

Juni 2026

Job and Candidate Profile

Executive and Artistic Director
Dansehallerne

Introduction

Dansehallerne is looking for a new Executive and Artistic Director. This is a highly attractive position for several reasons:

- *Dansehallerne is Denmark's national stage for contemporary dance. Based in Copenhagen, Dansehallerne works across Denmark and internationally. As a co-producing organisation, Dansehallerne collaborates with partners across the field. Its audience is broad: dance and choreography are produced and presented with the ambition of reaching audiences in all parts of Denmark.*
- *Dansehallerne is a smaller organisation with 16 employees. It is based in Kedelhuset, a beautiful, newly renovated industrial building centrally located in Copenhagen's historic Carlsberg City District.*
- *As Executive and Artistic Director of Dansehallerne, you will combine artistic leadership with overall organisational and administrative responsibility. You will be responsible for maintaining a high artistic level and increasing Dansehallerne's visibility, ensuring that contemporary dance reaches a broad audience. As Executive Director, you will set clear frameworks, represent the organisation, and define its strategic direction. You will also be responsible for increasing revenue and creating the financial headroom needed to develop Dansehallerne and bring its ambitions to life.*
- *As Executive and Artistic Director of Dansehallerne, you will have the opportunity to lead Denmark's national powerhouse for contemporary dance and choreography. You will join at an important time, when dance has momentum to reach further and engage a wider audience. You will collaborate with leading artists from around the world and, not least, work in a house where a solid foundation has been laid for further, ambitious development.*

This job and candidate profile outlines the key responsibilities facing the new Executive and Artistic Director; see the section "Job Profile". It also describes the competencies Dansehallerne expects the new Executive and Artistic Director to bring to the role; see the section "Candidate Profile".

If you are motivated by the responsibilities and have the relevant competencies, we encourage you to apply. In your application and CV, we expect you to address both the job profile and the candidate profile.

At the end of this profile, you can read more about the recruitment process and find further information about Dansehallerne and the role.

Job Profile

In late summer 2024, Dansehallerne moved into its new home in Kedelhuset, the former boiler house in Copenhagen's Carlsberg City District. The organisation has strong ambitions for its new home. Dansehallerne is to bring the field together and serve as a national focal point for contemporary dance, while reaching audiences across Denmark and collaborating internationally. Dansehallerne's facilities are newly renovated and newly fitted out and hold significant potential, both for performances and external activities.

As Dansehallerne's new Executive and Artistic Director, you will have overall responsibility for both the administrative and artistic sides of the organisation. The new Executive and Artistic Director is expected to be able to make clear priorities between operations, development, and artistic ambitions.

As Executive Director, you will lead a smaller organisation of 16 employees. You will set the overall direction and establish the organisational framework. Dansehallerne's finances consist of contributions from the City of Copenhagen, the Ministry of Culture, and private foundations. However, Dansehallerne's ambitions extend beyond what its current revenue base can support. A central part of the new Executive Director's role will therefore be to increase revenue through an even stronger focus on fundraising, external activities, larger audiences, or other new initiatives.

As Artistic Director, you will be able to shape an organisation with artistic influence nationally and internationally. You will have overall responsibility for Dansehallerne's curation of performances and the design of seasonal programmes that speak not only to one audience group, but to a broad and diverse audience.

Through Dansehallerne's activities, you will create the foundation for strong relationships and exchange with national and international organisations, stakeholders, and artists. It is therefore essential that you have a strong understanding of both the artistic and the strategic dimensions of the role.

The key responsibilities of the position include:

- Lead the strategic and artistic direction
- Clarify the organisation's framework and strategic direction
- Maintain and safeguard the current level of quality while continuously developing the art form
- Maintain and develop Dansehallerne as a national powerhouse for dance and choreography
- Ensure that Dansehallerne fulfils its mandate to support professional dance and choreography across Denmark
- Develop the financial foundation and increase revenue — including through increased fundraising, larger audiences, a stronger brand and greater national awareness of contemporary dance and choreography
- Secure partnerships within dance and choreography locally, nationally, and internationally

The current strategy covers the period 2026–2029 and provides a clear framework for Dansehallerne’s continued development. Among other priorities, the strategy focuses on strengthening the brand and increasing audience numbers. You can read the strategy here: <https://genitor.emply.net/GetFile.aspx?id=d8cb8ed4-9953-43ea-b913-ac5561c3a49c>

Key Information

Title:	Executive and Artistic Director
Area of responsibility and function	Overall responsibility for administrative and artistic leadership
Salary and terms of employment:	Salary by agreement
Reports to:	Chair of the Board of Dansehallerne

Candidate Profile

The new Executive and Artistic Director is expected to have the following competencies.

Formal qualifications:

- In-depth knowledge of contemporary dance as an art form.
- Management experience, though not necessarily at Executive Director level.
- Strong administrative skills.
- Financial insight and, preferably, knowledge of the Danish funding system.
- Experience with fundraising for projects and activities.
- A strong network and the ability to engage confidently at all levels — from backstage environments to political stakeholders.

Personal and leadership qualifications:

- You are a visible leader who is present in the day-to-day running of the organisation and able to lead from a distance when needed.
- You are an inclusive leader.
- You are willing to take risks and curious about new trends.
- You thrive in a flat organisational structure.
- You are outgoing and comfortable taking a visible role.
- You work independently.
- You are creative and able to identify new opportunities.
- You are strategically strong, both in relation to the organisation and the art form.
- You are a strong professional leader and a skilled facilitator who is able to motivate people across different professional backgrounds.

Recruitment Process

Dansehallerne has established a recruitment committee to oversee the recruitment process in collaboration with Genitor. The recruitment committee consists of:

- Merethe Eckhardt, Chair of the Board
- Torben Seldrup, Vice Chair
- Jesper de Neergaard, Board Member
- Trine Bang, Board Member
- Eva Steen Nordhagen, Head of Activities and management representative
- Sebastian Nervil, Producer and employee representative

You can apply for the position via Genitor's website: www.genitor.dk. The application deadline is Sunday, 9 August 2026.

In your application, you should demonstrate how you are able to work with both the strategic and organisational aspects of the role and the artistic dimension.

The recruitment committee will meet on Thursday, 13 August to select candidates for the first round of interviews. If you are selected, you will hear from us shortly afterwards. The process will include two rounds of interviews. The first round of interviews will take place on Tuesday, 18 August, and the second round will take place on Tuesday, 25 August.

Between the two interview rounds, Genitor will conduct an assessment process and obtain references.

The assessment process includes:

- the NEO-PI-3 personality assessment, one of the most comprehensive and best documented personality assessments available. The assessment is completed online and takes 30–40 minutes.
- the IST-Screening cognitive ability test, a nuanced test used to assess general intelligence. The test is completed at Genitor and takes approximately 30 minutes.
- a 1.5-hour follow-up assessment interview at Genitor, where we will discuss your competencies in relation to the candidate profile on the basis of the personality assessment and the cognitive ability test. You will also receive verbal feedback from the consultant.

We obtain references to validate information and assessments. We typically obtain three references, and this will always take place by prior agreement with you.

We prepare a written candidate assessment, which constitutes the overall reporting from the assessment process and reference-taking. The assessment includes:

- the results of the personality assessment and cognitive ability test
- an assessment of your competencies in relation to the candidate profile
- a general assessment of your leadership behaviour
- a specific assessment of your leadership strengths and weaknesses in relation to the position
- a conclusion regarding match.

You will receive the assessment ahead of the second round of interviews, where you will have the opportunity to comment on it to the recruitment committee. We will present and review the assessment with the recruitment committee in connection with the second round of interviews.

At the second round of interviews, you will be presented with a case exercise.

We expect the recruitment committee to recommend candidates following the second round of interviews, and for a hiring decision to be made shortly thereafter.

Start date by agreement.

Additional Information

You can read much more about Dansehallerne at dansehallerne.dk, where you will find information about the organisation and its key figures. Annual reports, articles of association, framework agreements, etc. are available here: <https://tinyurl.com/3tapxtzb>.

If you have any questions about the position, you are very welcome to contact Chair of the Board Merethe Eckhardt on tel. +45 4010 0520 / meretheeckhardt@gmail.com, Vice chair of the Board Torben Seldrup at ts@mhe.dk or Consultant at Genitor Laura Ellemann-Jensen on tel. +45 2712 0274 / elle@genitor.dk.

If you would like a confidential discussion about your opportunities in the position, you are also very welcome to contact the consultants at Genitor. All enquiries will be treated confidentially.

We look forward to hearing from you.