

Nationale Opera & Ballet is looking for an

Artistic leader for the Junior Company

1 FTE

About Us

Dutch National Opera & Ballet is one of the largest cultural institutions in the Netherlands and is located in the heart of Amsterdam. It's where the magic happens on stage. With over 600 colleagues from 30 nationalities, we work together every day to produce world-class opera and ballet performances. Every detail matters, and that's why we value craftsmanship in every part of our organization. Would you like to contribute?

About the Role

Dutch National Ballet (HNB) is looking for a passionate and experienced Artistic Director for our Junior Company, starting August 1, 2026. In this key position, you will play a vital role in attracting and guiding top talent. You will contribute to the recruitment, progression, and development of the Junior Company dancers and ensure that talent can grow and flourish within our organization.

You will lead the Junior Company, directly managing 12 dancers and 2 staff members (a ballet master and an assistant artistic staff member). You are responsible for the organization of daily rehearsals and classes, which you will often conduct yourself. Additionally, you will curate the programming of Junior Company productions, including an annual national tour, a large co-production with a partner company, and various smaller-scale performances. You will play a significant role in the development of young dancers and actively participate in (and initiate) projects for dancers, emerging choreographers, designers, and other talents within HNB. All of this will be done within the financial framework set by the Ballet Director.

You will work closely with the Artistic Director and be jointly responsible for casting Junior Company dancers in HNB productions. You will also collaborate closely with the Planning & Production department to realize the JC programs. Furthermore, you will represent HNB at (inter)national events and ballet competitions and contribute to strategic partnerships with educational institutions and other companies.

Who We're Looking For

As of August 1, 2026, we are seeking an inspiring and decisive leader with a strong artistic vision for talent development in ballet. You have in-depth knowledge of the international ballet world and a keen eye for dance talent. You also have experience mentoring and coaching dancers and choreographers and know how to help high-potential talent excel. You understand educational pathways and the changing dynamics in the ballet world, enabling you to support artistic growth in a contemporary and forward-thinking way.

You also bring:

- Proven experience in a leadership or artistic role within the ballet world;
- Extensive knowledge of repertoire, casting, and talent development;
- Excellent communication and organizational skills;
- The ability to lead and inspire, and to build collaborative partnerships;
- Experience in developing artistic concepts and promotional initiatives;
- An international network within the ballet and dance community;
- Fluency in English and Dutch (or a willingness to learn Dutch).

What We Offer

- A one-year contract with the prospect of a permanent position;
- A salary between €5,498 and €6,554 (based on 40 hours), depending on experience and qualifications;
- 27 vacation days and 12 additional days off (for full-time employment);
- 8% holiday allowance and a solid pension scheme;
- Discounted tickets for opera and ballet performances;
- Opportunities for training and professional development;
- A contribution toward a gym membership;
- Travel allowance of €0.23 per km (for commutes between 8 km and 50 km from your primary workplace);
- The Dutch Collective Labour Agreement for Theatre and Dance applies to this role.

Interested?

Excited about this opportunity? We look forward to receiving your CV and motivation letter no later than **May 12, 2025** via the 'Apply' button. Please note: we process applications via our HR software, so we kindly ask you **not to apply via email**. We aim to respond within a week after the application deadline.

- The **first round of interviews** is scheduled for **Friday, May 16**.
- The **second round** will take place on **Wednesday, May 21**.

Dutch National Opera & Ballet embraces diversity and inclusion. All vacancies are open to everyone.

Contact

If you have any questions about the role, feel free to email **Ernst Meisner**, Deputy Director of Talent Development HNB, at e.meisner@operaballet.nl. For questions about the application process, please contact **Lotte Huberts**, HR Advisor, at l.huberts@operaballet.nl.

We kindly ask recruitment agencies not to respond to this vacancy.