

Northern
Ballet

Candidate brief for the position of

Deputy Wigs & Makeup Manager

April 2025



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Cover: Rachael Gillespie in *Merlin*. Photo Emma Kauldhar.
Above: Helen Bogatch and Filippo Di Vilio in *Romeo & Juliet*. Photos Kyle Baines.

Who we are

Northern Ballet is a powerhouse for inventive dance, creating and touring narrative dance at various scales nationally and internationally. Bold and confident in our approach, we engage, involve and move our audiences. We reach a diverse range of people through passionate storytelling, a mastery of classical dance technique and an absolute commitment to our leading role as an international ambassador for world-class dance.

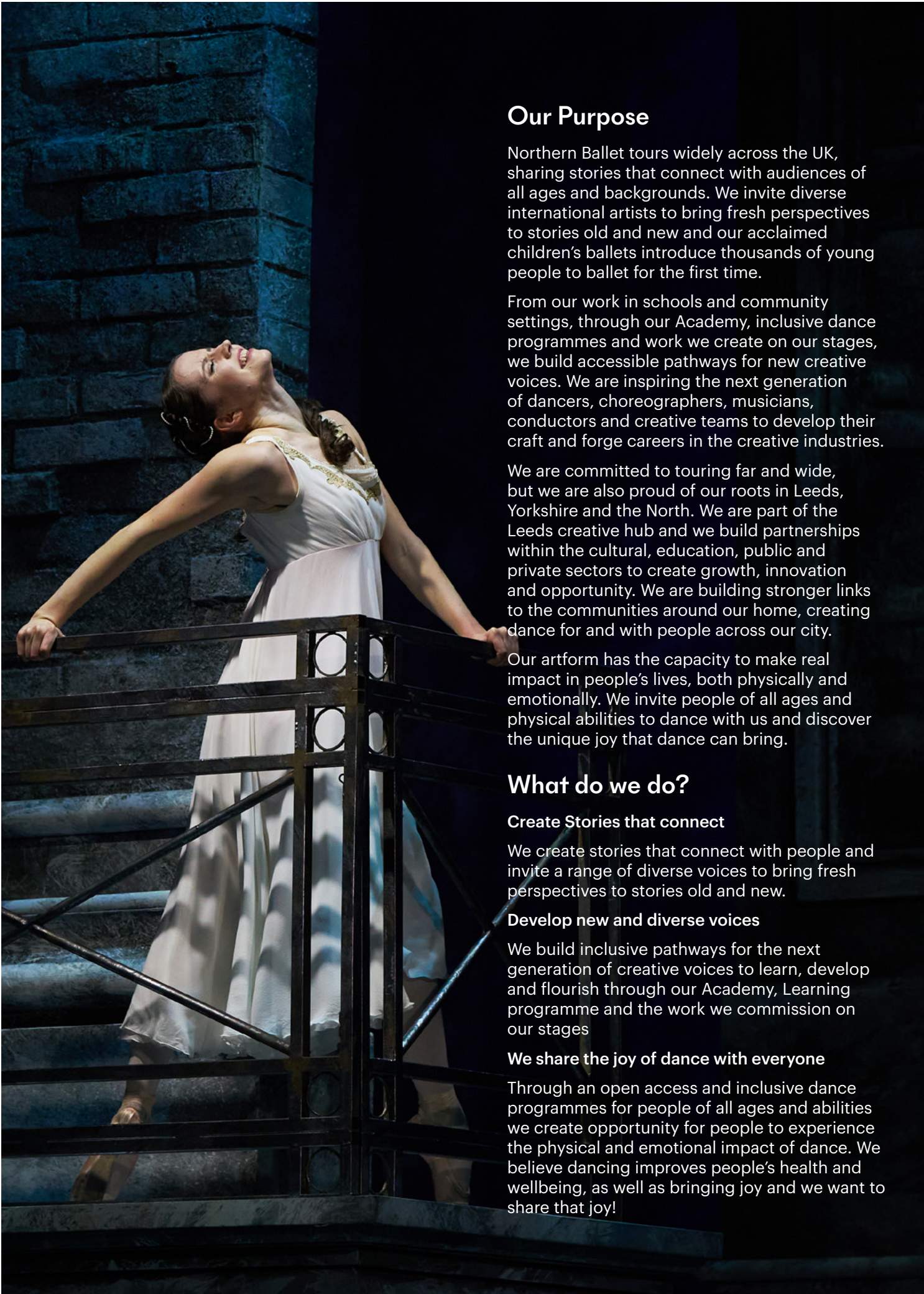
Based in Leeds with a major presence in the city, Northern Ballet tours widely across the UK, creating full-length narrative ballets, mixed repertoire, and productions specifically for children.

We have our own studio theatre in our purpose-built facility in the city centre, programming dance from UK and International companies. Our programme is supported by a wide reaching learning programme and professional training routes provided by our Academy.

Northern Ballet is a registered charity benefitting from regular funding from Arts Council England (ACE) and this is an exciting time as we embrace the ACE strategy, Let's Create, whilst developing our own new five-year vision and strategy for the Company. We have recently been successful in securing an uplift to our core grant, which will total £3,289,000 for each of the years between 2023-26.

We also enjoy support from Leeds City Council and are a key part of the Leeds culture offering. During the recent pandemic, Northern Ballet developed its digital strand creating many short and full-length films and we are keen to build on this success.

Northern Ballet has recently appointed a new leadership team with Federico Bonelli in place as Artistic Director, David Collins in position as Executive Director, and Guy Perricone as Chair. The last two to three years have been challenging for most arts organisations, but having come through Covid we have a strong foundation and exciting new leadership to take the company on to new heights of success.



Our Purpose

Northern Ballet tours widely across the UK, sharing stories that connect with audiences of all ages and backgrounds. We invite diverse international artists to bring fresh perspectives to stories old and new and our acclaimed children's ballets introduce thousands of young people to ballet for the first time.

From our work in schools and community settings, through our Academy, inclusive dance programmes and work we create on our stages, we build accessible pathways for new creative voices. We are inspiring the next generation of dancers, choreographers, musicians, conductors and creative teams to develop their craft and forge careers in the creative industries.

We are committed to touring far and wide, but we are also proud of our roots in Leeds, Yorkshire and the North. We are part of the Leeds creative hub and we build partnerships within the cultural, education, public and private sectors to create growth, innovation and opportunity. We are building stronger links to the communities around our home, creating dance for and with people across our city.

Our artform has the capacity to make real impact in people's lives, both physically and emotionally. We invite people of all ages and physical abilities to dance with us and discover the unique joy that dance can bring.

What do we do?

Create Stories that connect

We create stories that connect with people and invite a range of diverse voices to bring fresh perspectives to stories old and new.

Develop new and diverse voices

We build inclusive pathways for the next generation of creative voices to learn, develop and flourish through our Academy, Learning programme and the work we commission on our stages

We share the joy of dance with everyone

Through an open access and inclusive dance programmes for people of all ages and abilities we create opportunity for people to experience the physical and emotional impact of dance. We believe dancing improves people's health and wellbeing, as well as bringing joy and we want to share that joy!

A Centre of Excellence



Northern Ballet is one of the world's leading narrative ballet companies.

'A Company that boasts the best dance actors in the world.'

Dance Europe

'Polished, vivacious and expressive'

The Stage on *Made in Leeds: Three Short Ballets*

'Northern Ballet is back with a bang'

The Telegraph on *Dangerous Liaisons*



'Northern Ballet has never been a company to shrink from a challenge'

The Telegraph on *The Great Gatsby*

'A beautifully filmed whirl of pleasure and pain, liberty and confinement'

The Guardian on *Ma Vie*, a Northern Ballet original short film

Nominated Outstanding Company at the National Dance Awards for 7 years running

Nominated for Excellence in Touring

UK Theatre Awards 2022

Nominated Outstanding Male Classical Performance for Joseph Taylor in *Casanova*

National Dance Awards 2022

Diversity & Equality

We are proud that 40% of our dancers are from global majority backgrounds and we continue to seek opportunities to further increase diversity throughout the whole Company. We continue with our long term strategy by developing the '[Spotted!](#)' programme at local schools to ensure any child with the potential to pursue a career in ballet is nurtured and supported to do so.

We work to an accessible pricing structure in all venues, with premium tickets available alongside entry prices of around £15. Our Children's Ballets continue to be priced accessibly to reduce barriers to attendance, with an average ticket price of around just £7.

We offer accessible performances for visually impaired patrons through audio described performances in partnership with VocalEyes.

We continue to deliver relaxed performances of Children's Ballets in the Stanley & Audrey Burton Theatre and work with partner venues to encourage and support them to do the same.

At our state-of-the-art studios we deliver [Ability](#), our dance course for adults with learning disabilities and In Motion, our dance course for wheelchair users and each year we hold [Expressions](#), our festival of inclusive dance.

The Academy of Northern Ballet

We offer opportunities for people from all walks of life and of all ages and ability to experience the joy and excitement of dancing. Our [Centre for Advanced Training \(CAT\)](#) delivered in partnership with the Northern School of Contemporary Dance, continues to grow and proves highly successful in providing high quality dance training to young people enabling them to succeed in entering vocational training. CAT graduates from the ballet strand have continued onto training at the Royal Ballet Upper School, English National Ballet School, Central School of Ballet, Royal Conservatoire of Scotland, Elmhurst, the School of Hamburg Ballet and National Ballet of Canada School.

Our [Associate Division](#) offers training in classical and contemporary dance and is a less time intensive course with less focus on progression to a career in dance.

Our [Professional Graduate Programme](#) is an exciting one-year classical ballet finishing course designed to make the connection between full-time training and professional performance.

We also offer a range of Open Classes to children, young people, adults and older people of all backgrounds and ability.



Websites for Further Information

northernballet.com

digitaldance.org

northernballet.com/academy

Northern Ballet Learning

Our Learning Team is committed to creating opportunities for people of all ages and backgrounds to join in and learn about dance. We work in schools, theatres, and community settings across the UK to bring the joy of ballet to as many people as possible. From talks at theatres, to regular weekly specialist dance classes, the team works tirelessly to make ballet accessible to all.

We work in schools to support and encourage an active and creative approach to the curriculum, using the Company's narrative dance works as a tool to develop children's physical and emotional wellbeing through projects such as [Rise](#). Our Early Years work is well-established and uses popular stories to encourage creative movement play with music. We also support teachers and dance practitioners to develop their skills through regular CPD sessions and a range of resources to support the teaching of dance.

Inclusive Dance Practice is key to our success; the team have developed inclusive pedagogy across our output to ensure our teaching methodology is world-class and leading the way in making ballet more accessible. Our specialist courses include Ability, a dance course for adults with additional learning support needs, [In Motion](#), a course for wheelchair users and [Dance for Parkinson's](#). Each year we host [Expressions](#) – a festival of inclusive dance, bringing professional and community dance groups together to perform, learn, and share their passion for dance.

We believe that everyone can enjoy dance. Whether watching or joining in, experienced, or brand new to ballet – all our work is designed to be fun, creative, and inclusive.



The Role

Job Title:

Deputy Wigs & Makeup Manager

Location:

Based in Leeds / touring in line with company schedule

Reports to:

Wigs & Makeup Manager

Main purpose of the job

Northern Ballet is seeking to appoint a skilled Deputy Wigs & Makeup Manager to join the Wigs Department. This is a key role in assisting the Wigs and Makeup Manager in all aspects of wigs, hair, makeup and hair accessories for show creation. This role will manage the shows whilst on tour and support the Wigs and Makeup Manager in maintaining the highest standard of work for the stage.

Key responsibilities

You will be required to undertake any and all duties expected of a Deputy Wigs & Makeup Manager which include but are not limited to:

- Deputise for the Wigs and Makeup Manager in their absence
- Ensure the highest standard of wig dressing, hairstyling and wig and makeup application for performances
- Communicate and liaise with the Wigs and Makeup Manager whilst out on tour to ensure highest standards of shows are met
- Organise Get-Ins and Get-Outs for touring weeks and ensure good communication with Wardrobe, Stage and Stage Management departments in relation to this
- Assist dancers with application and removal of wigs/styling hair for performances, including quick changes during shows
- To clean and set/re-dress wigs and hairpieces so they are in working order for each performance and deal with any emergency repairs
- Attend rehearsals, technical, dress and costume understudy rehearsals as required
- Assist with wig fittings when required
- Recognise where maintenance work is required on any wigs and report this to Wigs and Makeup Manager
- Support in ensuring that touring product stock is maintained and adequately equipped for shows, ordering and replenishing hair and make-up supplies as needed in consultation with Wigs and Makeup Manager
- Ensure that work materials and all wigs are kept in a tidy and secure manner and maintain good housekeeping skills
- Report any losses and unsafe practices in dressing rooms to the Wigs and Makeup Manager and to communicate these within the Wigs and Wardrobe department and other departments clearly
- Provide assistance on photo calls, digital filming and company events/galas if required
- Assist the Wigs and Makeup Manager when working with Designers on new shows to bring the designs to life through the making of hairpieces, facial hair, wigs and in the construction of head dresses and hair accessories
- Ensure the safest possible working environment, and that all Health and Safety procedure and practice are adhered to.

Essential Attributes

- Relevant wigs training/qualification
- Demonstrable experience within the industry, including within live performance/theatre and touring
- Confident in wig dressing and application
- Strong communication skills
- Ability to work within a small team & on your own initiative
- Ability to manage a busy workload, and a commitment to getting things done efficiently and to a high standard
- Flexible approach to working as you will be required to work unsociable hours and away from home whilst touring
- An alert approach to Health & Safety and appropriate working methods at all time

Desirable Attributes

- Knowledge of wig construction and how to knot/whip
- Barbering and Hairdressing skills. NVQ or relative training
- Experience working with a variety of hair types and textures
- Good makeup knowledge and application. NVQ or relative training
- Good knowledge of making and applying bald caps and other SFX pieces
- Some sewing skills to assist with accessory/headress construction
- Have held a deputy position or similar before
- Experience with a dance company

Northern Ballet strives to understand, respect and champion diversity in all its forms and believes in embracing diversity within our workforce, repertoire and practices. Therefore, we support and encourage people from a variety of backgrounds and experiences to apply. As part of our commitment to the disability confident employer scheme, we guarantee to interview disabled applicants who meet the essential criteria for our vacancies.

If you require any adjustment during any stages of our recruitment process, please contact hadmin@northernballet.com and we will be in touch with you to make the necessary arrangements. Some examples of adjustments could include sending documentation in alternative formats such as large print, braille or audio. Adapting the environment for the interview or allowing additional time for you to answer questions.

Terms

Salary:

£27,434 per annum

Hours:

Normal working hours are 35-40 hours per week, Mon-Fri when based at Leeds Headquarters and hours required to fulfil the role whilst on tour, including weekends and bank holidays when needed

Annual Leave:

25 days (full-time equivalent, pro-rated for part-time roles)

Probationary Period:

6 months

Notice Period:

1 month subject to successfully completing probationary period

Pension:

The Company operates a group personal pension scheme, with contributions from both the employer and the employee. Current contributions are Employer 5.75%, Employee 4.25%. Permanent full and part time staff are automatically enrolled after 12 weeks in post

To apply:

Please submit a copy of your CV, along with a covering letter stating why you would like to be considered for this role, to recruitment@northernballet.com by 25th April 2025

Please also complete the [Equal Opportunities form](#) found on our website

**Interviews to take place
W/C 5th May 2025**

**The interview will include
a practical element**

Northern Ballet

northernballet.com

