



**ACADEMY  
BREAKIN'  
CONVENTION**

**S A D L  
E R S W  
E L L S**

## **Hip Hop Performance Specialist: Breaking Academy Breakin' Convention**



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## About us

Sadler's Wells is a world-leading creative organisation, dedicated to presenting, producing and touring dance made today in all its forms. Sadler's Wells commissions, presents and produces more dance than any other theatre in the world – from tango to hip hop, ballet to flamenco, Bollywood to cutting-edge contemporary dance. With an innovative, year-round programme of performances and learning activities, this is the place where artists come together to create dance, and where we welcome everyone to experience dance and be inspired.

Our aim is to reflect and respond to the world through dance: enabling artists of all backgrounds to create dance that moves us and opens our minds; sharing those experiences with the widest possible audiences to enrich their lives and deepen their understanding of what it means to be human.

More than half a million people come to our theatres in London each year, with many more enjoying our touring productions at partner venues across the UK and in cities around the world. Sadler's Wells Theatre has been located in Islington since the 17th century. Today Sadler's Wells consists of the Sadler's Wells Theatre (1,500 seats); the Lilian Baylis Studio (180 seats); three rehearsal studios; bars, a café, facilities for private and corporate entertaining and offices for Sadler's Wells' colleagues.

Our second theatre building and West End home, the Peacock (1,000 seats), is subject to a unique agreement whereby Sadler's Wells and the London School of Economics jointly manage it, with the LSE presenting its lectures to students during the day and Sadler's Wells presenting theatre at night.

Our fourth venue Sadler's Wells East opened this year in east London's Queen Elizabeth Olympic Park. Sadler's Wells' new space is located on the Stratford Waterfront site, opposite the London Aquatics Centre, alongside UAL's London College of Fashion and the V&A Museum. The site forms part of a new cultural and education district, which will also include a major new University College London (UCL) campus with direct links to the creative communities already based in east London.

Sadler's Wells' new space houses a 550-seat mid-scale theatre, as well as facilities for the Rose Choreographic School and Academy Breakin' Convention.

### **Academy Breakin' Convention (ABC) – <https://academybreakinconvention.com/>**

Academy Breakin' Convention is the ABC of hip hop theatre, offering a full-time further education programme for creative and talented 16 – 19-year-olds. This is the first Level 3 Extended Diploma in Performance and Production Arts, specific to hip hop theatre in the UK. ABC delivered by Breakin' Convention and Sadler's Wells is one of the major initiatives at our new venue, Sadler's Wells East.

In September 2025, Academy Breakin' Convention will open, within the new Sadler's Wells venue in the Queen Elizabeth Olympic Park in Stratford. The Academy will offer a Level 3 qualification in Performing Arts, specific to hip hop Theatre, which is the first in the country to offer such a qualification and educational provision. The academy will educate across the 7 ABC elements: Breaking, Djing, Emceeing, Popping, Social Dance, Graffiti and Music Production, wellbeing, self-development, and career progression routes which will create exciting pathways and opportunities for young individuals, paving a new way of hip hop being seen within education and the wider industry.



### Key aspirations for the Academy

- To establish a professional pathway that prioritises the development of hip hop as a theatrical genre.
- To decrease barriers to entry for emerging hip hop theatre makers entering the creative sector.
- To develop transferable skills, professional practices and more sustainable working methods for hip hop artists.
- To increase opportunities for hip hop practices to be utilised within academic institutions.

### Breakin' Convention - <https://www.breakinconvention.com/>

Breakin' Convention represents the origins and evolution of hip hop culture from around the world and around the corner. It is world renowned for hip hop dance theatre. Through its international festivals and professional development programme, Breakin' Convention is at the vanguard of the global development of hip hop theatre. Supporting the artistic vision of hip hop theatre pioneer Jonzi D, Breakin' Convention produces its flagship annual festival at Sadler's Wells, one of the most prestigious platforms for dance theatre in the world. Since its inception in 2003 the festival has been pivotal to the development of the global hip hop theatre scene; touring nationally since 2007 and internationally since 2013, Breakin' Convention has reached live audiences of over 100,000.

Breakin' Convention is committed to the development of hip hop theatre artists by providing a variety of participatory opportunities. These include professional development programmes for choreographers, dancers and emcees, projects for young people and educational activities in schools as well as bespoke special events. Breakin' Convention's professional development programmes; Back to the Lab and Open Art Surgery, grew out of a need to fill a gap in the progression routes for hip hop artists making theatre. Similarly, ABC will provide a much-needed pathway for young people to study and pursue a career in hip hop theatre.

Breakin' Convention's ethos aligns with the core values of hip hop culture; peace, love, unity and having fun. Through staying connected to these values, we are able to profile the world's elite hip hop performers, nurture UK-based talent, explore the possibilities of hip hop dance theatre, education on the foundations of hip hop dance and engaging with children and young people.

Sadler's Wells and Breakin' Convention has aligned values which are Collaboration, Excellence, Inclusion, Innovation.

## Our Values

### COLLABORATION



- We are encouraging and supportive
- We work as one collective team
- We listen and empower every voice
- We seek and value diversity of thought and experience
- We pool our knowledge, resources and creativity
- We create opportunities to work strategically and in partnership

### EXCELLENCE



- We are ambitious and driven
- We make and share meaningful, exciting and impactful dance
- We do the best we can each day
- We continuously learn and develop our skills
- We operate sustainably by managing our resources effectively
- We hold each other accountable

### INCLUSION



- We are brave and kind
- We create a safe place so colleagues can bring their full selves to work
- We celebrate and respect our differences
- We remove barriers to access or equality
- We actively address all forms of discrimination
- We engage and reflect the diverse communities we are part of

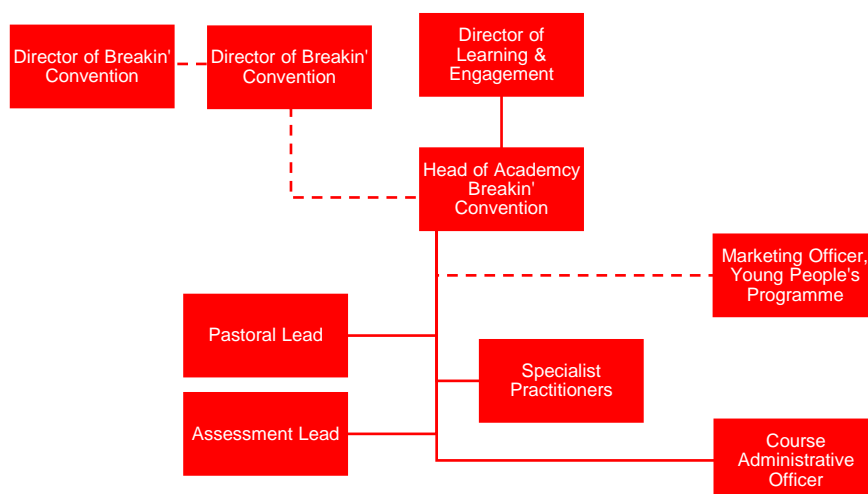
### INNOVATION



- We are curious and bold
- We find a better way in the every day
- We challenge and question why, and why not
- We take creative and calculated risks
- We cultivate ideas, try new things and embrace change
- We learn and grow from our mistakes and successes

## The Department

Academy Breakin' Convention is part of the Learning and Engagement Department. The team works to increase access to the artistic programme and supports, celebrates and showcases the creativity of all the participants who engage in its activities.



## The Role

The Hip Hop Performance Specialists at Academy Breakin' Convention will be experienced professionals who will work part time on a fixed term contract focused on hip hop Social Dance, Emceeing, Breaking and/or Popping who have a desire to share their passion, love and knowledge of the culture, develop personal practices and in relation to the other artforms across dance, music and visual art and recent experience of the creative industries.

This role will work with the ABC Assessment and Pastoral Leads to support learners to successfully complete the UAL Level 3 qualification and prepare the next generation of leaders entering the creative industries.

Working in collaboration with the curriculum delivery team, the role will support to plan and co-deliver a hip hop training programme which provides students with the knowledge, skill and understanding to create hip hop theatre. Learners will engage in project-based delivery with several formative and summative assessment points to measure progress toward the formal qualification – a Level 3 Extended Diploma in Performance and Production Arts specialised in Hip Hop Theatre.

As a specialist practitioner, you will contribute your hip hop specialism and work with other specialists to support students to find relationships between artforms as well as honour the individual histories, techniques and audiences. The intended outcome is for our learners to leave empowered with a clear understanding of their practice and a secure base of knowledge to inform the ongoing development of them as a whole: personally, artistically, professionally (within the industry) and making deliberate choices aligned with their principals. Tutors alongside the core delivery team, will play an essential role in developing student's foundational knowledge, rationale, experimentation and expression, as emerging artistic leaders who innovate with integrity, create collaboratively with community, and exploration with equity as a core value.

This role is a part-time post with fixed teaching hours and may also have some involvement in wider participatory events at Sadlers Wells.

# What are my responsibilities?

## Teaching and Learning

- To plan and co-deliver a sequence of workshops and lectures, providing students with the skills and tools, to apply this understanding for each project on the course (Sessions should demonstrate foundational knowledge, rationale to articulate their skills and tools which provide an artist room to explore and express and apply a clear understanding of how we can create hip hop theatre shows/events).
- To create fun, challenging, engaging and well-designed schemes of work, projects, lessons and activities, in line with current educational research and contextual issues effecting the arts sector.
- Safeguarding – To support the implementation and integration of the safeguarding policy and report concerns to the designated safeguarding leads at Sadler's Wells.
- To support learner diagnostic assessments, planning and differentiation of resources, lessons and assessments.
- To ensure learners are supported, and being challenged creatively, and given SMART targets based on regular recorded observations which will inform further support, early intervention and additional sessions for targeted learners (Where necessary, referring to the Pastoral Lead for additional support).
- To demonstrate understanding of the relationships between each artistic element of the course. Working closely with teams to regularly embed cross-curricular links, for highly engaged learning which can be monitored to evaluate effectiveness and quality assurance.

- To monitor student wellbeing and personal development through an ongoing, high quality and auditable trail of formal and verbal learner feedback.
- To engage in formal lesson observations from the Head of ABC, Assessment Lead and Pastoral Lead, using appropriate tracking documents and respond appropriately and collaboratively to feedback on sessions to ensure students' needs such as EAL (English as an Additional Language), Social Emotional Mental Health (SMEH), Special Educational Needs and Disabilities (SEND) can be supported.
- Support the standardisation, moderation and examination of student portfolios for verification internally and externally.

## Mentorship

- To be a mentor and role model to support aspirations, career progression routes, higher education and industry opportunities.
- To be well researched on the historical knowledge of your specialist element, and up to date with the current industry trends, events and topical debates to ensure student knowledge remains relevant and specific to the current global market and professional industry.
- To promote a safe and secure learning environment where equity, equality, diversity, inclusion and belonging is regularly advocated and celebrated.
- To apply clear, consistent behavioural expectations in an environment of mutual respect. Remaining trauma informed, should any undesirable behaviours occur, to decrease barriers to learning and follow the disciplinary procedure in a fair and transparent manner with accurate record keeping.

## Hip Hop Performance Specialist: Breaking, ABC

- To support key academic calendar events, such as: admissions workshops, enrolment day (GCSE results day), induction, outreach, careers fairs, parent evenings, open days, CPD, faculty meetings, student showcases, shortlisting for academic cohort selections.
- Provide emergency cover on occasion, if required.

**General**

- Live, breathe and role model our organisational values of Excellence, Collaboration, Inclusion, and Innovation, being aware of the influence and impact you can have in Sadler's Wells.
- To ensure that sensitive and personal data of colleagues, learners, employers and other third parties is protected and treated appropriately and confidentially in line with GDPR.
- To attend and seek opportunities for continuous professional development relevant to role, applying learning within practice.
- Digital marketing – Ensure that the ABC team are informed when there will be opportunities to create content for the ABC website and newsletter to be updated and refreshed.
- Undertake any other duties that may reasonably be required.
- Attend training as required, which may take place outside normal working hours.
- At all times to carry out duties and responsibilities with regard to Sadler's Wells' Equality, Diversity and Inclusion, Safeguarding and Health and Safety Policies, ensuring compliance with relevant legislative requirements. This may include providing assistance with evacuation procedures or building searches in the event of an emergency at any of Sadler's Wells' premises.

*THIS JOB DESCRIPTION IS A GUIDE TO THE NATURE OF THE WORK REQUIRED OF THIS POSITION. IT IS NEITHER WHOLLY COMPREHENSIVE NOR RESTRICTIVE AND DOES NOT FORM PART OF THE CONTRACT OF EMPLOYMENT.*



# Who should apply?

The successful applicant will demonstrate the following skills, experience, and personal qualities:

## Skills and Experience

### Essential

- Practical experience and specialism in Breaking.
- Working within an educational setting in either secondary, further, or higher education.
- A knowledge of the UK hip hop cultural sector and the performing and production arts.
- Demonstrable interest and passion in the development of hip hop artists and culture.
- Demonstratable skill in the development of baseline, formative and summative assessments.
- Demonstratable skill or willingness to develop professional understanding of schemes of work, projects, lesson plans and activities, in line with the Department for Education's standards, Ofsted frameworks, The SEND code of practice.
- An interest in the performing arts and the role they play in education and the community.
- Positive and proactive work ethic, with commitment to meeting high standards.
- Excellent communication and interpersonal skills, with ability to build good relationships with organisations and individuals.
- Ability to adapt working style to different people, including community and professional settings.
- Reliable and punctual, with positive time management.
- Ability to work in a busy environment and proactively prioritise a varied workload successfully.
- Demonstratable computer literacy skills, with ability to effectively use a range of software applications including Microsoft Office: Excel, Word, and Outlook and cloud-based software such as Google Classroom, CPOMS (Safeguarding) and Arbor.
- Awareness of current global, national and regional debates and conversations in the hip hop and creative industries.
- Willingness to work some evenings and weekends (for student progress and recruitment events).
- Experience of coordinating participatory arts activities in education, charity and/or community engagement settings.
- Organised, proactive and flexible approach to work.
- A commitment to equal opportunities, social cohesion, and alignment with Sadler's Wells values.
- Must hold the right to work in the United Kingdom.

### Additional, but not essential

- **Availability for the ABC team training week: 16 – 19 June 2025.**
- Trained in Child Protection and/or Safeguarding.
- Trained in Youth Mental Health/Mental Health First Aid.
- Previous experience and/or qualification in mentoring.
- Availability to teach 4 – 8 August 2025 at Academy Breakin' Convention's Summer Sessions 2025.
- Availability on 28 August 2025 for shortlisting training.
- Working within a formal educational setting as a creative subject lead with planning responsibility.
- A practicing artist in more than one of the ABC hip hop elements: Breaking, Popping, Social Dance, Emceeing, DJing, Music Production or Graffiti, either currently or throughout your career journey.
- Experience in working within a Theatre, Arts or Entertainment/Multi-purpose Venue environment.

If you don't have everything listed here, but believe you have demonstrable experience to take into consideration, please apply. We are aware every applicant will have strengths and development areas to accommodate, and we are open to discussions around how we can support the postholder.

## Why work for us?

You will be a key part of our mission to make and share dance that inspires us all and delivering our vision to create, through dance, a depth of connection beyond borders, cultures and languages, so we see ourselves in each other.

- You will be offered a pay rate of £150 - £300 per session based on part-time working, inclusive of meal breaks.
- You will get 25 days annual leave pro rata per holiday year, with an additional three days after five years' service. Term time working will provide flexibility aligned with academic breaks.
- You will be enrolled into the Sadler's Wells Trust Ltd. pension scheme
- Additional pay for parental and family leave subject to eligibility
- You will have access to our Employee Assistance Programme (EAP) to support your wellbeing
- You will engage in learning and project opportunities to develop personally and professionally, and support your career journey
- You can access an interest-free Season Ticket Loan and a Cycle to Work salary sacrifice scheme
- You will be eligible for a death in service insurance policy covering twice your annual salary
- You will be encouraged to attend performances at all Sadler's Wells' theatres with a discretionary allocation of tickets to employees (subject to availability), and a Sadler's Wells colleague discount at the Garden Court Café
- We welcome everyone through our doors and encourage and enable people to be the best versions of themselves and to feel confident and capable in their roles
- We embrace and welcome a conversation about flexible working and your needs (subject to in-person lessons)
- We celebrate diversity in the dance we share and showcase, and in our workplace.

### Making an application

A Job Description and Person Specification are included in this document. If after reading you are still interested in applying, please find further details and information on how to apply [here](#).

If you would like support or have any queries regarding the format or submission of the application, please contact us on [recruitment@sadlerswells.com](mailto:recruitment@sadlerswells.com).

Sadler's Wells welcomes applications from people from all backgrounds, who feel they align with our mission, vision and values. It is important to us that representation continues within our team and we encourage applications from people from black and global majority ethnic minorities.

We are proud to be a Disability Confident employer, meaning we have been certified by the government as actively taking steps to attract, recruit and retain disabled workers. We understand that some disabled colleagues will need adjustments to help them perform to the best of their ability – these can be changes to the built environment and furniture, the tools and technology they use in doing their job, aspects of the role, ongoing support or working arrangements.

Sadler's Wells is a PiPA (Parents and Carers in Performing Arts) Charter Partner, striving towards creating a more family friendly working environment.

**This is an ongoing vacancy, and we aim to contact candidates on an ad-hoc basis. Once a suitable candidate is appointed, this vacancy will close without further notice.**