



Future Leaders

Assistant Producer Recruitment Pack

A leadership development opportunity for Deaf, Disabled and neurodivergent mid-career arts professionals



Stopgap's Future Leaders Programme

– A Career-Shaping Opportunity

We're thrilled that you're interested in applying to the Future Leaders Programme! Following our recent Rose Prize nomination and as we approach our 30th birthday, there's never been a more exciting time to join us.

At Stopgap, you'll be part of a talented, collaborative, and committed team that thrives on agility, resourcefulness, and innovation.

We take pride in being both pragmatic and progressive, constantly evolving to create a more inclusive future.

We're looking for driven, curious, and aspiring leaders who are eager to grow and are committed to equity, diversity and inclusion.

If that sounds like you (even a little bit), keep reading this pack and you can explore more about our work on [Stopgap's website](#) and social media. If you'd like an informal chat about the opportunity, we'd be delighted if you get in touch before making your application.

We look forward to receiving your application and can't wait to get to know you, and how we can be a part of your future development. Let's shape the change we want to see in dance together.

**A welcome from Stopgap's Executive Producer Lucy Glover,
Co-Artistic Directors Lucy Bennett and Laura Jones**



About us

Stopgap Dance Company is driven by a diverse creative team who use dance as a movement for change.

The company's vision is to create an inclusive world where diversity is not just accepted but pursued, a world where no one is limited by prejudice against Deaf, Disabled, or neurodivergent people.

Working with an artform shaped by human touch and energised by the spark of connectivity, the company's work demonstrates the compelling power of diversity and inclusivity. Stopgap moves together to create a remarkable experience that transforms society's perceptions of difference and dismantle the inequity of privilege, in dance and in all aspects of living, collaborating, and creating together as humans.

Stopgap's work is both focused on and born out of the company's rigorous investment in equity and inclusive culture. We are committed to removing barriers to dance, nurturing the talents of dancers born into any body and any mind. Stopgap is in coalition with a wave of organisations moving towards a better representation of diversity on our stages and in society.

Stopgap is a global leader of disability access in dance; continuously examining best practice and advocating for the industry to become more inclusive.

Discover more about Stopgap's team and work:



stopgapdance.com



[@StopgapDanceCo](https://www.instagram.com/StopgapDanceCo)



About Future Leaders

We're looking forward to welcoming a third cohort of Future Leaders in May 2027, for a 12-month contract until May 2028.

This is a paid position designed to support and elevate Disabled professionals at the start of their leadership journey.

As a Future Leader, you will be fully immersed in Stopgap's activities, gaining hands-on experience whilst being guided by an experienced Stopgap mentor who will support your growth at each phase of the journey.

Throughout the programme our Future Leaders Coordinator is there to ensure you feel supported, valued, and empowered.

"The Future Leaders programme gave me the confidence, knowledge, and opportunity to thrive as a disabled leader.

It opened doors for my career to expand far beyond what I thought was possible.

The programme fostered both my professional growth and my decision making confidence, which I rely on daily in my current role (NYDC Coordinator, Sadler's Wells).

It teaches you how to work and lead inclusively."

Future Leader Annie-Rose Grantham
Assistant Producer 2024-25



Why join us for Future Leaders?

To support your journey, the programme offers:

Meaningful contributions

A role where your ideas and work make a real impact

Inclusive leadership skills

Develop working methods that champion access and equity

Self-advocacy growth

Build confidence to navigate and shape your professional path

Industry visibility

Gain recognition and presence within your field

Network expansion

Connect and forge valuable relationships

Financial stability

A paid position providing security and focus for your career



“Future Leaders has given me confidence, a tool-box of methods to apply to my practice, a community, and a strong desire to continue my work as an artist and facilitator with newfound knowledge and agency.

I would recommend the programme to anyone who feels they want to develop, whilst also being affirmed in their journey.”

Future Leader Kajsa Sundström
Assistant Artistic Director 2025-26

Who we're looking for...

Future Leader: Assistant Producer

We're seeking an individual who identifies as Deaf, Disabled or neurodivergent to join the programme as Assistant Producer.

The Assistant Producer helps make events, shows and tours happen.

You will work with the Future Leader: Assistant Artistic Director.

This role has been filled by an applicant from last year's open recruitment call whose start was deferred by agreement to 2027.

You will be mentored by Stopgap's Executive Producer, Lucy Glover and work closely with Co-Artistic Directors Lucy Bennett and Laura Jones, as well as getting to know the team and our collaborators.

Minimum requirements for the role:

- You must identify as Deaf, Disabled or neurodivergent
- You must have the right to work in the UK
- You must have 3 years of experience in a similar role

Similar roles might include:

Arts Management & Administration
Event Management
Project Management
Technical or Stage Management

Desired experience and skills:

- Problem solving and solution-focused thinking
- Administration and Project Management experience
- Decision making and using initiative
- Experience managing budgets
- Good communication with different stakeholders. For example: Audiences, Artists, Technicians, Colleagues, Trustees or Funders (you don't need experience with all of these)
- Accessible and effective working practices
- Experience with marketing campaigns or working with marketing teams

If you are striving to grow as a leader in producing and project management, we'd love to hear from you!

During the programme, you will work on exciting activities including:

- Working towards Stopgap's 30th anniversary launch.
- Co-ordinating our touring productions [RO-TES-196](#) (outdoor) and [Lived Fiction](#) (indoor) nationally and internationally.
- Assist the production of new work; working on projects from conception to delivery ensuring inclusive, smooth management.
- Take part in strategic meetings with key stakeholders.
- Support with fundraising strategies and initiatives, contributing to the company's long-term sustainability and growth.

Stopgap is committed to working with individuals who will:

- **Embrace and embody our shared values** – Honesty, integrity, pursuit of excellence, mutual respect, collaboration, and generosity are at the heart of everything we do.
- **Be inspired by our work** – You share our passion for the arts and are excited to be part of a company that is constantly evolving.
- **Stay curious and motivated to learn** – Whether it's developing new skills or exploring your practice, you're open to growth and challenges.
- **Champion both individual and collective success** – You'll support and uplift those around you, fostering a culture of encouragement while also striving for excellence in your own journey.
- **Empower yourself and others** – You recognise the value of every team member's contribution, including your own. Through your actions, you will be a positive role model, ensuring everyone feels valued.



"My year as a Future Leader built my confidence as an advocate for inclusive dance. The trust and support from the Stopgap team, along with training, have empowered me to represent Stopgap in the press, including BBC Radio London, and a panel discussion for Unlimited."

Future Leader Monique Dior Jarrett
Assistant Artistic Director 2024-25

Your Leadership Journey

The Future Leaders Programme is designed to be flexible and tailored to your strengths, interests, and ambitions. You won't just follow a set path - you'll co-design your leadership journey alongside Stopgap, ensuring a personalised experience that supports your growth.

The programme is structured around these four core modules, providing you with the skills, knowledge, and hands-on experience needed to thrive as a leader.

Module 1: How can you do your best work?

In this first module, you'll lay the foundation for your leadership journey by getting to know Stopgap, defining your goals, and exploring how you work best.

You will:

- Get started with an induction to Stopgap and the Programme.
- Identify your personal development goals and explore evaluation methods.
- Shadow experienced team members and start building a strong relationship with your mentor.
- Engage with peers – Take part in online learning and discussions.
- Observe and support Stopgap's ongoing projects in action.

Module 2: Developing your leadership style

Great leaders understand that leadership isn't just about leading from the front, so in this module, you'll explore different leadership approaches with insights from industry experts and Stopgap's own experienced team.

You will:

- Join online and in-person professional development sessions with internal and external facilitators.
- Dive into self-directed learning and research, discovering leadership strategies that resonate with you.
- Apply your learning by supporting real Stopgap projects, gaining valuable experience in an active creative environment.

Module 3: Co-Leading a Stopgap Project

This module gives you time and space to put your leadership skills into action. You'll co-lead on a research or training project, gaining hands-on experience in planning, collaboration, and decision-making, all with the guidance of your mentor and support from the Stopgap team.

You will:

- Be matched with a project that aligns with your passions and strengths.
- See a project through from start to finish – Getting involved in every stage of the process, from co-design to delivery and evaluation.

Module 4: A final project to amplify learnings

In this final module, you'll take the lead, sharing your insights and experiences with the wider arts sector.

Working alongside your fellow Future Leader, you'll create resources that empower other Disabled leaders and arts organisations to build more inclusive workplaces.

You will:

- Develop and produce a series of resources sharing your top tips and key learnings.
- Design and deliver a public-facing industry event, where you'll launch your resources and connect with key figures in the sector.

"The programme offers an extraordinary opportunity to work alongside experts, exceptional artists and committed advocates, while becoming part of a supportive and ambitious community.

Future Leaders has made me feel part of something special: not simply an organisation, but a wider artistic movement working to create meaningful and lasting change."

Future Leader William Spencer
Assistant Artistic Director 2025-26



Contract Details

Mentor: Executive Producer

Line Manager: Administration Manager and Future Leaders Coordinator

Internal Relationships: Assistant Artist Director (Future Leader), Co-Artistic Directors, Access Artist, Project Manager, Dance Artists, Freelance Artists, Freelance Technical Team, Communications Manager, Creative Learning Manager

External Relationships: Arts Council England, British Council, Venue Partners, Collaborators, networks (e.g. NPO Working Group, Theatre Green Book, Surrey Cultural Leaders, Rushmoor NPO Group, Artist Led Touring Network)

Salary

£18,000 (£30,000 full time equivalent)

Working Hours

22.5 hours per week (3 days). Mutually agreed flexible working pattern.

Overtime

Some work may be required outside of normal working hours. Overtime is not paid, but Stopgap operates a Time Off in Lieu (TOIL) policy.

Contract

One-year fixed term

Start Date

May 2027

Location

- Stopgap's office base is Farnham Maltings, Surrey. With regular use of studio spaces across Surrey and Hampshire.
- Applicants must be willing and able to commute to and around Surrey.
- Applicants may have the opportunity to travel to events or on tour nationally and internationally
- Some remote working is available

Expenses

As this is a salaried position, commuting expenses to Farnham and the surrounding areas will not be covered. Travel outside this area will be reimbursed in line with Stopgap's expenses policy.

Accommodation and subsistence will be covered for required overnight stays away from Stopgap office base.

Holiday / Leave Entitlement

126 hours (16.8 days) paid holiday including bank holidays and an office closure between Christmas and New Year.

You are also entitled to statutory leave such as Sick Leave and Carers Leave which is detailed in our Company Staff Handbook.

Benefits

We offer an Employee Assistance Programme through our HR company Croner. This includes access to up to 5 Talking Therapy sessions. Details are available upon induction within the Company Staff Handbook.

Pension

Automatic enrolment into Stopgap's pension scheme with a 3% employer contribution, and 5% employee contribution. How this works and your options will be explained to you during induction.

Probation

The probation period is one month.

Notice

We hope that the Future Leaders will commit to the full year with the company.

During probation: One week's notice must be given.

After probation: One month's notice is required.

Access to Work

Stopgap can assist with Access to Work applications and claims for those requiring support to fulfill their role.

We will discuss this with you upon the offer being accepted and aim to have this in place for your start date.

How to Apply

Application Deadline: Monday 9 November at 10am

[Follow this link to fill out your application on Typeform](#)

There is further [application guidance on our website](#), and the [application questions are available as a downloadable document](#).

[Please also complete our Equal Opportunities Monitoring form.](#)

What to Include in Your Application

Please refer to the 'Who we're looking for' section in your application answers.

We are looking for evidence you:

- Meet the minimum requirements and experience level for this role
- Demonstrate critical thinking about your career and transferable skills
- Are curious, and desire growth into leadership roles

A note on AI:

We understand that AI tools can support application processes. While we don't prohibit the use of generative AI, we do encourage you to use it thoughtfully. If you use AI, please review and personalise it to ensure it truly represents you.

Interviews

Initial Interviews: Online on 7 or 8 December

Second Interviews: Taking place in person in Farnham on 14 or 15 December

Reasonable travel costs to attend the interview will be covered.

Interview questions and task instructions will be provided in advance.

Need support?

If you have any questions about Furure Leaders, or if you require any adjustments to make the application or interview process more accessible to you, please get in touch:

Email: amyo@stopgapdance.com

Call us: 01252 745 443

