

# The Royal Danish Theatre seeks Artistic Director of the Royal Danish Ballet from 2026

The Royal Danish Theatre is seeking an Artistic Director of the Royal Danish Ballet to guide the company's continued growth and success from August 2026 onwards.

## The theatre and the ballet

The Royal Danish Ballet is a division of The Royal Danish Theatre and is a remarkable ballet company delivering artistic performances of the highest calibre, and is as such one of the world's most renowned ballet-companies. The company was founded in 1748 in Copenhagen where it still has its base today.

The Royal Danish Ballet also includes The Royal Danish Ballet School which educates world class classical ballet dancers. The Ballet School was founded in 1771, and is one of the few ballet schools in the world that is housed in the theatre building itself.

The core of the Royal Danish Ballet is the tradition of August Bournonville, who led the company in the 1830's. Today The Royal Danish Ballet is a modern ballet company that embraces both classical and neoclassical repertoire, contemporary works, as well as encouraging the creation of new ballets – with the Bournonville tradition continuously playing a very special role. The company has approx. 80 dancers of both Danish and international origin.

The theatre has a strategy to reach out to new audience groups in all of Denmark with a particular emphasis on introducing more children and young adults to the classical arts.

The Royal Danish Ballet is undergoing a development with a focus on culture, working environment, well-being and diversity. We continuously strive to optimize our planning and develop our

Indrykningsdato

04.05.2024

Ansøgningsfrist

31.08.2024

Virksomhedsnavn

Det Kongelige Teater

Fagområde



Scenekunst / Film

Angiv type af ansættelse

Fuldtid

Navn på kontaktperson

Kasper Holten

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Søgstilling

<https://candidate.hr-manager.net/ApplicationInit.aspx?cid=5001&ProjectId=179740&Medi>

organization with the aim of creating and maintaining a sustainable and healthy work environment and a strong workplace culture, where everyone experiences a high level of psychological safety.

### **The position**

The Artistic Director of the Royal Danish Ballet is responsible for the Royal Danish Theatre's production and staging of ballet rehearsals and performances. The Artistic Director of the Royal Danish Ballet plans the theatre's ballet and dance repertoire, within the defined framework of the entire Royal Danish Theatre's budgets, strategy, structure and common goals and under mandate from the CEO. The Artistic Director of the Royal Danish Ballet is part of the theatre's executive management board and has a joint responsibility for the theatre's strategy. The Artistic Director has a special responsibility to contribute to activities that will make the art form more accessible and relevant for people in all of Denmark, including digital programming, touring and outreach activities.

The Artistic Director of the Royal Danish Ballet is also responsible for the Royal Danish Ballet School and will provide the overall creative leadership for the Company and the School, including the training and development of dancers and ensuring that the Bournonville tradition, aesthetic and repertoire are maintained and remain relevant for generations to come – students, dancers and audiences alike. The ballet school is managed by the Artistic Director of the Royal Ballet School, reporting to the Artistic Director of the Royal Danish Ballet.

The Artistic Director of the Royal Danish Ballet is the senior manager of the Ballet Department's artistic and administrative staff, which includes the ballet company, music staff, producers, stage managers and administrative staff, as well as the staff of the Royal Danish Ballet School – approximately 175 employees in all plus 140 students at the Royal Danish Ballet School. The operational management is handled by the Ballet Department's Administrative Director, who report to the Artistic Director. There is close collaboration with the Administrative Director on the strategic development of the Royal Ballet and to ensure a modern workplace culture with a high level of well-being.

The Artistic Director of the Royal Danish Ballet has the financial responsibility for the ballet department's budget. The Artistic Director of the Royal Danish Ballet is appointed by the board and reports directly to the CEO.

### **Duties**

The duties of the Artistic Director of the Royal Danish Ballet include:

- Ensuring a strong artistic profile for the Royal Danish Ballet
- Leverage strong international contacts to secure premium productions and artistic talent
- Creating a core repertoire, which will continue to form the nucleus of the Royal Danish Ballet's repertoire, with broad audience support
- Fostering and developing both classic and contemporary ballet traditions
- Developing new artistic initiatives and focus areas
- Select, engage and develop outstanding dance and artistic talent
- Ensure a strong culture and healthy working environment within the ballet company
- Work in close partnership with the Administrative Director and make the necessary priorities to deliver financial sustainability and ensure optimum use of resources and compliance with the given budgets for both expenses and income
- Attract both new and loyal audiences to the art form
- Ensure a safe and professional educational environment for the students of the Royal Ballet School and the boarding school connected to RBS
- Ensure that the work of the ballet company is continuously in compliance with all legislative demands, with particularly understanding of the conditions applying to a government institution such as the Royal Danish Theatre

## **Qualifications**

The ideal candidate is a confident, articulate and empathetic leader with experience and a flair for leadership and communication who can deliver a bold, innovative and compelling artistic vision to advance the company and its dancers consistent with the theatre's mission and goals.

The theatre is seeking an Artistic Director of the Royal Danish Ballet with:

- Strong artistic abilities and a deep knowledge of ballet and dance
- Knowledge of the works and aesthetics of August Bournonville
- Artistic visions for the development of the Royal Danish Ballet
- Leadership experience, including strong communication skills, a well-developed international network, the ability to inspire others, and can deliver on ambitious goals
- An eye for talent; the ability to select the best dancers, students, choreographers, teachers, and coaches and encourage their development

- A strong media presence and ability to engage new and existing audiences with the narrative of ballet as an art form
- Good command of finances and budget compliance
- Strategic thoughts on how to develop the culture of classical ballet, ensuring diversity, a safe working environment and healthy practices
- Desire and ability to work closely together with the colleagues on the executive board, and a flexibility and interest to further develop one's leadership style with changing needs

Knowledge of Danish ballet and dance culture and tradition, as well as knowledge of general Danish cultural tradition, would be beneficial.

### **Terms and process**

The position will be filled as a fixed-term contract and in accordance with relevant collective agreement or on individual terms.

Starting date as agreed between the parties but preferably by 1 August 2026.

To apply for the position, click "APPLY" button. Applications must be addressed to Chairman of the Board Lars Barfoed and received by 31st of August 2024.

The first round of interviews will be conducted mid-September 2024 followed by a second round at the beginning of October 2024. There will be a personality test between the first and second round.

Please note, a child protection certificate will be applied for in conjunction with employment.

Please direct enquiries regarding the position to CEO Kasper Holten, tel. (+45) 3157 7273 or [khol@kgfteater.dk](mailto:khol@kgfteater.dk).

All interested candidates, regardless of personal background, are encouraged to apply for the position.

Read more about the Royal Danish Theatre at [www.kgfteater.dk](http://www.kgfteater.dk).