a stage, seen from behind. They are wearing light-colored, possibly white, dresses or costumes. The stage is bathed in a warm, red light, with several horizontal rows of small lights visible in the background, creating a dramatic and atmospheric scene.

"I came today with grief and tiredness and I am leaving with such a full heart of connection. Thank you." - 2026 Ceilidh Participant

Touring

- Remounts or creation processes of up to 3 productions per year
- 15-20 performances across mid scale theatres, outdoor contexts, small scale theatres and rural halls and site responsive locations, such as warehouses, shopping centres or heritage sites

Community Place Making

- 5-10x community ceilidhs/twmpaths which include social dancing and community discussions
- One large community creation with an intergenerational cast of 20-60 people
- 5-10x sessions in secondary schools, community hubs or residential care homes
- 4x partnerships with local community groups to perform curtain raisers

Artist Development

- Empowering and bespoke mentoring in producing, leadership, climate justice, technical theatre
- Commissioning 3-5 early career choreographers to create work at cost for our performances and engagement work
- Programming of up to 3 artists for single night performances at cost in our mixed bills
- Co-writing of Arts Council England/Wales bids to support artists to manage their own budgets
- Up to 4x weeks of free morning classes for professional dancers and 3x full day workshops

Why Join Now?



After forming in 2013, the company registered as a Community Interest Company in 2021 and has since then grown in our scale of activity, our impact and the quality of our work. Richard Chappell Dance is now stepping into a pivotal moment in our organisation's development and our board will play a crucial role in the achievement of our goals.

We are now focused on strengthening our financial consistency through securing both programme specific funds and multi year core funding, with a strong focus on the upcoming Arts Council England National Portfolio application process. We want to grow our exchange with climate research and justice organisations and the care sector, to enhance the impacts of our work.

We are operating in a volatile UK landscape for arts funding and touring across scale. In recent years we have embedded our work richly across the cultural landscapes of the South West of England and across Wales, where dance provision has been historically low. Despite considerable adversity, we have maintained high stakeholder engagement and received strong advocacy and praise from the people engaging with our work.

Our work urgently and compassionately addresses important community concerns, including social polarisation, the climate crisis, the loneliness epidemic and the current lack of employment options for artists. We are on an exciting precipice of being able to expand our work's impact and are seeking board members to share expertise and be a part of our strategic decision making. Board members will vigilantly ensure our work adheres to our ethics and operational policies.



Role Description

You will assist with strategy shaping, decision making and impact monitoring, whilst upholding RCD's commitments to ethical governance. This role requires deeply felt belief in our working values and mission and a commitment to objectively evaluate our leadership's decision making through board discussions and digital correspondence. At RCD we dream big whilst vigilantly risk assessing. You will play a vital role in helping the company navigate boldness and risk, whilst working within the uncertain and inconsistent contexts of a project funded dance company.

As a Director, you will play a key role in ensuring the company remains purposeful, by prioritising the needs of our community stakeholders and audiences and the expression and career sustainability of staff and artists. You will bring your expertise, honesty and leadership to support the organisation's short term goals and long term objectives. Working collaboratively with fellow Board members and our senior leadership, you will provide constructive feedback and objective opinion on our work and decision making with other directors.

Time Commitments

- 4 quarterly online meetings per financial year, each lasting one and a half hours maximum
- Time reviewing Artistic Director reports and company accounts prior to meetings
- Attendance at one or more events per year (when programming takes place close to the Director) to understand the company's work live
- Where their expertise is needed, one to one dialogue with the Artistic Director at a point of the Board member's convenience

We want to prioritise working with the right people above insistence of attendance at all meetings should this not be possible. In certain contexts, Directors have received updates digitally or in one to one meetings where attending quarterly meetings was not possible.

As with all non-profits within the cultural sector, this Director role is voluntary. We care about access and will ensure the position is as accessible as possible for people experiencing economic disadvantage. For in person activity, pre-agreed expenses are always reimbursed.



Who We Are Looking For

You will be a good fit for Richard Chappell Dance if you are:

A dance activist. A person who values and is led with a passionate belief in the important role dance can play in UK community expression and wellbeing to tackle societal challenges.

A solutions-focused team player, who can compassionately support the company's leadership with difficult decision making as an active listener and critical peer, whilst championing the company's vision.

A person who understands the nuance and boundaries between a Board Member and an employed member of the leadership team and the experience of freelance cultural workers. All of RCD's leadership team are freelance and may not always have capacity to commit immediate time to enacting feedback swiftly.

RCD's leadership is bold and open to risk taking. Our Board requires equally ambitious people, who can also pragmatically unpick ambition to ensure innovation whilst safeguarding the economic stability of the company.

We are particularly interested to hear from individuals who have some of the below experiences:

- Understanding of, and immersion within, the cultural, care or environmental sectors across the South West of England and across Wales
- Understanding of accountancy and financial monitoring, with either commercial or cultural sector experience
- Understanding of access and the barriers disabled and neurodiverse people experience to engage with the cultural sector
- Experience in both corporate fundraising and encouraging individual giving from high net worth individuals
- Direct experience of dance company or organisation management in the UK across dance development, touring and participation
- Experience of Arts and Wellbeing initiatives with communities, ideally in rural contexts
- People who wield soft advocacy power for the organisation in our regional and national areas of operation
- Experience in the intersection between environmental research and activism, climate justice and the cultural sector
- Expertise in marketing and audience development of dance and cultural activity in the UK
- Expertise in Technical Theatre and/or Production Management, with a focus on mid scale touring
- Understanding of best practice for Human Resources and experience of both freelance and PAYE employment practices

Our Values



"The whole event had both audience and performers exhilarating in the feeling of togetherness and yes - healing and supreme gratitude for what we have, here and now. Unforgettable." - **Elizabeth Janis, Community Cast Member Silence Between Waves**

Empathy | Accessibility

We are passionate about, and responsible for, our work being inclusive, diverse and accessible to collaborators, participants and audiences. By ensuring our spaces are safe and uplifting to work in, we strive to be representative of the cultural changes we want to feel in the dance sector. RCD believes empathy plays a huge part in creating conditions for empowered artists to thrive.

Respect | Collaboration

Cross art form collaboration is at the heart of RCD. Each artist has a voice that matters, whether they be early in their careers or seasoned artists within the cultural sector. We respect each other's individual practices and ways of working. Co-authorship is essential for all our work and we believe that artists meeting through mutual respect and active listening cultivates innovation and learning.

Efficiency | Trust

RCD consists entirely of freelance staff, and requires high levels of organisational and communication skills from all our workers to ensure our programmes operate with efficiency. Each Board Director and freelance staff member's time is valued. RCD is a space that requires solution based thinking and strong time management to ensure our programmes reach the highest possible levels of quality and professionalism. We make space for learning by seeking dialogue with each other and trusting in each other's expertise.

Generosity | Honesty

Our processes require emotional transparency and high vigour. Each artist who is a part of our work needs to be generous in how they give energy to their colleagues and honest when they need support. We are a small ensemble and each artist plays a part in making our work happen through individual and group courage. We see generosity as a reciprocal transference of energy between people for when they are able to give it, and when they need to immerse themselves within it.

Climate | Community

Human connection to land, the natural world and people is an integral part of all of RCD's work. We strive to ensure we leave no trace when working in both venues and outdoors and consider waste reduction and minimisation of our carbon footprint in every aspect of our work. This level of care extends to the community spaces we work with, including outdoor public spaces and buildings. We pay close attention to what language is used and the atmosphere of our spaces.

Video Links

To give you an example of our recent projects and productions, please see the below links:

Hot House: Mid Scale Show Currently Touring

Us Folk: New Mid Scale Show in Development

Challacombe Chronicled: Community Poetry & Choreography

Infinite Ways Home: Past Touring Production

Heart Land: BBC Arts Community Film

Our Roads Home: Community Film

Present With Me: Community Film

Silence Between Waves: International Exchange



Our Board

Our Board is currently made up of Lois Taylor, Richard Chappell, Lara Goodband, Kio Tomiyama and Bojana Daw Srdanovic. As our board expands, it is Artistic Director Richard Chappell's desire to step away from his governance role within the organisation, to foster greater accountability and best practice within his leadership.

To Find out more about our Board Members, [please see our website.](#)



How To Apply

To apply to join Richard Chappell Dance's Board of Directors, please send your CV and a brief expression of interest in the role outlining:

- Who you are
- Why you are interested in supporting the organisation
- What skills and expertise you can bring to our board

Your expression of interest in answering these questions can be: a video, a written submission or a voice recording. Shortlisted individuals will be invited for an online conversation at a future quarterly meeting. Please send all submissions to Artistic Director Richard Chappell via richard@richardchappelldance.co.uk. **Our aim is to finalise our new board by October 2026.**

We are a company that celebrates difference and diversity of identity, thought and lived experience within all our work. We welcome applications from people of colour, disabled and neurodivergent artists, alongside artists of any ages those who have experienced past or recent economic disadvantage.

Thank you very much for taking the time to read this pack and we look forward to hearing from you!

