

Job Vacancy

Artistic Process Coach and Community Builder

(temporary, full time)

NTGent is a dynamic city theatre that challenges, inspires and moves a diverse audience. With provocative productions and theatre as an engine for social debate, NTGent connects the perspective of Ghent to international activities.

The three artistic lines – *New Technology*, *Art & Care* and *City* – form the basis of a many-faceted house of creators where generations of artists work together. NT is constantly in search of new forms of theatre. It addresses major issues and takes its productions on tour throughout Flanders and the world.

As a sustainable and accessible theatre, firmly rooted in the city with venues at the KNS and Minnemeers, NTGent plays a pioneering role in the performing arts landscape. Here, art is seen as a connecting, transforming and healing power.

Its artistic directors – Yves Degryse, Barbara Raes en Melih Gençboyacı – have chosen a shared and caring form of leadership alongside the business director, Daan Vander Steene. They work with a wide range of makers, including Luanda Casella, Lara Staal, Milo Rau, Werktoneel and collectives such as Ontroerend Goed and WOLF WOLF. Together, they form the polyphonic and pluralist house of creators that is NTGent.

To further develop the participatory activities in the Imagination Studio team, NTGent is looking for an artistic process coach and community builder.

Job description: main tasks

As the artistic process coach, you will be responsible for developing and implementing participative processes from A to Z, from concept to aftercare.

As a community builder, you will forge a sustainable bond based on trust and reciprocity with our cross-sectoral partners and their networks. You will also bring in new partners and networks yourself, thus contributing to building a diverse community around NTGent.

As a storyteller, you play a connective role, conveying NTGent's artistic and social narrative everywhere you go. In turn, you connect the voices and stories of the city with the wider story of NTGent.

You act as a critical sounding board for the theatre, especially for the artistic directors and colleagues in outreach and urban dramaturgy, in the fields of cross-sectoral collaborations, diversity and inclusion, intersectionality, accessibility and care.

In the field of reflection, you curate and organise activities that broaden and deepen your audience.

Profile: key skills for this role

You are **familiar with the social and cultural context of Ghent as a large city**, or willing to work on familiarising yourself with it quickly.

You are a **bridge builder and connector**. You can build bridges between artists, partner organisations and a wide audience, and create connections with attention to diversity, inclusion, accessibility, vulnerability and care.

You are familiar with **participative principles, customised methodologies and making art in the public and semi-public arena**.

You have the **creativity and imagination** needed to generate exciting ideas and develop artistic concepts, and to motivate and inspire others with them.

You have **strong organisational skills** (planning, budget management, problem-solving capacity, etc.) and you can complete projects successfully.

You are very **communicative and willing to cooperate**. You take different perspectives into account; you are empathic and a good listener; you can communicate clearly with a range of people and facilitate where necessary.

Offer

We offer you the opportunity to develop this new role at one of the largest theatres in Flanders, with a full-time contract for one year and a salary under Collective Labour Agreement joint committee 304 (pay scale B), plus an attractive package of fringe benefits.

Apply

Interested? Send your application letter/video/etc. and CV to vacature@ntgent.be by **Wednesday 30 July 2025** at the latest. After an initial selection of the applications submitted, the selected candidates will be invited for two rounds of interviews and an assignment in August. The successful candidate will start work on 1 October 2025. If you have any questions about this position, please contact Annelies Joos, HR manager, at annelies.joos@ntgent.be from 22 July onwards.

As an organisation, NTGent believes that diversity matters. Candidates will be selected on the basis of their skills, regardless of origin, age, gender, disability or formal qualifications.