

Job Description

Job Title: Inclusive Circus Arts Teacher

Responsible to: Community Project Manager

Salary: This a part-time post (16 hours per week) paid at £1,051.14 per month, gross (£31,534 per annum, pro-rata).

Working Hours: 16 hours per week, equivalent to two days per week – hours of work to be agreed with manager. This will include evening and weekend work.

Holiday: The post holder is entitled to 11 days of paid holiday per year (28 days including bank holidays, pro-rata)

Contract: Fixed term for 1 year, with potential for a one-year extension.

Location: Cardiff

About NoFit State

NoFit State is the UK's leading large-scale contemporary circus company, producing professional touring productions and a wide variety of community, training and education projects for people of all ages in East Cardiff. Over the past fifteen years NoFit State's touring productions have visited 19 different countries, played to audiences of more than 1.6 million, been critically acclaimed and won numerous prestigious international awards.

The Community Programme

NoFit State Community Programme delivers two strands:

Paid for circus class programme in Four Elms and the free to access programme for the communities of Splott, Adamsdown, Tremorfa, refugees and asylum seekers and people living in supported housing.

The free to access programme is supported by the work of the Square Mile Partnership, a dynamic group of statutory and third sector partners, working together to widen participation to the arts in East Cardiff.

This post is for the free to access side of the programme, this includes:-

- Delivering community circus classes in our main building, Four Elms, eg. Circus Clubs, Diverse Circus, Intro to Circus
- Delivering a wide variety of circus and creative sessions for people of all ages and abilities out in local community venues, parks, community centres and schools
- Monitoring and evaluation of the above and a voice in shaping the programme into the future.
- Supporting the Square Mile Partnership's delivery of annual outdoor art events in East Cardiff eg. Gwyl Parc Fest

In response to the Covid-19 pandemic, we have rebuilt, re-imagined, re-structured our community priorities – with renewed focus on developing a truly inclusive and co-created programme that celebrates the creativity within all communities of identity and situation and can genuinely transform and empower.

Context for recruitment

NoFit State's business plan focuses on the three cross-cutting themes:

- creative development
- community development
- sector development

All roles within in the company are focussed on contributing to these aims.

Accessibility is at the heart of our ethos and is reflected in our approach to recruitment.

If you feel you have the ability do this role, but you don't tick every box on the person specification, or you believe you would need some additional training or support to fully succeed, we would still love to hear from you. We are committed to hiring the best person for the job based on ability and potential - and can offer professional development and support in this role.

Disabled, D/deaf and/or neurodivergent people, those from a Global Majority background and people under 30 are currently under-represented in our team so we particularly encourage applications from people in these groups.

Please let us know if you need us to make any adjustments during the application or recruitment process and we'll be happy to support you. Contact Lizzy Ferguson on lizzy@nofitstate.org.

The Inclusive Circus Arts Teaching Team

You would join our team of Inclusive Circus Arts Teachers. This team delivers across different projects and in-house classes, and includes working some evenings and weekends. We work in an area with high deprivation levels, but cultural riches which

includes diverse participants with a range of ages, abilities and needs.

This team delivers inclusive, accessible sessions and creative activity designed to meet the interests and needs of specific groups. They play an important role in building trusting, collaborative relationships with participants, capturing learning, and feeding into improving our practice. They work with our Community Champions and local communities/communities of interest to facilitate a journey of creativity and personal development through circus.

Who are we looking for?

We are looking for people who have a passion for using circus to change people's lives and have experience and knowledge in teaching inclusive circus to children, young people and adults with a range of needs and from diverse backgrounds.

We are looking for someone with -

- the ability to teach both aerial and ground based skills, such as balance, manipulation and acrobatics, as well as knowledge and experience of developing and leading creative performative work.
- experience of teaching and creating across other areas of the performing arts, such as dance and physical theatre, will be an additional asset.

We are looking for teachers who -

- are willing to be creative and flexible in their approach to teaching and open to finding new ways to work with participants to remove barriers to taking part in circus.
- can work as a team, but can work independently and can take the initiative in managing work.

- have a commitment to ongoing improvement in professional and teaching practice is essential.

Other responsibilities across this team include basic administrative tasks; filling out monitoring forms for each session, feeding into evaluations, and management of the training space and equipment. There will be some flexibility in how tasks are divided up within the team, so you do not need to be good at everything in order to apply.

This role is a fixed-term contract initially for 12 months, for 16 hours (2 days) a week, but this may be delivered across multiple days/evenings and weekends, so we are looking for individuals who can commit to this throughout the whole term of the contract.

Main responsibilities

Planning, design and teaching circus sessions

- Planning, design, and delivery of inclusive and outreach circus sessions for a range of ages, needs and abilities (this could include participants with emotional, behavioural, mental and/or physical additional needs)
- Planning, developing and managing a pathway of learning or creative development to meet specific goals over a number of sessions/weeks/months
- Working with participants to respond to individual learning needs, setting goals and working to remove barriers to participation
- Creating lesson plans to meet specific short term objectives and to work towards longer term goals
- Working with the teaching team to deliver both skills-based and creative sessions, which can include circus play-work
- Working with the Community Champions and Square Mile Partnership to shape delivery of activities
- Working knowledge of health and safety requirements for teaching and creating circus, and ensuring high standards are met e.g. dynamic risk assessment and reporting issues
- Attending meetings and training
- Working as part of a team
- Building relationships of trust within the communities we work with
- Supporting development of partnerships for new projects
- Uses knowledge and experience to support the development of programme direction and activities

Development of self and others

- Mentoring and developing trainee circus arts teachers
- Identifying professional development needs for own role and team in relation to the company's priorities

Management of Space and Equipment

- Management of space and equipment for training and activities
- Ordering equipment and managing equipment budgets
- Participating in regular equipment and LOLER checks

Evaluation and Monitoring

- Working with Community Team to design monitoring and evaluation for project work
- Taking part in monitoring and evaluation activities to support the development of practice and feedback to funders

General responsibilities shared by all members of the team

- Capturing and sharing learning
- Commitment to following all NoFit State company policies and maintaining company ethos at all times
- Taking part in wider company meetings as possible within the agreed structure of the role
- Representing NoFit State as appropriate and required
- Responsibility for achieving best value for money
- Keep good records of work and share your progress with the team
- Undertake other duties as required

Person Specification

Essential

Experience of working as a circus trainer or teacher teaching children, young people or adults and demonstrable knowledge of best practice across a number of disciplines – especially aerial but also juggling, manipulation, balance and acrobatics

Experience and knowledge of designing and teaching inclusive circus sessions for participants with diverse backgrounds, abilities and needs.

Understanding and experience of participatory and inclusive practice in the context of circus

Experience of working with marginalized groups and vulnerable adults and children and understanding of range of issues affecting these groups

High professional standards: pride in doing job well; hard-working; reliable; conscientious; punctual; and honest

Good communication - able to take on feedback, communicate clearly and constructively

Is adaptable and flexible and able to manage change

Uses initiative, creative and problem solver

Knowledge of health and safety and risk assessment for teaching circus as well as safeguarding practices

Able to work with participants on a one-to-one basis and manage groups

Able to work collaboratively as part of a team

Able to reflect on practice - commitment to learning and improving professional practice

Basic administrative and budget management skills

Basic computer literacy

Desirable

Experience of leading creative performance projects

Experience of performing

Able to plan and manage a learning pathway to meet specific goals over a period of weeks or months

Experience of designing and managing the delivery of projects

Understanding of how arts engagement can drive social change

Understanding of the practice of community development in co-creating programmes of work

Able to communicate effectively in Welsh or other languages

First Aid Trained

Able to write risk assessments

Experience of managing people or projects

Driver with own car

The successful applicant will be subject to a DBS check and background referencing.

Recruitment Process

Key dates

Closing date for applications: 12 midday, Monday 24 November 2025

Interviews: Weeks commencing Monday 1 and 8 December

Indicative start date: As soon as possible, to be mutually decided.

How to apply

Please complete the application form and questions. You are welcome to submit your answers in written, voice or video form. You can also send us your CV, if you wish, though decisions will be based on the main application.

Please send applications to jobs@nofitstate.org

Or post them to Community Project Manager
NoFit State Circus,
Four Elms Road
Cardiff CF24 1LE

Applicants must be eligible to work in the UK.