



Job Title: Director of Vocational Training
Reports to: Creative Director / CEO / COO
Department: Senior Management Team

Salary: Up to £60,000p/a depending on experience

Role Purpose

The Director of Vocational Training is a senior leadership role responsible for the strategic oversight, quality assurance, and continued development of Dancebox's full vocational training provision across all courses.

Reporting to the Creative Director / CEO / COO, the postholder will lead and line manage the Vocational Course Leaders across all vocational programmes, ensuring excellence, consistency, and professional relevance in every aspect of training delivery. The Director of Vocational Training will be responsible for maintaining exceptional standards across teaching, curriculum delivery, choreography, performance opportunities, and student development, ensuring that all provision reflects the vision, expectations, and brand values of Dancebox.

A central focus of the role is to ensure that students receive outstanding, industry-relevant training that prepares them fully for graduate success, sustained professional employment, and strong outcomes across the performing arts industry. The Director of Vocational Training will drive a culture of excellence, accountability, and employability across all courses, overseeing the quality of provision from enrolment through to graduation and progression into industry.

Key Responsibilities

Strategic Leadership and Management

- Lead the overall vocational training provision across all Dancebox courses, ensuring a consistently high standard of delivery, student experience, and professional preparation.
- Line manage the Vocational Course Leaders across all courses, providing clear leadership, support, accountability, and performance oversight.
- Drive a culture of excellence across vocational training, ensuring consistency in expectations, standards, and outcomes across all programmes.
- Work closely with the Creative Director and wider senior leadership team to shape and implement the strategic direction of Dancebox's vocational provision.
- Ensure all vocational training aligns with the organisation's artistic vision, educational objectives, and commitment to preparing students for professional careers.
- Support the continued growth, reputation, and competitive strength of Dancebox through exceptional training standards and graduate outcomes.

Quality Assurance and Standards

- Oversee and monitor the quality, consistency, and effectiveness of vocational provision across all courses.

- Ensure all teaching, curriculum delivery, choreography, and performance opportunities meet the standards, vision, and expectations of Dancebox.
- Lead on quality assurance processes relating to vocational training, ensuring Schemes of Work, course frameworks, and delivery standards are consistently implemented.
- Observe, evaluate, and review training provision across the freelance teaching team and course leadership structure, identifying strengths and areas for improvement.
- Implement strategies to strengthen teaching quality, course consistency, student performance, and graduate readiness.
- Report to senior leadership on the quality of vocational provision, key areas of development, and progress against training and student outcome objectives.

Curriculum and Course Oversight

- Oversee the delivery and ongoing development of all vocational programmes to ensure they remain rigorous, progressive, and industry-relevant.
- Support and challenge Vocational Course Leaders to maintain high-quality course delivery and strong student outcomes across their respective programmes.
- Ensure curriculum content, practical training, and performance opportunities prepare students effectively for current professional industry expectations.
- Work collaboratively with the Creative Director and Course Leaders to review and develop provision in line with emerging industry standards, graduate destinations, and organisational goals.
- Maintain strong oversight of student progression, training effectiveness, and the professional relevance of each programme.
- Oversee the planning and delivery of both class-based and performance-based practical assessments, ensuring alignment with industry standards where appropriate and effective support for student progression, achievement, and the attainment of module learning outcomes.
- Liaise with the Academic Course Leaders regarding grading decisions and resubmission processes (if appropriate), ensuring consistency, transparency, and alignment with assessment regulations.

Graduate Employment and Outcomes

- Lead on strengthening graduate employment outcomes and progression routes across all vocational courses.
- Ensure all programmes are focused not only on training excellence but also on employability, industry readiness, and successful progression into professional work.
- Monitor graduate destinations, employment outcomes, and progression trends to evaluate the effectiveness of vocational training.
- Work with Course Leaders and the wider team to embed professional practice, audition preparation, employability skills, and industry knowledge across all programmes.
- Identify opportunities to enhance students' exposure to industry expectations, networks, and pathways to employment.
- Promote a results-driven approach in which student achievement, graduate success, and professional outcomes are central measures of course effectiveness.

Leadership of Teaching Teams

- Oversee the performance and consistency of the freelance teaching team across all vocational provision.

- Support Course Leaders in monitoring teaching standards, ensuring all staff deliver to the required level of excellence and professionalism.
- Contribute to the recruitment, selection, induction, and retention of high-calibre freelance teachers, choreographers, and creatives.
- Ensure all freelance appointments align with Dancebox's training ethos, artistic standards, and professional expectations.
- Provide guidance and constructive feedback to strengthen teaching quality, consistency, and impact on student development.

Teaching and Professional Practice

- Deliver high-quality teaching as required within the vocational provision.
- Model outstanding professional and teaching practice that reflects Dancebox values, culture, and expectations.
- Contribute directly to the development of students' technical, creative, and professional skills through excellent classroom practice and industry-informed training.
- Help foster a professional training environment that promotes discipline, ambition, resilience, creativity, and employability.

Student Experience and Development

- Maintain oversight of the student training experience across all vocational programmes.
- Ensure students are challenged, supported, and developed within a high-performance environment that prioritises professional standards and individual progression.
- Support Course Leaders in addressing student needs, performance concerns, and developmental priorities appropriately and effectively.
- Champion an ethos in which every student is prepared not only to complete training successfully but to transition confidently into the profession.

Person Specification

Essential

- Significant senior experience in vocational performing arts training.
- Strong understanding of the standards required to prepare students for sustained professional employment in the performing arts industry.
- Proven experience of leading and improving teaching, training, or course delivery within a vocational or professional training environment.
- Experience of line managing or overseeing course leaders, teaching staff, freelance teachers, choreographers, or creative teams.
- Demonstrable ability to drive quality assurance, consistency, and high performance across multiple programmes or departments.
- Strong understanding of graduate progression, employability, and the factors that contribute to successful professional outcomes.
- Ability to uphold, communicate, and implement a clear artistic and training vision.
- Excellent leadership, organisational, and interpersonal skills.

- Strong evaluative skills with the ability to identify areas for development and implement effective improvements.
- Excellent communication skills and the ability to work collaboratively with senior leaders, course leaders, staff, freelance teams, and students.
- Commitment to excellence, accountability, and professional standards.

Desirable

- Experience in a senior leadership role within a vocational college, conservatoire, or professional training institution.
- Teaching qualification or recognised education/training credential.
- Experience of curriculum development and quality assurance within vocational education.
- Strong industry networks and up-to-date knowledge of professional trends, opportunities, and employer expectations.
- Experience of monitoring student progression, graduate destinations, and employment outcomes.

Key Attributes

- High standards and strong attention to detail.
- Strategic thinker with the ability to lead both operationally and developmentally.
- Strong artistic judgement and professional credibility.
- Ability to lead with clarity, authority, and integrity.
- Passion for developing the next generation of professional performers.
- Commitment to the Dancebox ethos, vision, and brand standards.
- A proactive and solutions-focused approach.
- Commitment to achieving excellent student and graduate outcomes.

Scope of the Role

This is a senior management position with significant responsibility for the overall quality, consistency, and effectiveness of Dancebox's vocational training provision. The Director of Vocational Training will play a central role in leading Vocational Course Leaders, strengthening teaching and course delivery across all programmes, and ensuring that students graduate with the skills, professionalism, and industry readiness required for successful employment and progression.

The role is critical to safeguarding Dancebox's reputation for excellence, professional relevance, and strong graduate outcomes.