



ARTISTIC DIRECTOR Position Description

Title:	Artistic Director
Employment Conditions:	Part-time position. Variable hours equating to 3.5 days per week
Remuneration:	\$114.k p.a. pro-rated (which equates to \$80k + superannuation)
Contract Term:	Fixed term for 24 months, with option to negotiate extending. Commencing ASAP from September 2025
Location:	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 frequent trips to Hobart (total travel support does not exceed \$5,000) or we can support relocation to the same amount.
Contact:	The contact person for this position is Nadine Rowell, Chief Executive. Email: nadine@festivalofvoices.com

There is no other festival like Festival of Voices. This is a unique opportunity to make your 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 the Chief Executive.

Works closely with the Board (alongside CE) and needs to establish key relationships and rapport with the entire Festival of Voices' team.

Manages or co-manages many 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

Festival of Voices is Tasmania's original marquee winter event and Australia's premier celebration of singing. Founded in 2005 to celebrate community and encourage people to sing, the festival remains true to this mission today – welcoming all voices, from curious beginners to seasoned professionals.

2025 marked our 20th anniversary, a significant milestone that celebrates two decades of connection, creativity, and song. Held annually on palawa and pakana land in lutruwita/Tasmania, the festival features a vibrant blend of contemporary and participatory programming, choral performances, workshops, and massed singing events. We now welcome audiences of over 33,000 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."

Guided by our values of **accessibility, authenticity, collaboration, excellence and sustainability**, Festival of Voices is a not-for-profit incorporated association managed by an experienced creative team of 7 (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.

We believe singing is for everyone – and for 20 years, we've been lifting our voices together in joyful celebration.

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 Feb, March, April, whilst May, June and the festival time are full time.

About you (selection criteria)

You are a visionary arts leader with a love for music, people and community. You bring bold artistic insight and creative flair, balanced by a strong understanding of organisational dynamics of a major arts organisation. You are experienced in curating and delivering large-scale, multi-stream festival programs that span genres, engage diverse audiences and elevate the national arts conversation. You inspire excellence, nurture talent and lead with empathy and integrity. The pragmatic side of you understands budgeting and balance sheets and knows how to write planning reports, acquittals and funding applications. You are confident in the spotlight but grounded in collaboration, knowing when to lead and when to listen. Above all, you believe in the power of singing to connect, uplift and transform.

We will be looking for the following criteria:

- Strong track record in designing and delivering cohesive, high-impact artistic programs across multiple venues, days and audience segments.
- Proven experience in leading and inspiring creative teams. Producing new works, collaborating with leading and emerging artists, and shaping a distinctive artistic vision that aligns with the festival's values and ambitions.
- Excellent written and oral communication skills, including in public speaking and speaking with the media
- Demonstrated proficiency in managing administrative systems and processes, with strong organisational and digital skills to support complex programming and reporting
- Experience managing budgets and aligning artistic goals with financial realities
- Demonstrated ability in writing compelling funding application, acquittals and planning documents that reflect both artistic excellence and organisational accountability.
- Industry engagement – Building strong relationships with artists, producers, agents and presenters across the national and international arts landscape. A good contemporary understanding of the arts/entertainment/music industry
- Strategic Planning – Demonstrated experience in contributing to long-term organisational planning, including programming frameworks and audience development strategies.
- Experience in fundraising and donor engagement (highly valued)

Your role

As Artistic Director, you are the creative heart of the Festival of Voices. You lead the artistic vision and programming, curating experiences that reflect the spirit of the festival and resonate with diverse audiences. You will work closely with the Chief Executive to align artistic ambition with operational delivery, and represent the festival with authenticity and passion. You will be the key spokesperson for the organisation and respect and represent the Festival of Voices of brand.

You 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 foster a positive, collaborative team culture, particularly in tough times when things don't seem to go your way and pandemics wreak havoc on your program!

You champion inclusivity, diversity and excellence in all aspects of programming.

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

Festival of Voices is committed to delivering a vibrant and inspiring event while minimising our environmental impact, modelling best practice in sustainability for the arts and cultural sector.

In alignment with Tasmania's clean and green values, we commit to embedding sustainability across all aspects of our festival planning, delivery, and partnerships. We strive to be an environmentally responsible event that supports our community, protects our surroundings, and leads positive change.

Employment Conditions

Subject to employee contract.

APPLICATIONS

Please email applications to the attention Nadine Rowell, Chief Executive at 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 29th August 2025