



## ARTISTIC DIRECTOR Position Description

<b>Title:</b>	Artistic Director
<b>Employment Conditions:</b>	Part-time position. Variable hours equating to 3.5 days per week
<b>Remuneration:</b>	\$109k p.a. pro-rated (which equates to \$76k + superannuation)
<b>Contract Term:</b>	Feb / March 2025 (negotiable) to 30 <sup>th</sup> September 2026 (with option for negotiation to extend)
<b>Location:</b>	The role is based in Hobart, Tasmania, however, we are open to candidates elsewhere in Australia (who have full working rights) who can work remotely with regular trips to Hobart.
<b>Contact:</b>	The contact person for this position is Nadine Rowell, General Manager. Email: <a href="mailto:nadine@festivalofvoices.com">nadine@festivalofvoices.com</a>

There is no other festival like Festival of Voices. This is a unique opportunity to make you mark in the Australian cultural landscape. Festival of Voices was a pioneer winter festival and has become the premier singing festival in our region.

### Organisational Relationships

Reports to Festival Chair and Board. Works closely alongside General Manager but needs to establish key relationships and rapport with the entire Festival of Voices' team.

Key external relationships: funders, sponsors and partners; artists, managers and booking agents; participants and audiences; suppliers and contractors; other festivals and the creative industry community.

## **Festival of Voices - About us**

The Festival of Voices' mission is to celebrate community and encourage people to sing. This was the premise behind the first Festival of Voices in 2005. It remains the same today.

Festival of Voices is Tasmania's original marquee winter event. It has become known as Australia's premiere celebration of the voice, and one of the most important choral festivals in our region, combining contemporary and participatory programming, and singing workshops. In a 'normal' year the festival attracts an audience of around 30,000 people.

The reach and reputation of Festival of Voices has grown far and wide. The 'father of modern a cappella' Deke Sharon (USA), describes Festival of Voices as "pretty much the perfect vocal festival...and wishes that such a festival existed in every city and town every year."

Prolific Australian songwriter and composer Paul Jarman, describes Festival of Voices as "mighty" and "one of the great voice festivals in the world."

Renowned German-based composer and conductor Gordon Hamilton, regards Festival of Voices as "a national treasure."

Festival of Voices is a not-for-profit incorporated association managed by an experienced creative team of 7.5 (FTE equivalent) people. Corporate governance is provided by a highly skilled volunteer board. Approximately half of the annual turnover is generated through self-funding activities (ticket sales, participant registration, workshops, food and beverage sales, sponsorships, and donations). The remaining half is funded primarily by the state through Events Tasmania.

## **Flexibility**

This is a permanent part-time position with a degree of flexibility and self-discipline. Total hours equate to 3.5 days per week, amortised over 12 months. Hours vary year-round e.g. less hours are required between September and January, more hours leading up to the festival in April/May, whilst June/July are full time.

## **About you (selection criteria)**

You are a leader. You love people and embrace community. You love songs and music. You are, at heart, a creative person but also have the acumen of a business leader. You guide gently and encourage and recognise the achievements of your team. You have high expectations and strive for excellence. The pragmatic side of you understands budgeting and balance sheets and knows how to write planning reports, acquittals and funding applications. You do not shun publicity but also know when to leave your ego at the door. You are part of a team and need to ensure each link in that team chain remains strong and connected.

We will be looking for the following criteria:

- Demonstrated experience in leading a team
- Demonstrated experience at creative programming and producing, and the ability to oversee a cohesive program.
- Demonstrated ability in stakeholder management and partner relationship building
- Excellent written and oral communication skills, including in public speaking and speaking with the media.
- Understanding of the festival's vision and how you will maintain and grow the festival's values.
- Demonstrated experience in budget management
- Demonstrated experience in grant and report writing
- A good contemporary understanding of the arts/entertainment/music industry

## **Your role**

The Artistic Director is responsible for co-organisational leadership and artistic direction. You will be the key spokesperson for the organisation and respect and represent the Festival of Voices of brand.

You will need to be the key driver of artistic programming and seek out and secure performers and artists that you believe will best represent the spirit of the festival and attract audiences and participants.

You will need to maintain a level head, and promote a strong esprit de corps throughout the team, particularly in tough times when things don't seem to go your way and pandemics wreak havoc on your program!

## **Employer of Choice**

The Tasmanian Government has officially recognised the Festival of Voices as an 'Employer of Choice' through their recognition program! We are grateful for this award, which acknowledges our commitment to our team and ongoing efforts to foster a well-managed and positive workplace.

## **WHS, Equal Opportunity, Discrimination and Harassment**

The Festival of Voices team is committed to high standards of performance in relation to Workplace Health and Safety and the provision of Equal Employment Opportunity. All employees and contractors are expected to participate in maintaining safe working conditions and practices, as well as promoting and upholding the principle of fair and equitable access to

employment/promotion, personal and professional development and training and the elimination of workplace harassment and discrimination.

The festival proudly holds current Rainbow Tasmania Accreditation and does not tolerate any form of harassment or discrimination. All staff members are required to comply with company policies and procedures and continue the positive, inclusive working culture that has been achieved.

## **Sustainability**

In keeping with Tasmania's clean, green brand, the Festival of Voices takes our responsibility to Mother Earth seriously and ensures it demonstrates a commitment to environmental sustainability and acts as a model to other arts and cultural organisations in this regard. Festival of Voices aims to reduce its environmental footprint in all aspects of our operations

## **Employment Conditions**

Subject to employee contract.

## **APPLICATIONS**

Please email applications to the attention Nadine Rowell, General Manager at [nadine@festivalofvoices.com](mailto:nadine@festivalofvoices.com) Please include:

- A cover letter that includes your response to the Selection Criteria in no more than two pages
- Your resume
- Two professional reference contacts - name, position, email and mobile contact details to be included

Closing date for applications is 15<sup>th</sup> November 2024.