

## RECRUITMENT FOR THE ARTS



## Positive Solutions provides a clear, structured process, knowledge of relevant HR procedures, and deep industry knowledge for recruitment assignments in the arts and cultural sector

### > GOLD COAST ART GALLERY

As the Gold Coast Cultural Precinct moved into a detailed planning phase one key feature of the Precinct was a major new Art Gallery. To date the Art Gallery had been allocated space within the Gold Coast Arts Centre – but the space was small, did not meet international standards, and had a low profile. With a significant, growing collection, and great potential for future development of the visual arts locally, the case for including a new Gallery had been clear for some time.

To coincide with this evolution the Arts Centre committed to the recruitment of a new Gallery Director, and engaged Positive Solutions to assist with the process.

We prepared an advertising and communication schedule – maximising use of online and social media, both to contain costs and to take advantage of the targeting that was possible. We assisted in drafting the Duty Statement, advertisement, and other communication collateral. We drew up a list of over 400 relevant industry contacts, emailing all of them with information about the job opportunity, and encouraging them to circulate the information to prospective candidates. We spoke with 20 of these industry contacts to ensure the process benefited from their suggestions.

We handled all applicant queries, and assisted with drawing up a strong shortlist. We identified a respected industry expert to join the Arts Centre's selection and interview panel, and provided the Panel with a structure and a range of questions for the interviews. Following the appointment of Tracy Cooper-Lavery we contacted all unsuccessful applicants.

Positive Solutions has undertaken many recruitment assignments in the arts and cultural sector. A clear, structured process, knowledge of relevant HR procedures, and deep industry knowledge have been significant points of difference for our recruitment services.