

**Hogeschool
der Kunsten
Den Haag**

**University
of the Arts
The Hague**

**Koninklijk
Conservatorium
Royal Conservatoire**

**Koninklijke Academie
van Beeldende Kunsten
Royal Academy of Art**

The Royal Conservatoire of The Hague is searching for a

Head of Dance (1 FTE)

As the leader of the renowned KC Dance programme, you will shape the future of dance education at one of the world's leading conservatoires. We are looking for an individual with a profound artistic and educational background, exceptional leadership skills, and a deep understanding of the evolving global dance landscape. You will play a pivotal role in guiding the next generation of dancers, ensuring they receive the highest level of training, artistic development, and preparation for a successful professional career.

If you are passionate about fostering young talent and leading a distinguished dance programme that combines tradition with innovation, we invite you to join KC Dance in this crucial leadership role.

Vision of KC Dance

KC Dance trains dancers to become independent and highly skilled professional artists. The training aims to stimulate creativity and a reflective and open mindset with the students. The emphasis lies in craftsmanship as well as passion and ambition, combined with a self-confident and empowered attitude. Next to providing a solid foundation in classical and contemporary dance training, the curriculum includes modern dance education, in line with the School's unique history, profile and international position. This prepares the students for an international career tailored to their individual artistic identity. For more information, please visit <https://www.koncon.nl/en/>.

Job Description

The Head of KC Dance designs and safeguards the artistic and strategic direction of KC's dance programmes. KC Dance offers a continuous learning pathway, guiding around 120 students from primary school (age 10) through secondary education (School for Young Talent) and culminating in a two-year Bachelor of Dance or a one-year Artist Certificate. This structured progression ensures a well-rounded development of technical, artistic, and intellectual skills in a supportive environment. The programmes ensure high-quality education, a strong connection with the (inter)national professional field, and financial and organisational sustainability.

The Head of Dance oversees a dedicated team of professionals committed to ensuring an inspiring learning environment where students can optimally develop their talents and fostering a high-level, ambitious, and internationally oriented dance climate within KC Dance. Besides the Head of Dance and an Educational Coordinator, the team includes the Faculty of Dance Teachers, a Coordinator Planning and Projects, a Coordinator Medical Team, an Educational Support Officer and a team of Musical Accompanists.

KC Dance's collaboration with Nederlands Dans Theater (NDT) in developing the students' talent is now an established feature of the programme and is embodied in the annual joint production, the Young Talent Project. This partnership offers dancers a wonderful opportunity to take major steps towards a professional career.

The rich and progressive history of KC Dance, together with the strong artistic identity of KC as a whole, and the collaborative opportunities within it, offer the chance to develop a unique artistic profile in the international dance field.



Responsibilities

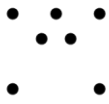
As Head of KC Dance, you are responsible for:

- **Artistic Leadership:** Develop, implement, and maintain a clear vision positioning KC Dance as a leading institution with a unique profile and identity.
- **Innovation:** Initiate innovative educational and artistic programmes that align with current developments in the dance world, and contribute to the evolution of the art form itself.
- **Networking:** Maintain and expand collaborations with international and Dutch professional dance companies, institutions, festivals, and other relevant organisations, but also inspire and engage with aspiring pupils and students.
- **Management:** Lead the team on both organisational and artistic level. Demonstrating effective education and budget management with strong financial insight. Oversee the planning and execution of the curriculum, performances, projects and events.
- **Accountability:** Direct report to the Director of KC, while collaborating closely with the Principal of the School for Young Talent regarding the pre-college education.
- **Collaboration:** Engage in interdisciplinary discussions with all educational departments within KC and with international partners, institutions, organisations and companies such as Nederlands Dans Theater.

Profile and qualifications

The ideal candidate has / is:

- **Artistic expertise** and experience as a dancer and/or choreographer, with a thorough understanding of the historical and current context and profession of ballet—including pointe work – and modern and contemporary dance. Preferably, the candidate has personal experience in both classical and contemporary training and performance, as well as knowledge of various contemporary repertoires and creative (multidisciplinary) processes.
- **Innovative and inspiring vision** on dance education, with an eye for new developments in classical, modern, and contemporary dance.
- **Passion** for and **experience** with scouting and developing young dance talents to become professional dancers.
- **Inspirational artistic and pedagogical leadership**, with demonstrable experience in a leadership role within a leading educational institution and/or a dance company.
- **Pedagogical experience** in mentoring and inspiring both young students (aged 10 to 18 years), higher education students (>18 years), and teachers within a professional dance training environment.
- **Connection with the professional field:** A strong involvement in and network within national and international dance companies, festivals, and collaborations across classical, modern, and contemporary dance.
- **Strategic and organisational insight:** Ability to develop and implement a long-term vision in collaboration with the team.
- **Experience with financial and business aspects:** Understanding of budgeting, fundraising, and grant applications in arts education.
- **Team player and team leader:** Relevant experience in managing and supporting a coordination team, medical team, psychological support services, and student guidance, stimulating transparency and ownership based on trust, with clear frameworks and regular consultations.
- **Strong communication and collaboration skills:** Ability to interact effectively with students, parents, faculty, management, and external partners, as well as with other educational departments and support services.
- **Language proficiency:** Excellent command of Dutch and English, or a willingness to acquire these skills quickly.



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- Familiarity with or experience in (higher) international dance education is essential.

Job Offer:

This role offers a unique opportunity to shape the future of dance education and contribute to the success of one of the world's leading conservatoires; the starting date for this unique opportunity is January 1st 2026.

The position is valued in scale 13 of the CAO HBO, maximum salary of EUR 7495,89 gross (per month) for a full-time appointment. The appointment and remuneration will be in accordance with the HBO Collective Bargaining Agreement.

An excellent package of secondary terms of employment is provided: a generous leave scheme, 8% holiday allowance and 8.3% end-of-year bonus. You can also participate on favourable terms in a health insurance scheme and/or disability insurance on favourable terms.

Information and application

The Royal Conservatoire is being assisted by PLUS ONE Executive Search. For more information about the position contact Victorine van Manen - victorine@plusone-executivesearch.nl.

In order to apply, please submit an updated curriculum vitae and motivation letter no later than **April 14th** via the info@plusone-executivesearch.nl stating 'Head of Dance'. The interviews will take place end of May/beginning June in The Hague. The procedure may also involve an assessment. More information about the vacancy can be found via [this link to the website of PLUS ONE Executive Search](#).

The Royal Conservatoire values diversity and inclusion, welcoming applicants of all backgrounds.