



Skuespiller- og danser**alliansen**

Call for Applications and Employment Opportunities

Do you want to help shape the future of performing arts?

Through **SKUDA FUNKIS TALENT**, we open the door to new voices, new perspectives, and new pathways into the professional arts sector. The program offers employment and provides artists with a platform to develop their careers and contribute to a more diverse and innovative cultural landscape.

Call for Applications:

SKUDA FUNKIS TALENT – Two positions for performing artists with disabilities

About the Norwegian Actors and Dancers Alliance (SKUDA):

SKUDA AS is an employer for freelance dancers and actors across Norway. Our organization was established with two main goals: to strengthen performing artists and to meet employers' needs for a flexible labor market. Over time, we have become a central player in the performing arts field.

Read more: <https://skuda.no/om-alliansen>

About SKUDA FUNKIS TALENT:

SKUDA FUNKIS TALENT is an innovative talent program for performing artists with permanent disabilities.

The program's vision is an equal and inclusive cultural sector where artists with disabilities participate on equal terms with colleagues without disabilities. We aim to support sustainable careers for all artists in Norway—regardless of functional ability.

This will be achieved through employment, mentoring, industry collaboration, networking, and knowledge development. The program is rooted in SKUDA's values and supports the UN Sustainable Development Goals.

About the Positions:

We are seeking **two performing artists with permanent disabilities for two-year employment**, starting **January 1, 2026**.

Eligibility Criteria for SKUDA FUNKIS TALENT:

Target Group:

Performing dancers and actors with permanent disabilities who work for employers or clients in the performing arts and/or audiovisual industries and reside in Norway.

Disability refers to impairments in physical, mental, intellectual, or sensory functions.

Program Details:

- The program offers **two positions**.
 - Employment is **temporary for two years**, from **January 1, 2026 to December 31, 2027**.
 - Employment is decided by SKUDA's board based on **competence, experience, and personal suitability**.
 - During the program period, participants are expected to also work for other employers or clients in the performing arts field.
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General Requirements:

- Applicants must complete the [CV template in Excel](#) (Part 2), in line with the criteria in Part 1, and submit it via email in both Excel and PDF formats.
- The application must also include a **cover letter**, or a **video/audio file** responding to the questions listed in Part 2.
- Applicants are expected to familiarize themselves with the program content.
Read more: <https://skuda.no/skuda-funkis/talentprogram>
- Selected candidates will be invited for an interview.

PART 1 – Required Documentation:

Applicants must document **professional experience** as a performing dancer/actor in temporary employment or freelance engagements.

Professional experience includes rehearsal and performance periods in stage productions, as well as work in film, radio, TV, and audio productions (including dubbing and audiobook narration).

Professional work is defined as **paid work**.

Additional factors considered in the hiring process:

- Formal education as a dancer or actor (BA degree or vocational school) – not a requirement.
- Other performing experience such as extra work, unpaid participation in professional productions, amateur work, etc.
- Other work in the cultural sector.
- Informal education such as courses or dance, singing, or theatre classes.

PART 2 – Application Content:

Your application must include a **cover letter** or **video/audio file** where you:

- Describe your main motivation for applying to the program.
- Explain why you belong to the program's target group.
- Briefly outline your artistic ambitions.
- Describe how your experience and competence (as a performing artist with a disability) are relevant to your participation.
- Confirm that you can work outside your home municipality and participate in networking trips.

You must also submit the **completed CV template** (or provide the information in another relevant format), including:

- Your professional experience as described in Part 1.
- Names of employers/clients, titles of productions, and time periods you worked as a dancer or actor.
- Other performing experience such as extra work, unpaid participation, amateur work, etc.
- Names of employers/clients, titles of productions, and time periods.
- Other work in the cultural sector.
- Formal education (year, institution, and degree).
- Informal education (year, school/teacher, and type of training).

Download the CV template [here](#)

Submission Instructions:

- Mark your email with **SKUDA FUNKIS TALENT** and your name.
- All attachments must be numbered and labeled with **SKUDA FUNKIS TALENT** and your name.
- Send your application to post@skuda.no by **October 31st at 12:00 PM**.
- Video/audio files may be transferred via [Filemail](#).
- The application process will be adapted as needed.



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SKUDA will treat all applications confidentially in accordance with current regulations. GDPR rules apply. Applications will be deleted after processing.

For questions, contact us at post@skuda.no or call **+47 22 46 15 35**.

How the Program Period Works:

You will be employed by SKUDA for **two years**, from **January 2026 to December 2027**.

During this period, you will work both for SKUDA and for other employers in the performing arts sector in Norway, in stage productions or other artistic work.

SKUDA has signed **intentional agreements** with employers in the performing arts field to facilitate work opportunities for program participants. As an employee, you are also expected to actively seek artistic engagements during the program period.

You must be able to work outside your home municipality and participate in network trips during the two years.

As a participant in SKUDA FUNKIS TALENT, you will gain:

- **2 years of employment** with SKUDA
- **1 year of mentoring** with one-on-one guidance
- **Professional development opportunities** through courses and workshops
- **2 hours of career counseling per year**
- **Up to 2 networking trips per year**
- Participation in SKUDA's community-building activities, staff gatherings, and HSE initiatives
- Access to **Talent Norge's coaching services and professional gatherings**

Compensation:

At SKUDA, your salary is based on our seniority rules, which reflect your previous experience as a performing dancer or actor.

Salaries are adjusted annually according to collective agreements at public performing arts institutions.

When working for other employers or clients, you will be paid according to their agreements or terms.

Partners and Supporters

SKUDA FUNKIS TALENT is carried out with funding from **Sparebankstiftelsen DNB**, **Talent Norge**, and the **Norwegian Actors and Dancers Alliance (SKUDA)**.

