

Northern  
Ballet

Candidate brief for the position of

# Management Accountant

---

May 2026

---



## Contents

About Northern Ballet	4
A Centre of Excellence	6
Diversity & Equality	7
Academy of Northern Ballet	7
Northern Ballet Learning	8
The Role	10





Cover: Gemma Coutts and Rachael Gillespie in *Gentleman Jack*. Photo Emily Nuttall.  
Above: Helen Bogatch and Filippo Di Vilio in *Romeo & Juliet*. Photo 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 also enjoy support from Leeds City Council and are a key part of the Leeds culture offering.

The last two to three years have been challenging for most arts organisations, but we have a strong foundation and 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

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

**Winner of the FEDORA - VAN CLEEF  
& ARPELS Dance Prize 2025 for  
*Gentleman Jack***

**Nominated for Excellence in Touring**  
UK Theatre Awards 2022

**'Northern Ballet is back with a bang'**  
The Telegraph on *Dangerous Liaisons*

**Nominated Outstanding Male  
Classical Performance for  
Joseph Taylor in *Casanova***  
National Dance Awards 2022



**'Northern Ballet has never been a  
company to shrink from a challenge'**  
The Telegraph on *The Great Gatsby*

**Nominated Outstanding  
Achievement in Dance for Sarah  
Chun in *Three Short Ballets* at the  
Royal Opera House**  
Olivier Awards 2025

## 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 currently 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 and adults of all backgrounds and ability.



### Websites for Further Information

[northernballet.com](http://northernballet.com)

[digitaldance.org](http://digitaldance.org)

[northernballet.com/academy](http://northernballet.com/academy)

# Northern Ballet Learning

Our Learning Team is committed to creating opportunities for people of all ages and backgrounds to experience 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, 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:**

Management  
Accountant

**Location:**

Based in Leeds

**Department:**

Finance

**Reports to:**

Director of Finance

Northern Ballet is looking for a commercially minded, curious and collaborative Management Accountant to join our Finance team at an exciting point of change. This is a part time role (2–3 days per week) ideal for someone who enjoys combining technical expertise with real insight, and who wants their work to directly support creativity, touring and long term sustainability.

Working closely with the Finance Director, you'll play a central role in producing high quality management information that supports confident decision making across the organisation. Alongside core accounting responsibilities, you'll help shape the future of our finance function, from building a more flexible budgeting and forecasting approach to supporting the implementation of a new finance system.

You'll gain exposure to every part of Northern Ballet, from performance and production through to fundraising, marketing and education, developing a deep understanding of how an ambitious touring arts organisation operates.

## Key responsibilities

- Producing accurate and insightful monthly management accounts for the Northern Ballet group
- Supporting annual budgeting and rolling forecasts, working with budget holders across the organisation
- Helping design and develop flexible budget modelling tools to support strategic planning
- Partnering with teams to improve financial understanding, ownership and control
- Advising the Development team on the financial elements of funding applications
- Supporting the preparation of Theatre Tax Relief and Film Tax Relief claims
- Playing a key role in the scoping, preparation and implementation of a new finance system
- Proactively identifying opportunities to improve systems, processes and controls

## About you

You're someone who enjoys turning financial data into meaningful insight, and who feels comfortable building relationships outside finance. You bring rigour and attention to detail, but also curiosity and a desire to improve how things are done.

### Essential Attributes

- Experience producing group management accounts
- Strong analytical skills with excellent attention to detail
- Confident IT skills, particularly Microsoft Office or equivalent
- A logical, structured and methodical approach

### Desirable Attributes

- CCAB or CIMA qualified accountant
- Experience of charity or not for profit accounting
- Experience within theatre, dance or wider arts organisations
- Knowledge of Theatre Tax Relief and/or Film Tax Relief
- Experience using Pegasus Opera
- Full UK driving licence

## How we work

You'll join a small, supportive Finance team and work closely with colleagues across Northern Ballet. We value openness, collaboration and shared learning, and we're looking for someone who enjoys being part of a team, stays calm under pressure, and takes pride in delivering quality work.

## Terms

### Salary:

£35,000 to £40,000 pro rata per annum depending upon qualification and experience plus excellent benefits

### Hours:

Part time (2 or 3 days per week)

### Location:

Leeds, with some flexibility for hybrid working

### Annual leave:

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

### Probationary period:

6 months

### Notice period:

2 months 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

### Interviews:

W/C Monday 15 June 2026

# Northern Ballet

## About Northern Ballet

Northern Ballet creates and tours ballet to towns and cities across the UK, combining classical technique with powerful storytelling. We are the only professional ballet company in the UK fully integrated with our own Academy, alongside extensive work in schools, communities and inclusive dance programmes.

Our work is anchored by three priorities: **Creating Stories that Connect**, **Developing New Voices and Artists**, and **Sharing the Joy of Dance** with as many people as possible.

**Our values shape how we work together every day:**

- Striving for Excellence
- Collaboration and Curiosity
- Understanding and Respect
- Sharing Knowledge with Generosity
- Welcoming and Safe

## Why Join Us?

**Benefits include:**

- 5 weeks' annual leave plus bank holidays (with increases after 5 and 10 years)
- Generous pension scheme and death in service provision
- Family friendly policies
- Staff discounts at our café
- Opportunities to attend Northern Ballet world premieres and productions

## How to Apply

Please send your CV and a covering letter to [recruitment@northernballet.com](mailto:recruitment@northernballet.com)

We also ask applicants to complete our [equal opportunities monitoring form](#)

## Our Commitment to Diversity & Inclusion

Northern Ballet is committed to equality, diversity and inclusion, and we actively encourage applications from people of all backgrounds and experiences. We are happy to discuss access requirements and make reasonable adjustments at any stage of the recruitment process, including providing materials in alternative formats or adapting the interview process.