



PROGRAMME MANAGER

Job title: Programme Manager (Midlands and North)

Contract Type: 3 years; with potential to extend.

Hours: Full-time 37.5 hours per week, however we would consider a part time job share. This role requires flexible working, including occasional evening visits to programmes.

Salary: £34,000-£36,000 (based on experience)

Reports to: CEO

ABOUT CARE TO DANCE

Care to Dance is a national charity dedicated to improving the wellbeing of care-experienced young people by helping them people to feel a sense of belonging, freedom and connection. We believe every care-experienced young person deserves the opportunity to grow, thrive and feel part of a supportive community.

We build inclusive dance communities where they feel safe and supported to express themselves freely and find creative ways to help them process their experiences. Through our partnerships with local authorities, organisations, social workers and communities, we provide high-quality dance programmes across the country for your people ages 5-25. We do this using our unique approach, combining dance, social work expertise and trauma-informed practise.

ROLE DESCRIPTION



We are looking for a passionate, highly-organised and relationship-focused Programme Manager to ensure consistent, quality delivery of our programmes across the Midlands and North of England.

This is a varied role combining programme management, partnership working, safeguarding, staff support and quality assurance. You'll build trusted relationships with local authorities, carers, our delivery teams and community partners to ensure our programmes are delivered safely, consistently and to the highest standard.

You will play a key role in helping Care to Dance continue to grow while ensuring every young person receives a supportive and positive experience.

KEY RESPONSIBILITIES

Programme Management

- Oversee the successful delivery of Care to Dance programmes across the Midlands and North. This includes ensuring the classes and events run on time, maintaining good communication with our teams and key adults around the young person. Also, ensuring the programme is delivered within the allocated budget.
- Ensure programmes are delivered consistently in line with Care to Dance's trauma-informed approach and organisational values.
- Ensure programme quality through regular visits and feedback.
- Work flexibly to visit evening programmes across the region when needed.
- Support the Programme Coordinator with programme logistics, event planning and staff rotas.

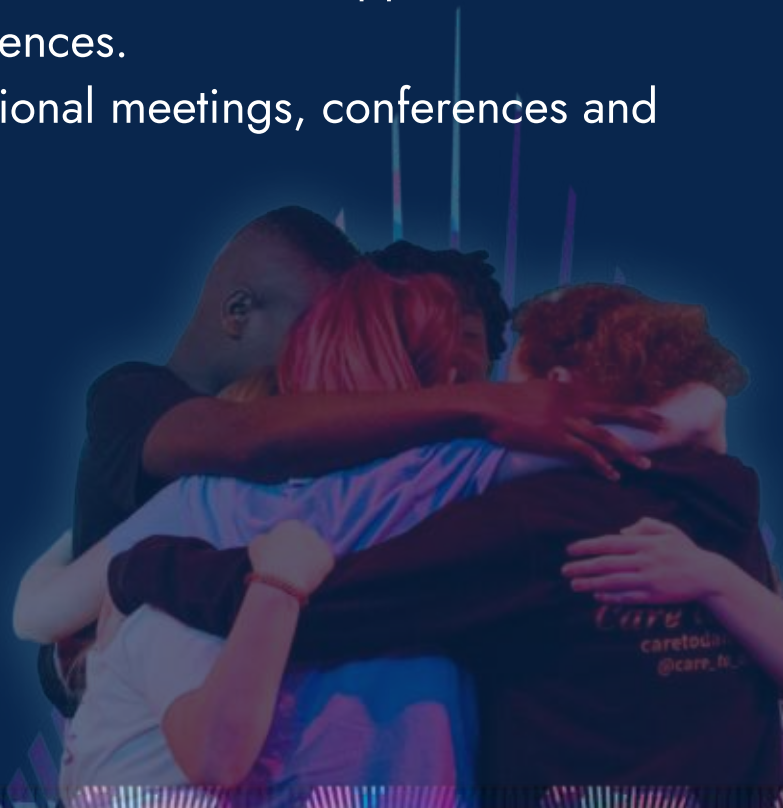


Supporting Our Team

- Provide day-to-day support to our freelance dance teachers and social workers.
- Support staff to problem-solve and maintain high-quality practice. Applying your safeguarding and trauma-informed knowledge to ensure that every young person is able to participate and belong in our communities.
- Support with occasional evening on-call when required.

Partnerships & Community Engagement

- Build and maintain strong relationships with local authority partners.
- Liaise regularly with carers and professionals supporting young people.
- Develop relationships with local organisations to maximise opportunities for young people.
- Seek performance, leadership and ambassador opportunities that enhance young people's experiences.
- Represent Care to Dance at regional meetings, conferences and networking events.



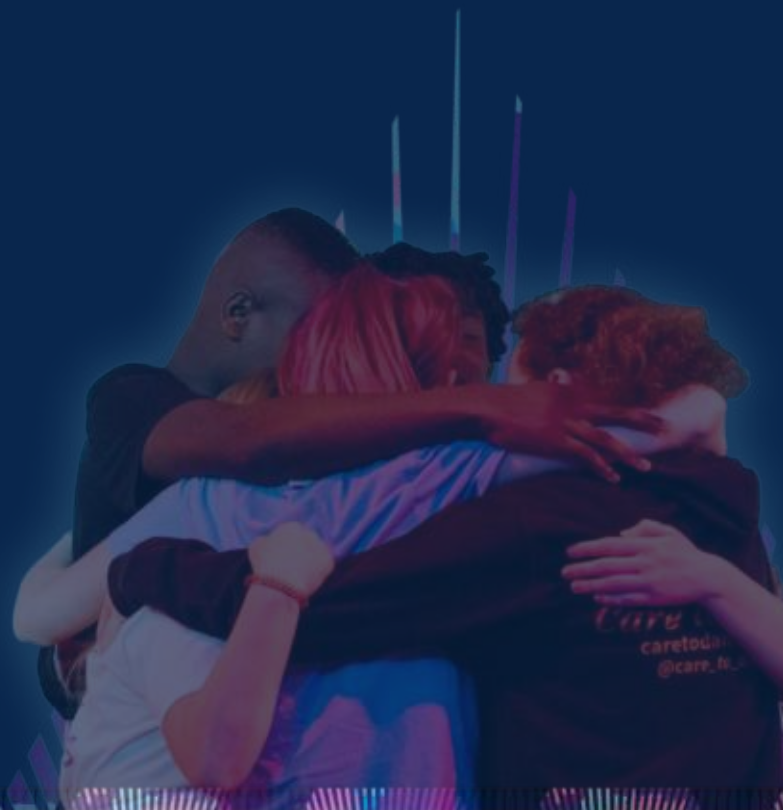


Safeguarding & Wellbeing

- Respond promptly to safeguarding concerns raised by staff.
- Ensure all safeguarding concerns are recorded and shared with the appropriate people, including our CEO who is the Designated Safeguarding Lead.
- Promote safe, inclusive and trauma-informed environments across all programmes.

Impact & Development

- Support the CEO in gathering programme data and evidence for impact evaluation.
- Contribute ideas that improve programme quality and participant experience.
- Help identify opportunities to strengthen local partnerships and expand Care to Dance's impact.



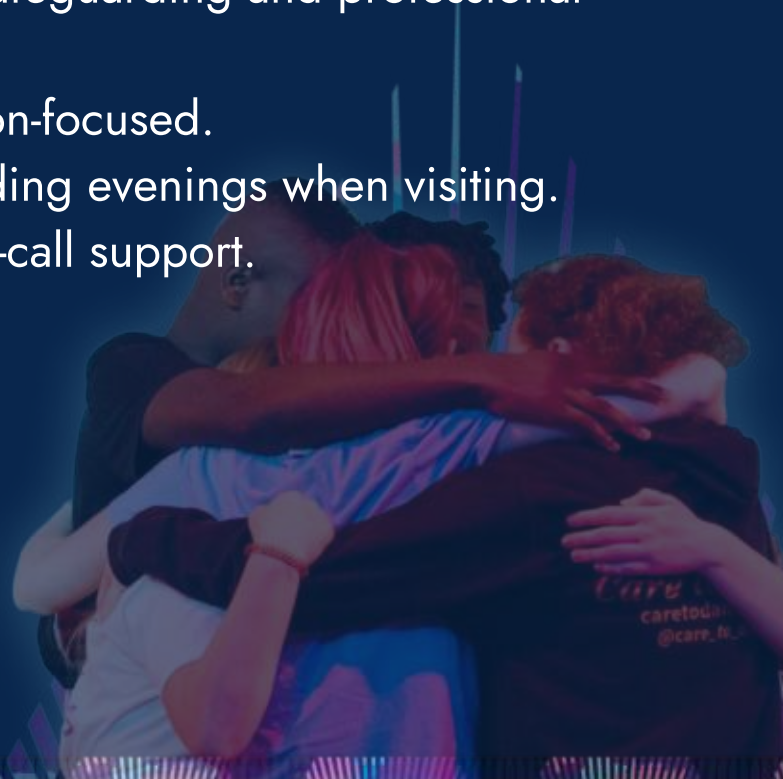


PERSON SPECIFICATION

Essential

We are looking for someone who:

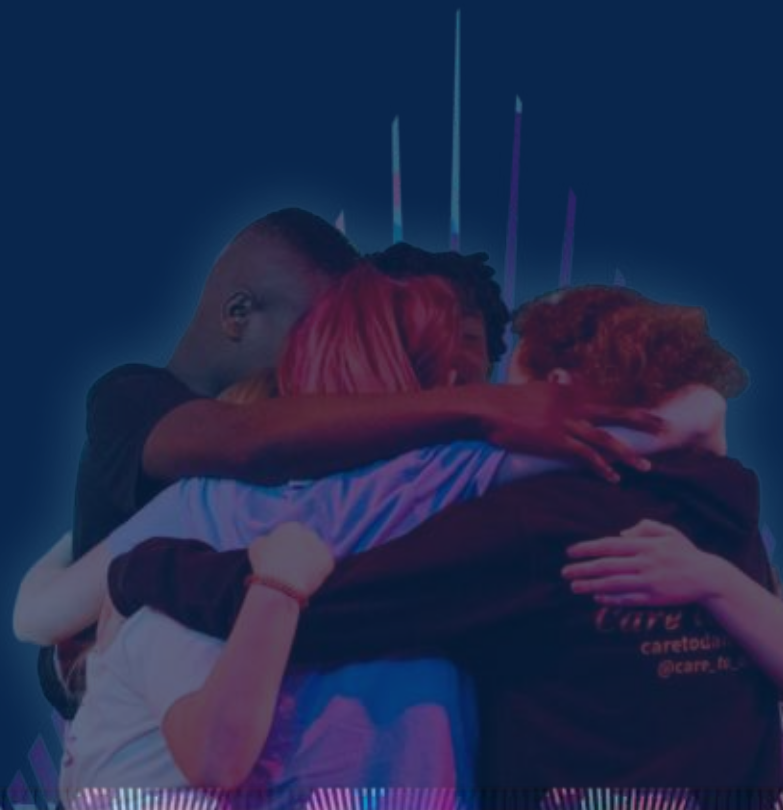
- Shares Care to Dance's vision and values and is passionate about improving the lives of care-experienced young people.
- Has experience managing projects, programmes or services involving multiple stakeholders.
- Is an excellent relationship builder with strong communication skills.
- Is highly organised and able to manage multiple priorities independently.
- Is confident working with professionals including local authorities and organisations.
- Knowledge of trauma-informed practice.
- Has a good understanding of safeguarding and professional boundaries.
- Is proactive, reliable and solution-focused.
- Is willing to work flexibly, including evenings when visiting programmes and occasional on-call support.





Desirable

- Qualified Social Worker (or equivalent professional qualification).
- Experience working with care-experienced children and young people.
- Experience working within children's social care, education, youth work or the voluntary sector.
- Experience collecting and using monitoring and evaluation data.
- Understanding of the arts, dance and voluntary sector.
- Has experience supporting or managing staff or freelance teams.
- Is based in the Midlands with the ability to travel regularly across the Midlands and North.
- Holds a full UK driving licence and has access to a vehicle.





WHAT WE OFFER

- Salary of 34-36K per annum.
- Flexible and hybrid working.
- A supportive, values-led team.
- Opportunities for professional development and training.

OUR VALUES

Everyone at Care to Dance is expected to demonstrate our values by:

- Putting young people at the heart of every decision.
- Building trusting, compassionate relationships.
- Working collaboratively and respectfully.
- Acting with integrity and professionalism.
- Being reflective, curious and committed to continual learning.
- Being inclusive at all times.

APPLY

Deadline: Friday 31st July 2026

To apply, please complete the application form via the link below.

[Complete application form here](#)

In addition, please send a cover letter to beth@caretodance.co.uk.

Alternatively, you may submit a video (up to 2 minutes) instead of a written cover letter.