

## Western Edge Youth Arts Inc.

Kindred Studios, 3 Harris Street, Yarraville, VIC 3013

+61 3 86584052

[westernedge.org.au](http://westernedge.org.au)

[info@westernedge.org.au](mailto:info@westernedge.org.au)

ABN 72251184593



WESTERN  
EDGE  
YOUTH  
ARTS

### POSITION DESCRIPTION

Position Title:	<b>ARTISTIC DIRECTOR</b>
Organisation:	Western Edge Youth Arts Inc. 3 Harris Street, Yarraville 3013
T&Cs:	\$65,000 - \$70,000 pa inclusive of superannuation Full-time (job share may be considered)
Reports to:	CEO
Supervises:	Associate Director, Lead Artists, Support Artists and contractors.
External:	Key funding stakeholders, arts organisations, schools, venues, external service providers, artists and communities.

### ABOUT WESTERN EDGE YOUTH ARTS

Since 2005, WEYA has worked with culturally and linguistically diverse as well as economically disadvantaged communities in Melbourne's west to create unique arts experiences for young people under 26. WEYA's work is focused on community and social impact, a strong commitment to young emerging artists and the production of excellent, culturally diverse art with an authentic youth voice. WEYA currently delivers an annual program including outreach programs in schools and communities throughout Melbourne's west, community performances, training and mentoring of emerging artists and community engagement work. WEYA is dedicated to fostering social justice, self-empowerment and cross-cultural understanding among all young people.

The company is currently in receipt of multi-year funding from Creative Victoria, Department of Education and Training, Department of Health and Human Services, Sidney Myer Fund, and Maribyrnong City Council.

### POSITION SUMMARY

Western Edge Youth Arts is seeking a highly motivated, dynamic and visionary Artistic Director to fill this vital role and lead the organisation in the next exciting chapter of its 20-year history. The Artistic Director is responsible for determining the artistic vision and overseeing WEYA's annual artistic program. The role also involves directing, creating, producing and managing programs within available budgets and in line with relevant funding agreements.

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The successful applicant will have a strong record of achievement in the creation and/or producing of vibrant contemporary theatre, a thorough understanding of the youth arts sector, including the capacity to develop and deliver artistic programs for young people; create and deliver work across artform and able to articulate a clear and exciting vision for WEYA, building on its current achievements.

The successful candidate will also be able to demonstrate experience working in communities using socially engaged practice in the context of contemporary theatre.

The Artistic Director works closely with the CEO and Board to devise and deliver the financial and strategic objectives of the organisation. It is expected that the successful candidate will contribute to the development of the 2021 -2024 Strategic Plan.

### KEY CHALLENGES

- Managing, motivating and effectively supporting a team of diverse and experienced professional arts educators and artists, ensuring a positive work environment.
- Working in a resource-limited environment and delivering excellence under tight timeframes and competing deadlines
- Developing an autonomous and self-motivated working culture whilst ensuring connectedness to WEYA's culture and vision.

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KEY RESULT AREAS	KEY TASKS
<b>Artistic</b>	<ul style="list-style-type: none"><li>• Lead the design and delivery of artistic programs.</li><li>• Work with, and support artists, schools and other stakeholders to develop relevant projects and activities that are youth led.</li><li>• Develop alignment between WEYA's arts education programs and school curriculum and support these programs within education settings.</li><li>• Engage suitably qualified professional artists to facilitate and deliver aspects of the program.</li><li>• Respect cultural consideration of participants and be open to adapting programs to best suit environments</li><li>• Develop the widest possible audience for the company's work and championing its commitment to accessibility and affordability</li></ul>
<b>Teaching and Direction</b>	<ul style="list-style-type: none"><li>• Lead creative workshops for young people to learn creative skills and develop works towards a performance outcome.</li><li>• Act as Director on selected productions and support other Directors (WEYA's Associate Director or guest Directors)</li><li>• Provide creative advice and assistance to WEYA's lead artists on productions and projects</li></ul>

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<b>Working Together</b>	<ul style="list-style-type: none"><li>• Lead and develop a community of arts practice that puts inclusiveness and cultural competency at its core.</li><li>• Supervise, mentor and motivate the creative team</li><li>• Contribute to the efficiency and vibrancy of the organisation</li><li>• Build effective relationships with others to achieve common goals</li><li>• Share all relevant and useful information freely.</li><li>• Demonstrate respect for others' differing perspectives.</li></ul>
<b>Strategy</b>	<ul style="list-style-type: none"><li>• Providing strong, inspirational and high-profile leadership to enable the business to achieve artistic and strategic objectives</li><li>• Take a pro-active role in the growth and development of WEYA's mission, vision and goals.</li><li>• Playing an active role in fundraising and sponsor development</li><li>• Liaise with partners and stakeholders to drive and strategically oversee the Artistic Program.</li><li>• Monitor and evaluate the effectiveness of the Artistic Program in meeting key objectives in order to report back to funding bodies and the Board.</li></ul>
<b>Financial</b>	<ul style="list-style-type: none"><li>• In collaboration with the CEO develop annual and long-term strategies for whole of organisation funding and sponsorship and assist in the preparation and submission of applications.</li><li>• Assist in the development of detailed annual program budgets for the Artistic Program in a consultative framework with the CEO</li><li>• Manage budgets for delivery of projects within time frames and financial constraints.</li></ul>

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### **Organisational, operational and administration**

- Provide programming plans and reports to the CEO and Board
- Coordinate suitable venues, sites, facilities and locations for the presentation of WEYA projects
- Contribute to the development of program-related policies and procedures that are consistent with WEYA's mission, vision and values.
- Work within the guidelines of all company policies and procedures.
- Contribute towards strategic planning documents and meetings, and other organisational documents such as annual reports.
- Network with professional bodies, peer and partner organisations to keep abreast of current issues and developments relevant to the youth arts sector and represent WEYA in appropriate forums.
- Contribute to marketing and publicity plans and activities as required.

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### KEY SELECTION CRITERIA

To be successful for this role you will have the following:

#### Essential

- Qualifications: Relevant professional or tertiary qualification in theatre, drama education or related discipline and/or equivalent industry experience

#### Knowledge and Experience

- Theatre Directing experience
- Practical experience teaching young people drama or other performance artforms
- Demonstrated experience in designing and delivering theatre projects in a community context and performances, particularly for CALD, POC and QTPOC young people.
- Significant knowledge of the performing arts
- Significant industry experience and networks
- Sound knowledge of the Australian Youth Theatre sector

#### Skills

- The ability to work collaboratively with artists and partners
- Excellent time management skills to meet the challenge of working under pressure and manage competing deadlines
- Ability to manage and adhere to budgets
- Exceptional leadership, team building and people management skills
- Strong mentoring and coaching skills
- High level communication, presentation skills necessary to represent and promote WEYA to key stakeholder groups.
- Excellent computer skills including use of Microsoft Office

#### Desirable

- An understanding and knowledge of power-dynamics, white privilege and working within a colonised context.

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The logo for Western Edge Youth Arts is a red, stylized shape resembling a speech bubble or a banner, tilted upwards to the right. It contains the text "WESTERN EDGE YOUTH ARTS" in white, bold, uppercase letters, arranged in three lines.

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### Other Relevant Information

- The position will be located in Yarraville, Victoria.
- A valid driver's license is a requirement of this position.
- The position will involve work outside normal working hours.
- The position will be for an agreed contract period, subject to review.
- WEYA is an EEO employer and provides a smoke-free work environment.
- Must have a valid Working With Children Check for Victoria.

WEYA is an inclusive employer. First Nations Peoples and CALD candidates are strongly encouraged to apply.

### HOW TO APPLY

Applications should address the Key Selection criteria with reference to the Key Result Areas of the Position Description above and include a current resume and contact details for two referees.

Applications should be sent to [info@westernedge.org.au](mailto:info@westernedge.org.au).

The closing date for receipt of applications is 5.00pm **Friday 31 May 2019**.

For further information or enquiries contact Sally Farr, CEO on 86584052 or [sally@westernedge.org.au](mailto:sally@westernedge.org.au)

We encourage everyone interested to apply.