



INSPIRE - REFRESH - NURTURE

# Artistic Director

## Recruitment Pack

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Our thanks for your interest in Yorkshire Ballet Seminars.

Highly respected, widely known, with a history of over 50 years, Yorkshire Ballet Seminars is now in the process of recruiting for a new Artistic Director to take us forward for the future. This is a fantastic opportunity for a highly motivated and well organised leader with a passion for dance and for dance training. An opportunity to continue to build on YBS's years of providing world class dance tuition that inspires, refreshes and nurtures today's dance students and tomorrow's dance professionals and dance lovers.

Our mission is clear:

We give opportunities to ballet students with talent and ambition to experience world class tuition and wider learning. Proudly independent, we create a supportive, student-focused learning environment to allow our young dancers to thrive. We build on our rich history of broadening accessibility for all students to experience dance teaching of the highest quality.

This is a great role with a great organisation.

Charles Glanville  
Chair, Yorkshire Ballet Seminars  
September 2025



# HOW TO APPLY

This Recruitment Pack provides basic information about Yorkshire Ballet Seminars, its students and teachers, its history and what the role requires.

We expect people to have questions as they begin to consider this role. If you would like a confidential call to discuss YBS and the role in more details, Charles Glanville, Chair ([cdglanville@aol.co.uk](mailto:cdglanville@aol.co.uk)) and Cira Robinson, Director ([director@ybss.co.uk](mailto:director@ybss.co.uk)) are happy to speak with you.

Please note the following dates and steps that are part of the application process. (Note, dates may change):

- If you are interested in applying, please submit as your application a CV and cover letter (each 2 pages max.) explaining your interest in the role and your qualifications. Please submit your application by email to Charles Glanville, Chair: [cdglanville@aol.co.uk](mailto:cdglanville@aol.co.uk) (To prevent possible spam filter issues, please separately email Charles Glanville saying you have submitted your application.)
- All applications must be received by noon on Monday, 20 October.
- Yorkshire Ballet Seminars will review applications and develop a shortlist of candidates for interview during the week of 20 October.
- Initial round of interviews in front of a panel will be held in London during the week of 27 October. Please advise us in your cover letter if this week is not possible for you. We will reimburse reasonable travel expenses to attend this interview(s).
- It is possible that a second round of interviews will be required, late on the week of 27 October or early in the week of 3 November.
- Please note in your cover letter any notice periods for existing employment or potential scheduling conflicts in 2026.
- Please note the dates for the 2026 Easter and Summer Residentials in Yorkshire for which attendance of the new Artistic Director is required (Easter April 7-12, Summer July 12 - August 8).

Yorkshire Ballet Seminars is holding student scholarship auditions for the 2026 Summer Residential each Sunday in November. The successful candidate may wish to attend these, if possible. It is desirable that the successful candidate also be part of the process of making offers to potential teachers for the Easter Residential during November and December.

Yorkshire Ballet Seminars has a firm commitment to fostering equitable employment opportunities. Our dedication to equity begins with our recruitment practices, working to ensure that candidates from all backgrounds have equal access to employment opportunities.



# ARTISTIC DIRECTOR



## ROLE DESCRIPTION



The next Artistic Director for Yorkshire Ballet Seminars will lead the organisation successfully to the next level in its ambitious development. A full suite of artistic, organisational, management and leadership skills are required to do this.

For the right candidate, this is an exciting opportunity to harness their own passion not only for making world class ballet training accessible to any student with the talent and passion, but also as the leader of a respected arts organisation to help identify and nurture future artists that need a helping hand. YBS has had a profound impact on the lives many young dancers throughout its history, but as defined by our charitable objectives, we aspire to an even more influential role in the dance training ecology at a time the demand and need for the arts is greater than ever.

The new Artistic Director will work closely with a small, experienced and passionate team comprising dedicated Trustees, experienced staff and regular freelancers.

If you are coming to dance teaching from another area or have valuable transferable skills then let us know when you apply. We are committed to finding the promising talent of the future and to support the right person with appropriate mentoring or training as is required.

YBS is currently funded through course fees and a combination of individual giving and Trust support, raising approximately £140,000 annually. Much of this gift income funds our bursary and scholarship programmes.

In 2024, we launched a new Patrons' scheme, offering tailored giving levels from £1,500 to £10,000+ annually. Our ambition is to grow fundraising income to £200,000 by 2027, allowing us to increase scholarships, expand outreach, and secure greater core funding to support our mission. Our new Artistic Director will lead a team which will expand to include fundraising expertise and further support from the Board.



## ESSENTIAL CRITERIA

- Confidence, vision and passion to energise and lead YBS in accordance with our charitable mission and with the ability to articulate and embody those missions and values
- Significant senior level professional dance experience
- Experience in teaching and pedagogy, and demonstrable passion for first class teaching of dance to young people
- Demonstrable passion for ballet and a vision for the future of ballet and ballet training
- Organisational leadership capability including: strategic thinking; experience of leading and managing a dance organisation; experience managing staff and independent contractors; experience with financial reporting; ability to deliver plans and projects effectively; understanding of financial and practical contingencies; experience managing a productive relationship with a Board of Trustees; knowledge of regulatory structures and reporting
- Confident speaker and writer, able to communicate persuasively, compellingly and effectively to a variety of audiences and who will be comfortable in the role of chief spokesperson and ambassador for YBS externally
- A current and wide personal network comprising dancers, dance teachers, dance schools and other dance organisations, with potential to extend that network to meet the requirements of the charity, including building relationships with funders as part of YBS's fundraising effort and the ability to identify and engage with collaborative opportunities
- Understanding of how to develop and deliver an appropriately constructed and balanced training timetable that is inspiring and economically practical
- Proven ability to inspire and influence our key stakeholders e.g., funders, partner organisations, teachers, students, parents
- Openness, inclusiveness and approachability manifest in a collaborative approach; someone who enjoys working with fellow dance professionals and students and can create an atmosphere where all stakeholders feel rewarded and are excited to participate and continue doing so; empathy
- Committed to inclusion in all respects, both in the dance and wider worlds
- Proven ability to identify and direct talent, to engage with early training students and to mentor emerging professional dancers

## DESIRABLE CRITERIA

- Formal dance education training – may or may not be a regular course of study
- Good knowledge of the current initiatives, trends, issues and strategic questions surrounding the dance training market
- Experience of working to the direction of, and collaborating with, a Board of Trustees and in the charitable sector
- Financial expertise in respect of budgeting and management accounting
- Experience in and successful results from fundraising and fundraising programmes. A proven ability to engage with donors including individuals and trusts and foundations and develop the relationship to secure donations.



## MAJOR TERMS OF EMPLOYMENT

**Role:** Artistic Director

**Reporting to:** Chair of the Board of Trustees

**Hours:** Full time, but with the possibility of flexibility on hours based on experience or after initial 1-2 years; some travel and overnight stays; requirement for full time attendance at both Easter and Summer Residentials in Yorkshire

**Start Date:** Strong preference for a start date in December 2025 or January 2026, but we recognise need to provide notices from any current employment.

**Location:** Remote working in the UK

**Probation:** 6-month probationary period

**Salary:** Depending on experience circa  
£52,000 - £58,000





# OUR HISTORY



Dame Ninette de Valois opened the first Yorkshire Ballet Seminars in 1973. Founded by Yorkshire born David Gayle MBE, a former dancer with the Royal Ballet, its aim was to provide first class dance training outside of the orbit of London and for students who might otherwise not receive that opportunity. The provision of scholarships and bursaries to deserving students remains core to YBS's mission today.

The Seminars have attracted some of the most iconic names in dance to teach or speak, including: Sir Anthony Dowell; Lynn Seymour; Dame Beryl Grey; Marguerite Porter; Wayne Sleep; Edward Watson; Jay Jolley; Ricardo Cervera; Laura Morera; Zenaida Yanowsky; Sir David Bintley; Brandon Lawrence; Tyrone Singleton; Anna Rose O'Sullivan; Mayara Magri. They came because they knew the quality of the dance tuition and the value of YBS and what it does for dance and its dance students.

Yorkshire Ballet Seminars has been led by 3 directors since its founding by David Gayle: Marguerite Porter, Iain Mackay and Cira Robinson. All extremely talented dancers, all with a passion for dance and providing students with the best possible tuition and training. YBS is proud that it has been important in the development of leaders in dance such as Iain Mackay, now Artistic Director of the Royal Ballet School. We look forward to following Cira Robinson's next steps in her career.

Many professional dancers received help from YBS early in their training and careers, often in the form of a scholarship or bursary to the Summer Residential. These include: David Bintley; Iain Mackay; Kevin O'Hare; Samara Downs; Chris Powney; Matthew Ball; Xander Parish; Reese Clarke; Laretta Summerscales; Brandon Lawrence.





# CHARITY, OBJECTIVES AND FINANCIAL INFORMATION

Yorkshire Ballet Seminars is a charity (registered charity number 1107179) governed by its Board of Trustees and managed by its Artistic Director and team. Our charitable status is vital to accomplishing one of YBS's main goals – to increase access to world class dance training for students who might not otherwise be able to afford it. As such, YBS raises significant funds every year to provide scholarships and financial bursaries and to keep the level of its fees as low as possible (and well below many competing institutions).

YBS is proud that scholarships and bursaries were awarded to 22% of the students who attended our 2025 Summer Residential, a substantially larger percentage than most competing institutions. In addition we are able to offer a few full or part financial bursaries to students at our Easter Residential.

The primary objectives of YBS as set forth in its Articles are to promote and advance public education in the field of dance through the provision and support of training programmes, lessons and classes focused on the study and practice of ballet and other forms of dance.



Yorkshire Ballet Seminars is fortunate to be in a strong financial position. Based on its last finalised accounts (FY 23-24), YBS produced a net surplus of £45,692, with closing funds of £347,706. Its free reserves were £317,432 (FY 23-24). YBS has invested in its 2024-25 year, so we expect a small loss in the present year.

Revenues for FY 23-24 were £403,838. We expect a decline in revenues in the present year due to the timing of various major gifts. Of those FY 23-24 revenues, £265,973 (66%) were primarily from course fees, and £137,865 (34%) from donations and investment income.

The strength of our finances going forward is dependent on further successful fundraising. The Board and executive team are focused on how to ensure that this effort is successful.

The Artistic Director helps organise and prepare reports for three board meeting per year plus preparing budgets, financial and operational updates and other documents.



# OUR PROGRAMMES

Yorkshire Ballet Seminars' highest profile events are its Summer and Easter Residential Schools offered at Ashville College, Harrogate, Yorkshire. They are very widely known and respected for great teaching, for the training our students receive and for the fun our students have.

## SUMMER RESIDENTIAL

The Summer Residential is held for 4 weeks in July and August each year. Around 100 students attend each week, which includes some non-residential day places. The course runs four classes across four studio spaces every day. YBS is proud of the small size of its classes, particularly in contrast to competing institutions. YBS also provides live music for its residential school classes, hiring freelance pianists for its residential courses.

The Artistic Director is responsible for the artistic programming of all YBS courses, including the hiring of freelance teachers. In 2025 we employed four ballet/contemporary teachers each week. Supporting the Artistic Director are the freelance Head of Pastoral Care, House Parents and Course Co-ordinator plus an Operations Manager providing remote administrative support.

Yorkshire Ballet Seminars has a contract with Ashville College for Easter and Summer 2026. It is likely that YBS will need to find a new home in Yorkshire for 2027 going forward (this process has begun).

## EASTER RESIDENTIAL

The Easter Residential is held for 5 days every Easter at Ashville College. Its structure is the same as for the Summer Residential, although the age range is limited to 11-16 and we have about 70 students for that one week.

## POP UPS

Throughout the year YBS holds one day pop up courses, including boot camps and masterclasses, at venues in Glasgow, Leeds, Birmingham and London. These are held during half term holidays as well as Christmas and August. The Artistic Director teaches many of these.

## ADULT CLASSES

YBS provides a limited number of classes for adults during the weekend breaks at the Summer Residential.

# MEET OUR STUDENTS



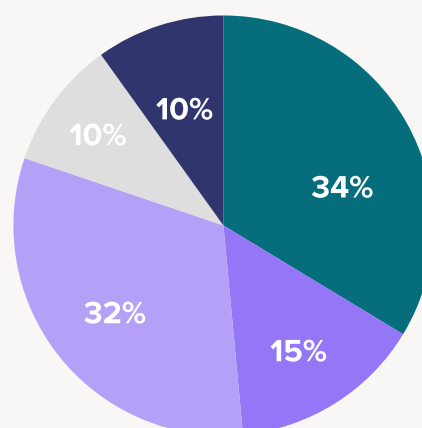
Age group:

**9-20 yrs**

Students per year:

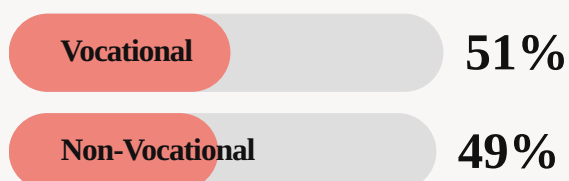
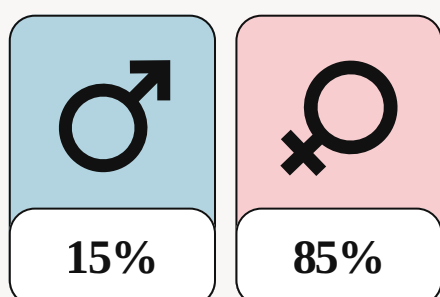
**700**

## Geography



- Yorkshire, the North and Southwest
- Midlands
- Scotland, Wales, Ireland and NI
- International
- London and the Southeast

## Student Demographics:



## Ethnicity:



Our students share a deep passion for dance. They come from across the UK and around the world representing both vocational and non-vocational backgrounds. They are diverse and exciting. No matter their background, our students unite through dance.

# MEET THE YBS TEAM



## TEACHERS

The world class teachers Yorkshire Ballet Seminars attracts every year are vital to delivery of our mission to inspire, refresh and nurture our students. The Artistic Director is responsible for developing and delivering an appropriately constructed and balanced training timetable - and for finding the right teachers to help deliver exciting, inspiring and refreshing dance tuition. The new Artistic Director's current personal network comprising dancers, dance teachers, dance schools and other dance organisations will be key to the ability to find and hire freelance teachers for the Easter and Summer Residentials, Pop Ups and Masterclasses.

YBS encourages the Artistic Director to teach when possible at YBS courses.

We see a real advantage for both students and teachers that YBS does not teach to a particular curriculum.

While rigorous technique is the basis of all classes, so is fun.

YBS has small classes, particularly in comparison with many competitors. Students know the difference, and teachers feel the difference.

Below are the freelance teachers who taught or delivered a masterclass this year at the Summer Residential.

## FACULTY SUMMER RESIDENTIAL 2025

Oliver Rydout - Rehearsal Director, Scottish Ballet

Bethany Kingsley Garner - Former Principal, Scottish Ballet

Harris Beattie - Soloist, Northern Ballet

Diana Loosmore - Contemporary- Former Scottish Ballet

Laura Hatton - Royal Ballet School Junior Associates teacher

Sarah Chun - Principal, Northern Ballet

Daria Stanculescu - Soloist/Character Artist, Birmingham Royal Ballet

Tom Hazelby - YBS Alumni, Artist, Birmingham Royal Ballet

Isabela Coracy - Contemporary Ballet- Senior Artist, BalletBlack

Sayaka Ichikawa - Former Senior Artist, BalletBlack

Nicholas Capelle- Former New York City Ballet, freelance teacher

Sarah Hirsch- Contemporary- Freelance teacher

Isabella Gasparini - First Soloist, The Royal Ballet Company

Michael Raynaud - Teacher at Elmhurst Ballet School

Scarlett Harvey- YBS Alumni, Artist with the Royal Ballet Company

Daniel Davidson – Contemporary - Former Rambert, Scottish Ballet, freelance choreographer

## MASTERCLASSES SUMMER RESIDENTIAL 2025

Madeline Squire - First Artist, Scottish Ballet, Choreographer

Zenaida Yanowsky - Former Principal Ballerina with the Royal Ballet Company

Cameron Flynn - New Adventures, Matthew Bourne Company

Tyrone Singleton - Former Principal, Birmingham Royal Ballet, Actor in Amazon Prime Series, "Etoile"



# MEET THE YBS TEAM



## PIANISTS (FREELANCE)

YBS believes that live music makes an enormous difference to dance teaching. Our Easter and Summer Residentials have 3-4 freelance pianists regularly employed at vocational dance schools to provide accompaniment.

## STAFF (EMPLOYED AND FREELANCE)

The Artistic Director is at present supported by a skilled and experienced Operations Manager (4 days per week). A stable set of freelance staff are employed by YBS as Head of Pastoral Care (Easter and Summer Residentials), Course Co-ordinator (Residentials and Pop Ups) and Social Media Manager. The present year's budget has monies allocated to hire a freelance fundraiser part time (role not filled).

The number, structure, hours and responsibilities of the YBS team is under review to help ensure a good support base for the Artistic Director. The new Artistic Director will have input into this review. All staff and regular freelancers work remotely. At present all employees and freelancers report to the Artistic Director.

## BOARDING STAFF

There are a number of House Parents for each of the Residentials.

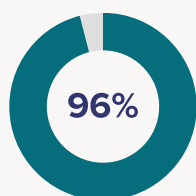


# STUDENT AND PARENT FEEDBACK



We love the feedback we get from our students (and their parents) from our courses. Bottom line, student feedback shows that YBS inspires great loyalty, provides excellent courses and training and organises and communicates about them well.

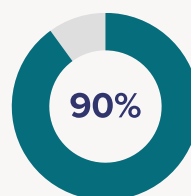
## Student Feedback



Attend  
again



Course  
Content



Organisation &  
Communication

## Quotes from Summer 2025

“The ability to gain a scholarship for the YBS Summer School has made it very accessible to me and enabled me to attend. Thank you, YBS and staff, for the incredible support, encouragement, and opportunity. I hope to see you again next year.”

“It was really lovely getting to know the teachers throughout the week they were all so supportive, encouraging, and generous with their time and feedback. The atmosphere was positive and focused, which made it easy to push myself and grow. I also really appreciated how well-organised everything was. It made the whole experience smooth and enjoyable.”

“YBSS just gets better every single year! I left week 3 feeling happy, challenged, inspired & motivated. So excited for YBSS 2026. Thank you so much xx.”

“I honestly had the best time and feel so grateful to have been awarded a scholarship, otherwise I could not have attended any intensive this year. The whole week I felt a great balance between challenge and enjoyment. The atmosphere was supportive and friendly. Its the best intensive I've ever been to.”

“For me as a parent, the attention to detail was really good and she felt the care to cater for her allergy and how she was made to feel at ease with her needs that she was safe and happy which we couldn't have wanted more from. What a fabulous team and a great programme. She is wishing that she gets to go again next year already.”



Thank you  
for your interest.

[WWW.YBSS.CO.UK](http://WWW.YBSS.CO.UK)