



ARTISTIC DIRECTOR/CEO – CROSSROAD ARTS

Introduction

Crossroad Arts is one of the key community arts and cultural development organisations in Australia. We create compelling and highly powerful artistic creations in theatre, film, dance and multi art forms that reflects the human spirit of the disability, aged care and seniors' community who we partner with, at a national and international level.

Crossroad Arts has a long term vision that drives the work of the organization:

It is a future in which we want our art making to break through the boundaries of social isolation, discrimination and inequity, to create a society of inclusiveness that celebrates art as a force of intrinsic good and a key ingredient for a better and more vibrant society in North Queensland.

It is a future where we want to push past the boundaries of art making itself where the public benefit and participants growth take on a greater value than the artworks they produce.

We want to challenge the traditional spaces where art making takes place; and to challenge the notion of who participates in that process and how they participate.

To achieve this vision, Crossroad Arts:

- Collaboratively develops opportunities for people who experience a disability and those in aged care, to access and participate in the arts. By collaborating, an environment is created where people with a disability and those in aged care have a powerful voice and work with the organisation in the creation and direction of their art.
- Works with a diverse range of partner organisations in developing these opportunities.

Crossroad Arts has an established reputation for creating some of the best theatre and multi art events in Australia with people who experience a disability. Our organisation remains a critical part of the arts and cultural infrastructure of the Central and Western, Queensland and Asia Pacific regions.

Our fresh approach to collaborative art and theatre making, by partnering with a diverse cross section of arts and non arts organisations, is evidenced by a string of local and international awards.

At the very core of the company's ethos is the creative process of art making. It is the driving force of the community arts and cultural development program and the essential reason for the company's success. We make art with communities.

Our innovative and imaginative process is the glue that binds all the social and cultural benefits that spring out of our company's programs. Our communities want to work with us because we listen, include, organize, innovate, share resources and democratize. And we deliver. Our regional locality also provides direct access to our communities and more importantly gives them direct access to us.

Current Situation

We are currently seeking a passionate, inventive and dedicated Artistic Director and CEO to lead our organisation to continue the excellent work of our Director of 20 years Steve Mayer-Miller and maintain the company's position at the forefront of the Australian Arts and Cultural Development sector.

Over the past year the company has experienced significant growth in organisational capacity and partnership development in Western Queensland and Japan. The Artistic Director/CEO will play a key role in further developing these achievements.

Crossroad Arts has a small performance space and adjoining studio in Mackay where public performances take place and new works creatively developed. The company is supported through 4 year funding from the Australia Council, Arts Queensland and The Tim Fairfax Family Foundation. It is a registered charity.

As part of its strategic direction and contracted obligations with funding bodies Crossroad Arts will deliver a diverse range of multi art projects over the next 4 years to seniors, aged care and disability communities in Central, Northern, Remote Queensland the Asia Pacific Region.

Our primary aim is to re-engage participants back into the life of their communities, celebrate their creativity, raise their self worth and develop sustainable training for staff beyond our tenure.

Crossroad Arts will build upon its intergenerational seniors and disability program through an arts leadership and mentoring program targeting key young members of the disability, schools and ATSI community to deliver workshops in schools, aged care centres and the broader community.

Follow up workshops will take place over the 4 years in Longreach, Mackay and Winton linking key local schools, senior management staff and young mentors with seniors in local aged care centres, hospitals and the community.

ARTISTIC DIRECTOR/CEO Position Description

Responsible to: The Board

Responsible for: All staff and artists

We are seeking a dynamic and visionary Artistic Director/CEO who can lead Crossroad Arts through conceiving, developing and implementing a vibrant and sustainable artistic vision for the future in line with the Company's vision and mission.

The Artistic Director reports to the Board and is responsible for ensuring that the company achieves its artistic objectives and outcomes as set out in the company's strategic plan and its contracted obligations to funding organisations. This is the senior position in the organization and as such will take responsibility for liaison with all funding bodies and key stakeholders.

The Artistic Director/CEO will work closely with the Executive Officer in budget management to implement this vision. The Executive Officer will also report to the Board.

Responsibilities

Leadership Role

- To provide strong, inspirational and high profile leadership to enable Crossroad Arts to achieve its artistic and strategic objectives within a changing cultural and commercial environment and adhering to the values of the organisation.
- To lead and develop artistic policy and create an imaginative program of high quality theatre, film and dance and a robust and engaging visual arts workshop program. This will involve two to three public productions a year, at least two of which will be directed by the artistic director.
- Liaise with the Chair and EO on external communications including acting as the representative and advocate of Crossroad Arts with government, community, business groups and arts organisations.

Specific responsibilities

- Keep the Board fully informed of all future program plans
- To seek out and commission a diverse and dynamic team of contracted artists of the Artistic Director's choosing, to facilitate the various projects.
- To oversee the recruitment, professional development, working conditions, management and regular performance appraisal of Crossroad Arts' full time staff: i.e

arts workers, contractors and Associate Directors.

- To oversee the direction and delivery of dance, theatre, film and visual arts workshops in the program.
- To facilitate and lead the mentorship of young emerging artists with and without a disability

Maintaining relationships with partners and funders and liaising with disability and aged care providers in developing the workshop program

- Collaborate with the EO on the budgeting process in the writing of grant applications and liaison with the philanthropic and corporate community
- Collaborate with the EO on the marketing and promotion of the artistic program.
- Management of the expenditure and allocation of Program/Production/Project Budgets

Knowledge and Skills Required

- A genuine interest and passion for the process of community cultural development and the arts and significant experience in this field.
- A knowledge and understanding of the funding, revenue models and management of arts organisations
- An understanding of and commitment to the principles of Equity and Diversity.
- An understanding that the people Crossroads Arts work with have different abilities and as such present a unique and powerful otherness on the way art is expressed.
- Knowledge and understanding of Occupational Health and safety measures in the workplace.

Reporting relationships

This position reports to: The Board

Place of Work

The Artistic Director/CEO will be based in Mackay Queensland

The Artistic Director /CEO role involves regular travel to remote communities in Western Queensland, such as Winton and Longreach and occasional overseas travel for

partnership development, cultural exchange projects and networking.

Remuneration and Starting date

To be negotiated - between \$85,000 and \$95,000 pa dependent on experience.
2 years with an option to renew including probationary period of 3 months

Holiday Entitlement: Four weeks per year (pro rata in the first year)

Sick Pay: 10 days per year

Start Date: Late October 2017

Application Process

The application process is being handled by Positive Solutions. Please provide the following:

- Your CV/resume
- A statement up to a maximum of three pages addressing the responsibilities and knowledge and skills required and your reasons for applying
- Contact details of at least two professional referees

Forward your application by no later than 5pm on 18th August

Interview will be held via skype or in Mackay during the week beginning 28th August

For further information on the application process contact: info@positive-solutions.com.au