

TAVA ZIVA TAVAZIVA DANCE



EXECUTIVE DIRECTOR RECRUITMENT PACK 2026

itc independent
theatre council



Supported using public funding by
**ARTS COUNCIL
ENGLAND**

Steer the next chapter of one of the UK's most distinctive contemporary dance companies



Tavaziva Dance is seeking an exceptional Executive Director to join Artistic Director and founder Bawren Tavaziva in leading the organisation through an exciting period of development and growth.

As Executive Director, you will provide strategic leadership, working in close partnership with the Artistic Director and Board of Trustees to realise the Company's artistic ambitions and secure its long-term sustainability.

This is a rare opportunity to shape the future of an established organisation as we prepare for our next phase of development, securing our ongoing National Portfolio status, growing our earned and contributed income, and continuing expansion of our artistic and public impact.

We are looking for an inspiring, collaborative leader with strong commercial and financial acumen, a passion for the arts and culture, and the ability to build and maintain meaningful partnerships across the sector.





About Tavaziva Dance

For over 20 years, Tavaziva Dance has created bold, original contemporary dance that brings people together through movement, music and storytelling. Our aim is to help people to know each other better through translating lived experience into shared understanding, connecting cultures, communities and generations.

Founded and led by Artistic Director and choreographer/composer Bawren Tavaziva, the Company is renowned for its distinctive fusion of African and contemporary dance, creating powerful work that explores identity, belonging, migration, power, resilience, love and loss.

As an Arts Council England National Portfolio Organisation, Tavaziva tours nationally and internationally while delivering a programme of artist development, education and community engagement.

As the Company approaches its 25th anniversary in 2029, it enters an exciting new chapter, with ambitious plans to grow its artistic impact, strengthen organisational resilience and deepen its contribution to audiences, artists and communities across the UK and beyond.

For more info about the Company, visit our website [here](#).



About Bawren Tavaziva

Bawren Tavaziva's creative journey is the foundation of the Company's music and dance aesthetic. He grew up in a rural village near Masvingo in Zimbabwe. Football, Michael Jackson, New Edition and Kung Fu movies provided his initial inspiration, and his musical talents developed on a guitar made from a tin can and fishing wire.

At 12 Bawren attended an outreach ballet project with the National Ballet of Zimbabwe. From day one, his determination and talent led him to a life-long passion for dance. He danced with Tumbuka for five years touring Africa before travelling to England to join Phoenix and Union Dance.

In 2004, Bawren formed his own company and became Artistic Director of Tavaziva Dance. He has gone on to produce original works *Requiem* 2025-26, *Greed* 2025 & 2013, *Boy's Khaya* 2023 & 2021, *Izindava* 2017, *Africarmen* 2015, *Tavaziva Ten* 2014, *Sensual Africa* 2012, *Double Take* 2011, *Wild Dog* 2010, *Heart of Darkness* 2009, *Chatsva* 2007, *Bophelo* 2006, *Soul Inspired* 2005 and *Umdhlalo Kasisi* 2004.

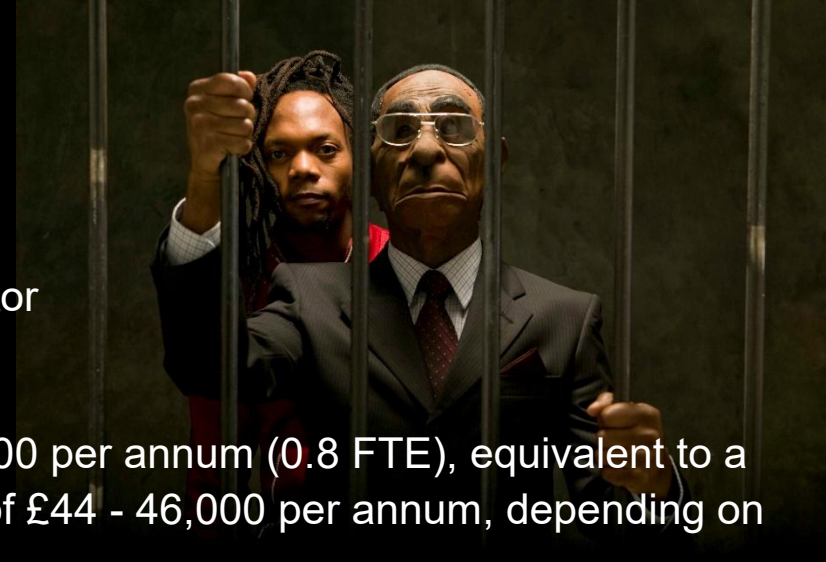
To read more about Bawren's artistic journey, visit our website [here](#).

"As an African I have been taught that African dance is always about storytelling, and that storytelling carries a lot of history. Based on this fact, I want my audience to experience a piece of work that moves them. I need my audience to hold a strong memory of a Tavaziva Dance performance or think and speak about it for a long time afterwards."

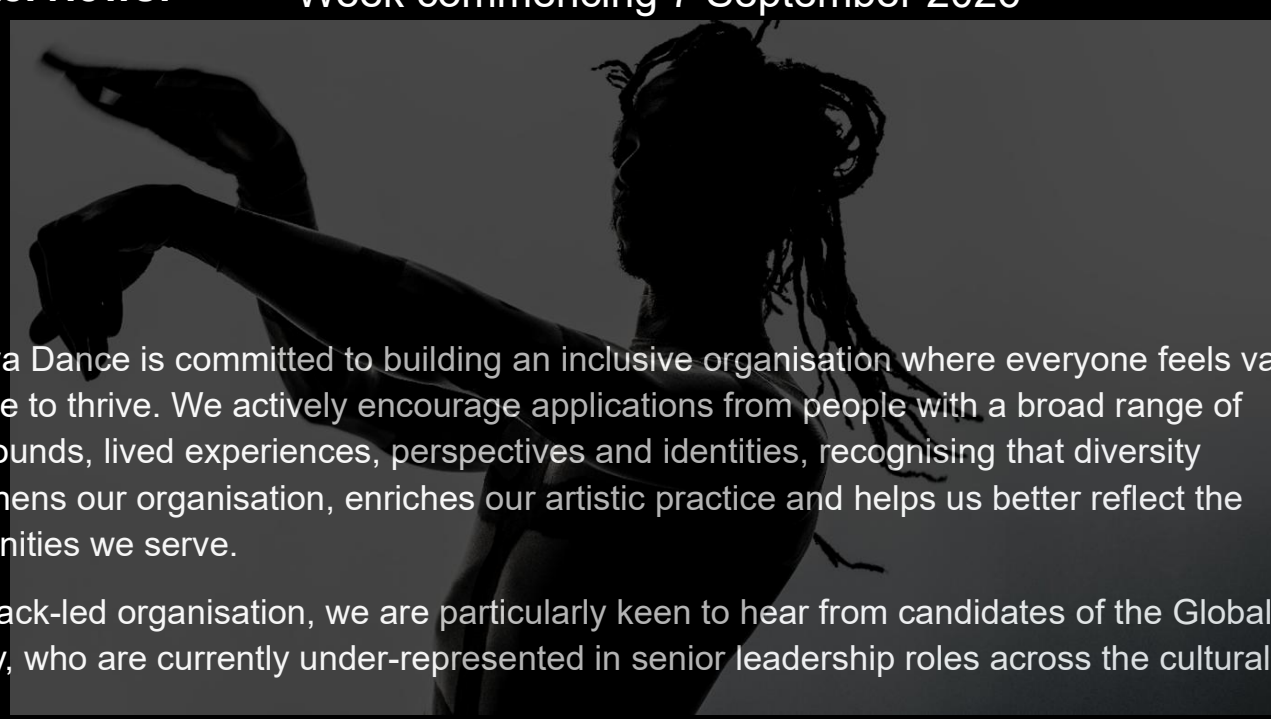
- Bawren Tavaziva



Role Summary



Position:	Executive Director
Salary:	£35,200 - £36,800 per annum (0.8 FTE), equivalent to a full-time salary of £44 - 46,000 per annum, depending on experience
Hours:	4 days per week (0.8 FTE), with occasional evening/weekend work required
Location:	bbodance, Ensign House, Battersea Reach, Juniper Drive, London, SW18 1TA (some hybrid working available, subject to approval)
Start date:	October 2026 or as soon as possible thereafter
Closing date:	Tuesday 25 August 2026
Interviews:	Week commencing 7 September 2026



Tavaziva Dance is committed to building an inclusive organisation where everyone feels valued and able to thrive. We actively encourage applications from people with a broad range of backgrounds, lived experiences, perspectives and identities, recognising that diversity strengthens our organisation, enriches our artistic practice and helps us better reflect the communities we serve.

As a Black-led organisation, we are particularly keen to hear from candidates of the Global Majority, who are currently under-represented in senior leadership roles across the cultural sector.

Key Responsibilities

Strategy

- Deliver on the Company's strategic development to realise artistic ambition and vision
- Establish and maintain partnerships to support sustainable regional, national and international Company activity
- Provide leadership to develop all activity programmes, overseeing planning and delivery

Fundraising

- Submit the Company's ACE NPO application for 2028-33 to retain NPO status and funding
- Develop and deliver an effective fundraising strategy, holding overall accountability for achieving fundraising targets
- Write funding applications to secure income streams from Trusts & Foundations, local authorities, philanthropists, and others
- Oversee reporting to all funding bodies
- Develop and implement plans to increase earned income

Financial

- Overall responsibility for Company finances
- Working with key staff, set and monitor the Company's annual and project budgets
- Oversee management accounts and cashflow forecasts ensuring accurate projections
- Report on financial outcomes to the Board and stakeholders
- Write the Trustee's annual report for the end of year financial statement

Marketing & Communications

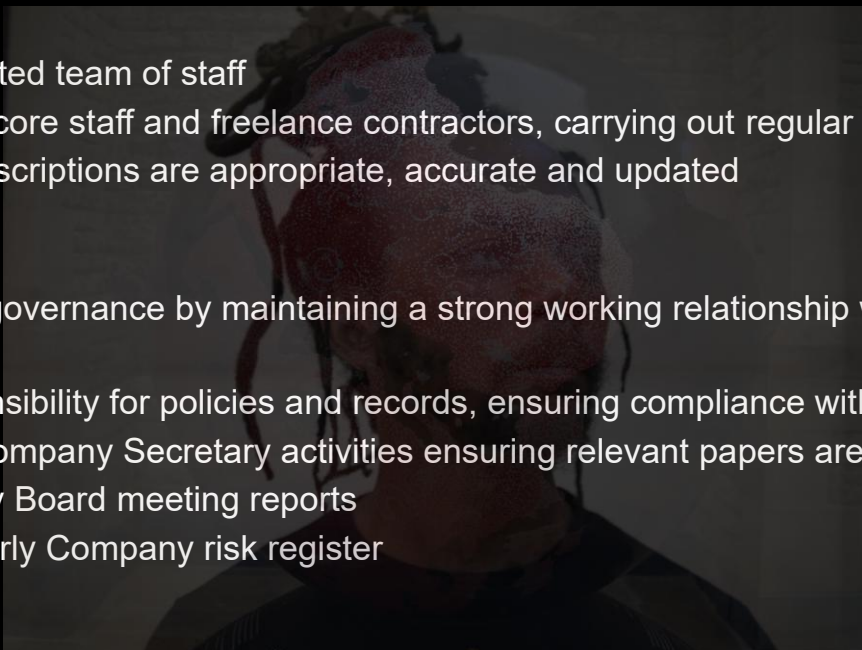
- Oversee marketing, external communications, brand and audience development plans
- Implement digital initiatives to deliver artistic impact and organisational sustainability
- Maintain positive communications with ACE, funders, stakeholders and partners
- Regularly liaise with Trustees, Associates, staff and freelance contractors
- Represent and advocate for the Company at external events

Staff

- Lead a motivated team of staff
- Line-manage core staff and freelance contractors, carrying out regular performance reviews
- Ensure job descriptions are appropriate, accurate and updated

Governance

- Enable good governance by maintaining a strong working relationship with the Board of Trustees
- Overall responsibility for policies and records, ensuring compliance with legislation
- Oversee all Company Secretary activities ensuring relevant papers are filed as required
- Write quarterly Board meeting reports
- Update quarterly Company risk register



Who We're Looking For

We're looking for someone who combines strategic thinking with practical leadership and who understands the unique relationship between artistic ambition and organisational sustainability.

Person Specification

Essential:

- Minimum three years leading or at senior management level within an arts or cultural organisation
- Experience of developing and delivering business plans
- Experience of working across complex budgets and models of financial operation/control
- Proven track record of successful bid-writing for high value funding applications
- Proven track record of developing new income streams
- Experience working alongside an Artistic Director/ Artists to realise ambitious creative work
- Understanding of participatory arts and Arts in Education
- Working understanding of governance and charity management
- Experience of implementing HR processes
- Demonstrable commitment to equality, diversity and inclusion
- Demonstrable commitment to embedding environmentally responsible practices
- Excellent communication & networking skills including public speaking, advocacy and negotiation
- Excellent people management skills with the ability to motivate staff, creatives and collaborators



Desirable:

- Knowledge of and passion for contemporary dance inspired by the Black diaspora
- Knowledge of ACE NPO reporting requirements
- Knowledge of international touring
- Understanding of digital strategy in audience development and engagement
- Knowledge of current social, political and financial issues affecting the arts



Employment Terms

Reporting to: This role works in conjunction with the Artistic Director and reports directly to the Board of Trustees.

Line management of: Administrative Manager and Producer as well as freelance Finance Manager, Content Creator and other contracted staff.

Hours of work: 28hrs per week (pro-rata of 35hrs FTE) with 1hr unpaid lunch break per day. Occasional evening/weekend work may be required. Overtime is not paid but discretionary TOIL is offered.

Place of work: We support hybrid working but require at least 2 days per week from the Company's base at bbodance in Battersea, London. Some national and international travel may be required.

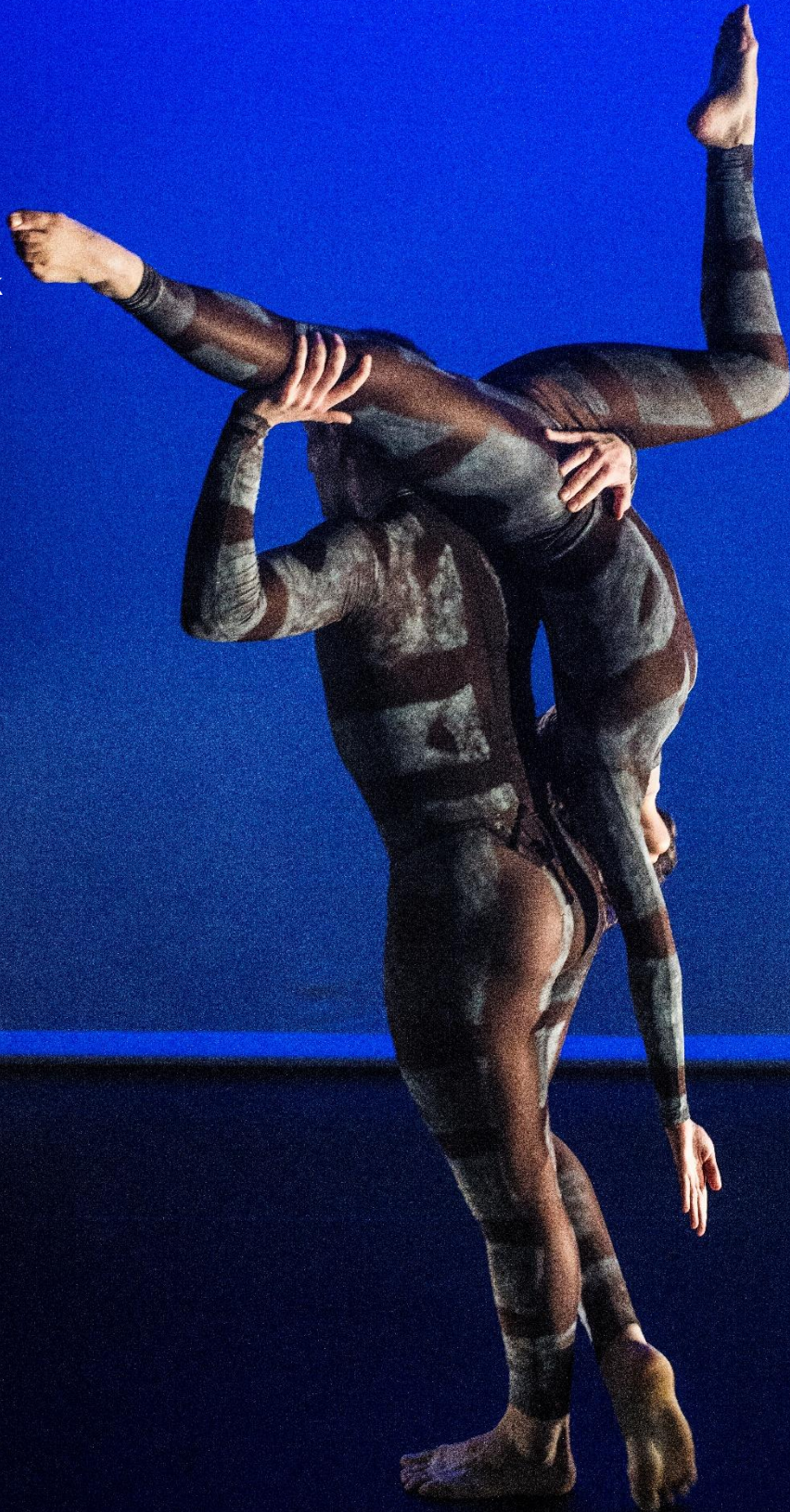
Annual Leave: We offer 26 days annual leave per year (pro-rata of 33 days FTE) inclusive of bank holidays.

Pension: We operate the NEST Pension Scheme which all staff are automatically enrolled on to.

Professional development: We are committed to supporting professional development through opportunities for leadership training, mentoring, coaching and engagement with national arts and cultural networks.

Probationary period: 3 months.

Notice period: 1 month during probationary period, 3 months thereafter.



How To Apply



Please send the following information to getintouch@tavazivadance.com with the subject line

APPLICATION: EXECUTIVE DIRECTOR 2026

- Your CV of no more than two A4 pages.
- A covering letter of no more than two A4 pages outlining your experience in relation to the key responsibilities and person specification, and why you are interested in becoming our Executive Director.
- Contact details of two referees, at least one of which must be from current/recent employment.
- A completed Equal Opportunities Monitoring Form, available [here](#). This is for monitoring purposes only and will not form part of the assessment process.

We welcome applications in written, audio, or video formats. If submitting an audio or video CV or covering letter, please keep each to a maximum of 5 minutes. Accepted formats are MP4 or MOV for video, and MP3 or WAV for audio. If your files are large, please provide a download link. If you require any adjustments or support, contact us at getintouch@tavazivadance.com.

Deadline for applications **Tuesday 25 August 2026**.

Interviews will take place in the w/c Monday 7 September 2026.

Thank you for your interest in Tavaziva Dance, and we look forward to hearing from you.