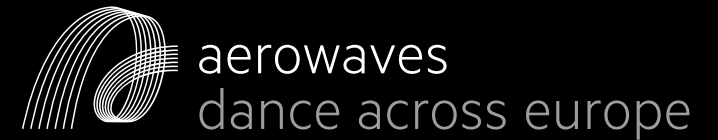


# CEO/DIRECTOR APPLICATION PACK 2022



Co-funded by the  
Creative Europe Programme  
of the European Union



# SEEKING

Outstanding CEO/Director  
to lead Aerowaves into the next phase of life when  
founder John Ashford steps down after 25 years

We would like to find...

**A senior professional** with a passion for contemporary dance, extensive sector experience, and a current overview of dance across Europe

**With** a track record of working in partnership with artists and presenters

**Who has** a vision for how Aerowaves can contribute to the artform and its audience

**Who can** work to lead the Aerowaves network

**And can** be resident in and eligible to work in a Creative Europe country for the period of the appointment

## COULD IT BE YOU?

This pack is also available as plain text in large print. Download a copy from:  
[aerowaves.org/news/seeking-new-director](http://aerowaves.org/news/seeking-new-director)



# ABOUT US

Aerowaves Europe is an agile and convivial network of 49 dance experts spanning 34 European countries, plus Japan, South Korea and Taiwan. We began in 1996 as a small group of European dance colleagues brought together by John Ashford, then Director of The Place Theatre, London. The language of the network is English.

Read our story in this interview with John Ashford ([aerowaves.org/interviews/aerowaves-springback](https://aerowaves.org/interviews/aerowaves-springback)).

For more on current activities, visit [aerowaves.org/about](https://aerowaves.org/about).

## The Aerowaves Twenty

The Aerowaves Partners ([aerowaves.org/partners](https://aerowaves.org/partners)) meet annually in October to select twenty artist works ([aerowaves.org/artists](https://aerowaves.org/artists)) from open application by video, which we then present over three days at the following year's Spring Forward festival. We receive over 600 applications a year, all of them viewed and assessed by the Director and Partners. Our selection is characterised by extensive knowledge, openness to different views within the network, a generosity of spirit, and an insatiable curiosity about the way the world moves the artists of tomorrow.

Both selection meeting and festival take place in a new city every year. Spring Forward 2022 (28 April – 1 May) will be in Elefsina, Greece, European Capital of Culture 2023, hosted by Dance Centre Unitiva. The next selection meeting will be in Rome (27–30 October 2022), hosted by Romaeuropa.

## Spring Forward

As a platform for the Aerowaves Twenty, the Spring Forward festival ([aerowaves.org/spring-forward](https://aerowaves.org/spring-forward)) offers a unique overview of the new voices and dance trends developing across the continent. It attracts 200 professionals internationally, who may invite productions for further performances within their own festivals and venues. It is co-produced by the host partner and Aerowaves.

## Springback

Running parallel with the Aerowaves artist programme, Springback is about connections between audiences and artform. It includes:

- Springback Academy ([springbackmagazine.com/springback-academy](https://springbackmagazine.com/springback-academy)), a regular feature of Spring Forward, giving professional mentorship to aspiring dance writers around Europe, and publishing reviews of the festival
- Springback Magazine ([springbackmagazine.com](https://springbackmagazine.com)), launched in 2018, offering professional development to the writers and year-round coverage of European contemporary dance to readers
- Springback Assembly, an annual meeting at a European festival
- Springback Ringside, developing VR recordings of Aerowaves artists to connect with new audiences



## Startup Forum

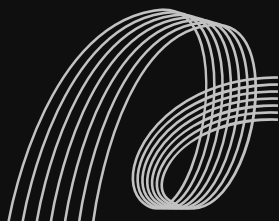
Launched in 2022 on the Springback model, the Startup Forum provides professional mentoring to 10 aspiring dance presenters in Europe, nominated and selected by the Partners. Part of the Spring Forward festival, it provides further opportunities for networking and knowledge-sharing, as well as financial support for selected follow-up projects.

## Funding

Aerowaves relies on a €2.1 million grant from the Support to European Platforms sub-programme of the Creative Europe fund, awarded in March 2022 for the period ending September 2025. Since the selection of artists from any one country cannot be guaranteed, it has proved difficult to raise significant funding from elsewhere.







### **Chair of the Board**

**Willie White**

Artistic Director/CEO of  
Dublin Theatre Festival

### **Members of the Board**

**Yvona Kreuzmannová**

Associate Director of  
Aerowaves, Director of  
Tanec Praha and Ponec  
Theatre, Prague

**Betsy Gregory**

Chair of Dance4 and  
former Artistic Director of  
Dance Umbrella, London

**Simon Drysdale**

Chief Executive of  
Tyneside Cinema, former  
Chair of the UK Arts  
Marketing Association

**Bridget Webster**

Executive Producer/  
CEO of CoisCéim Dance  
Theatre, Ireland

## **Governance**

Aerowaves Europe is a company limited by guarantee in the Republic of Ireland, No. 550454. The trustees are volunteers and receive no financial remuneration. The CEO/Director and Administrative Director report to the Chair of the Board.

The Board will be expanded as part of the next stage of Aerowaves development. The current and next co-producers of the Spring Forward festival also attend board meetings.

The Board is responsible for

- Fiscal and legal aspects of the business, as described in its Memorandum of Association
- Employing the CEO/Director and Administrative Director
- Raising and receiving funds and donations
- The long-term artistic development of the company
- Resolving intractable problems that might arise between the Executive and the Partners

The Associate Directors are appointed by the CEO/Director and attend board meetings representing the Partners. They work with the CEO/Director and Administrative Director on an informal, voluntary basis making a critical advisory contribution, which helps maintain the collegiate spirit and culture of the network.



## Team

The Administrative Director supports the CEO/Director with Creative Europe applications and is responsible for all administration, including the artist application procedure, annual research meeting, Spring Forward, financial and data reporting, budget management and accounting.

The current Administrative Director, Anna Arthur, will leave in spring 2023. The new CEO/Director will lead on a review of this role, and with the support of the board, make a new appointment which will be based in Ireland.

The Communications Manager (Clàudia Brufau) takes care of marketing and communications, for Aerowaves and Springback.

The Springback team are Oonagh Duckworth (Springback Academy), Sanjoy Roy (Springback Magazine), Enya Belak & Igor Crnkovic (Springback Ringside). Startup Forum is led by Betsy Gregory.





## Looking ahead

Our core structure to date has evolved in the belief that cross-border performances are mutually valuable to both artists and audiences. However, you may decide that it is time to radically reimagine how we achieve our central ambition. Our questions include:

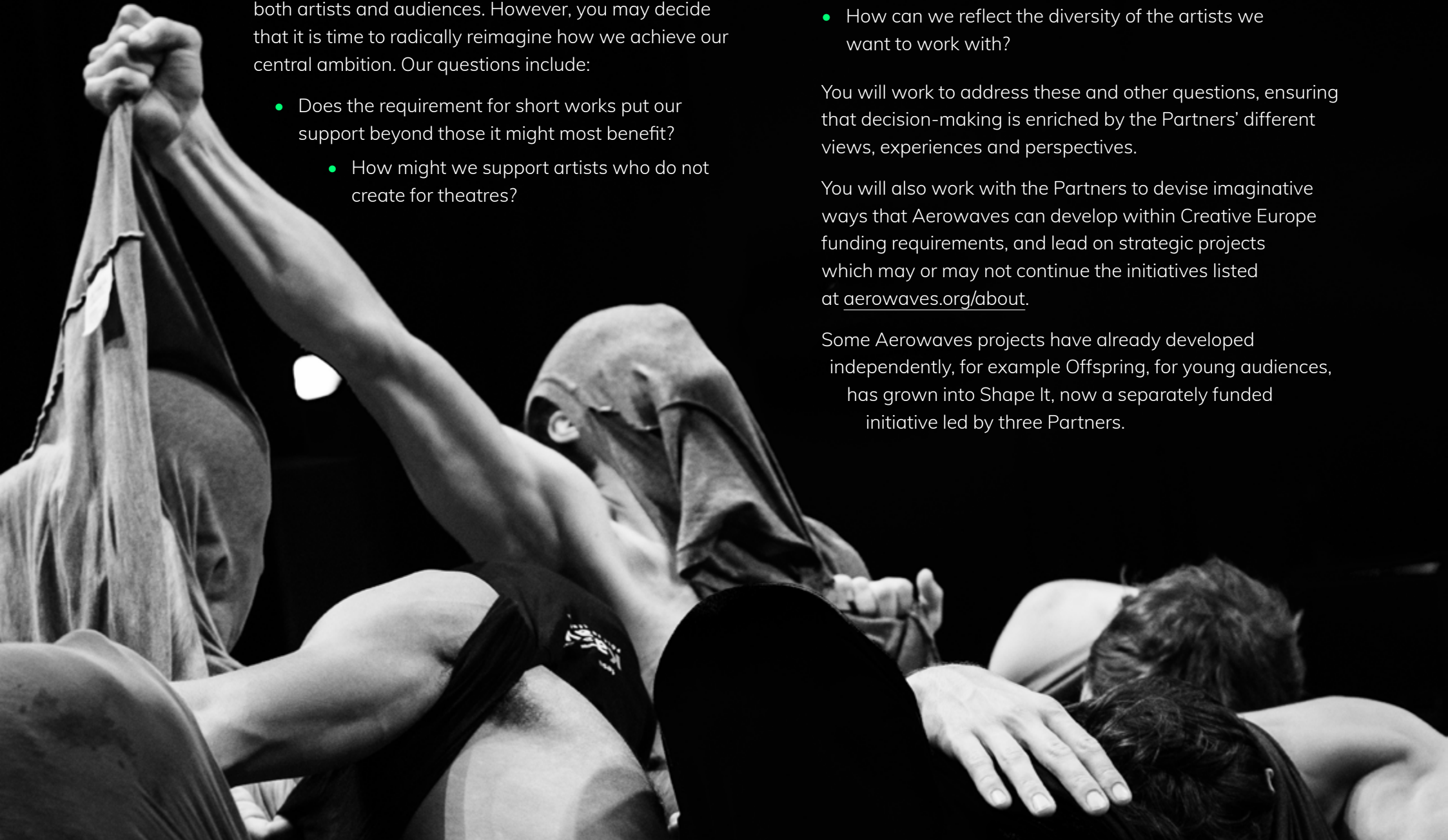
- Does the requirement for short works put our support beyond those it might most benefit?
  - How might we support artists who do not create for theatres?

- Can we lead the climate change debate in the arts by example?
- How can we reflect the diversity of the artists we want to work with?

You will work to address these and other questions, ensuring that decision-making is enriched by the Partners' different views, experiences and perspectives.

You will also work with the Partners to devise imaginative ways that Aerowaves can develop within Creative Europe funding requirements, and lead on strategic projects which may or may not continue the initiatives listed at [aerowaves.org/about](https://aerowaves.org/about).

Some Aerowaves projects have already developed independently, for example Offspring, for young audiences, has grown into Shape It, now a separately funded initiative led by three Partners.



# ABOUT THE ROLE

## Purpose

- Lead Aerowaves in an exemplary way to respond to and fulfil the needs of independent choreographers across Europe
- Develop the vision and an achievable plan
- Lead actions on Equity and Climate Change
- Develop Aerowaves in response to the needs of independent choreographers and requirements of Creative Europe
- Ensure the cohesiveness of the network
- Lead the selection process
- Co-produce the Spring Forward festival
- Work within budgetary constraints

## Responsibilities

### Artistic vision

- Originate artistic ideas and interventions arising from research and observation
- Using Europe-wide perspectives and knowledge, identify where choreographers can best be supported by Aerowaves
- Imaginatively respond to Creative Europe structures and criteria

### Artistic overview

- Attend festivals and platforms relevant to Aerowaves, and support the local Partner
- Make regular visits across Europe to refresh knowledge of the artform and partnerships, attend presentations by Aerowaves artists and encourage suitable choreographers to apply
- Keep an overview of the artform and artists to inform the annual selection and ensure regional balance





## The Partners

- Keep Partners engaged with the network, through consultation and dialogue
- Identify potential Partners in European countries where there is, or is likely to be, an independent dance scene, who might benefit from and contribute to Aerowaves

## Annual selection and business meeting

- Review and assess applications to the Aerowaves Twenty
- Moderate the selection meeting
- Prepare and chair the business meeting with the Administrative Director

## Spring Forward

- Curate and co-produce Spring Forward with the host partner
- Ensure the programme is appropriate to the venues available
- Take the objectives of the EU into account to achieve a balance between emergent and developed dance ecologies and locations
- With the Administrative Director, support the host partner to ensure sufficient administrative and technical provision
- Advocate Spring Forward to stakeholders in the host country

## Projects

- To co-devise and oversee Springback and Startup Forum



## Finance, fundraising and reporting

- Secure the funding base
- With the Administrative Director, devise and write Creative Europe applications
- Maintain a financial overview
- Take the lead in fundraising and finding new income sources
- Take joint responsibility with the Administrative Director for Creative Europe and other reporting

## Human resources

- Line-manage all staff

## Governance

- Prepare papers for and report to the Board on a quarterly basis with the Administrative Director
- Work with the Chair to ensure that all Aerowaves interests are represented on the Board





# ABOUT YOU

We understand that applicants have different strengths and areas for development for this wide-ranging role. If you have relevant experience, we encourage you to apply. Joint applications are welcome.

## Essential

- A passionate advocate for contemporary dance
- An inspiring and effective leader with excellent interpersonal skills
- Specialist knowledge of contemporary dance
- A current Europe-wide overview of independent emerging dance artists
- Knowledge and recent experience of conceiving, preparing and writing Creative Europe applications, and of project delivery and reporting
- Experience as a member and prime mover within a network over a sustained period
- Substantial experience of international working, cross-border collaboration and co-producing
- Experience in a senior leadership role in an arts or cultural organisation
- Proven record of artistic judgement
- Ambitions for and commitment to action on equity and climate change
- Excellent written and spoken English
- Ability to undertake own administration
- Resident in and eligible to work in a Creative Europe country for the period of the appointment

## Desirable

- Other languages
- Senior leadership role in a dance organisation



# FACTS + FIGURES

Salary range: €55,000 – €60,000

The contract is with Aerowaves Europe, which is based in Ireland.

The Director must be resident and eligible to work in a Creative Europe country for the period of the appointment. Aerowaves does not provide an office.

The offer of employment is subject to the receipt of satisfactory references.

Employment is fixed term until September 2025 (the period of the Creative Europe grant).

Works to: the Chair, Aerowaves

Probationary period: 3 months

Notice period: 3 months required from either side.

This period may be shortened by agreement between the Director and the Board.

Requires irregular working hours equivalent to 40 hours a week, with 25 days annual holiday in addition to public holidays.



Requires regular travel throughout Europe. Estimate 6 weeks a year for research, 1 week for the selection meeting, 1 week for Spring Forward. Travel expenses reimbursed to an agreed budget.

Aerowaves director John Ashford will continue through Spring Forward 2022 (28 April – 1 May), including all reporting for the previous Creative Europe grant. He will then do a detailed handover with the new CEO/Director, and remain available on a consultancy basis.



# YOUR APPLICATION

Please email your application to [anna@aerowaves.org](mailto:anna@aerowaves.org) by 12.00 GMT on Tuesday 29 March, with the subject line 'Aerowaves Director', attaching the following:

- Personal statement (up to 1200 words)
- CV (up to 2 sides of A4)
- Details of any notice period
- Names and contact details of two professional referees (we will only contact them after second interview, with your permission)
- Please also complete the Equal Opportunities Monitoring Form: [tinyurl.com/529hd63u](https://tinyurl.com/529hd63u) (no one assessing your application sees this)

## Personal statement

Tell us your vision for Aerowaves: how the network can contribute to the artform and its audience, your approach to the role, and how you, your experience and your skills fit the personal profile. Please reference the points in the About You section.

## Flexible working

Applications for flexible working are welcome. Please consider how this would work in practice and include this information in your personal statement. We are also open to the role being filled as a partnership (salary pro rata).

## Data protection

The information in your application is for shortlisting and decision-making only. It is held securely, and accessible only to those involved in the recruitment process. We keep applications for at least three months after the deadline, and destroy them within twelve months.

Aerowaves promotes equality and recognises the positive values of diversity. We welcome and encourage applications from people of all backgrounds and identities.

We are committed to providing the support needed for the appointee(s) to excel.

If you have questions or would like an informal and confidential discussion, please contact our Search Consultant Theresa Beattie: [theresa.beattie1@gmail.com](mailto:theresa.beattie1@gmail.com)



# TIMELINE

MAR  
29

## Deadline for applications

Tuesday 29 March, 12.00 GMT

We acknowledge all applications by email, and will contact all candidates by Thursday 31 March to let you know whether you are shortlisted or not

APR  
6

## First interviews

Wednesday 6 April  
on Zoom

APR  
20

## Second interviews

Wednesday 20 April  
Dublin, Ireland

## Appointment

APR  
28

## Spring Forward

28 April – 1 May

We encourage the successful applicant(s) to attend Spring Forward in Elefsina, Greece – a key opportunity to experience the network

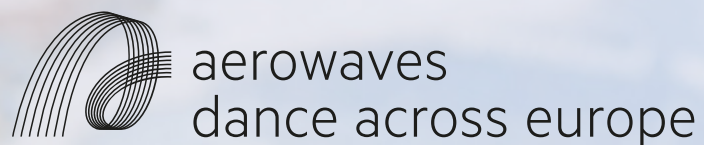
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1

## Proposed start

1 August (flexible)







Aerowaves Europe  
42 Fairview Strand, Dublin 3,  
D03 YV62, Ireland  
Company No. 550454

#### Images

- 1 Douglas by Robbie Synge (UK), Spring Forward 2016, Pilsen, Czech Republic. Photo: Sara Teresa
- 2 Guests at Summer ReCollection, Ljubljana, Slovenia 2021. Photo: Andrej Lamut
- 3 Torus by Humanhood (Júlia Robert Parés & Rudi Cole, UK), Aerowaves Twenty20. Photo: Simon Tang
- 4 Guests at Spring Forward 2017, Aarhus, Denmark. Photo: Christoffer Brekne
- 5 AISHEME by Linda Hayford (FR), Aerowaves Twenty20. Photo: Benoite Fanton
- 6 Guests at Spring Forward 2017, Aarhus, Denmark. Photo: Christoffer Brekne
- 7 NÄSS (Les gens) by Company Massala / Fouad Boussouf (FR), Spring Forward 2018, Sofia, Bulgaria. Photo: Fouad Boussouf
- 8 Gentle Unicorn by Chiara Bersani (IT). Spring Forward 2019, Val-de-Marne, France. Photo: Alice Brazzit
- 9 Aerowaves Partner Yvona Kreuzmannová, 2021 Annual Meeting, Athens, Greece. Photo: Enya Belak
- 10 Mechanics of Distance by Máté Mészáros (HU), Summer ReCollection, Ljubljana, Slovenia 2021. Photo: Andrej Lamut
- 11 Panflutes and Paperwork by Ingrid Berger Myhre & Lasse Passage (NO), Aerowaves Twenty20. Photo: Sara Anke
- 12 The Angular Distance of a Celestial Body by Alessandro Carboni (IT), Summer ReCollection, Ljubljana, Slovenia 2021. Photo: Andrej Lamut
- 13 Womanhouse by HimHerandIt Productions (DK), Spring Forward 2016, Pilsen, Czech Republic. Photo: Vojta Brtnický
- 14 Guests at Spring Forward 2017, Aarhus, Denmark. Photo: Lars Kjaer Dideriksen



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