



Position Description

POSITION TITLE: Creative Director/Co-CEO

CONTRACT: Full time, negotiable - three year term, six month probation

REMUNERATION: \$130,000 pro rata per annum

REPORTS TO: The MAV Committee of Management

PURPOSE OF POSITION: To implement the strategic direction of the organisation by providing outstanding leadership, influencing the external environment towards equity and justice and providing an internal force for cultural safety, capacity-building and stakeholder engagement.

This position leads the creative and cultural outputs for MAV ensuring that programs are conceived, designed and delivered within a human rights framework and with artists and communities at the centre of the experience.

TERMS OF EMPLOYMENT

This position is a full-time contract employee of MAV; however, part-time arrangements may be considered if flexibility enables us to attract the right candidate.

Proposals for part time arrangements will need to address how they will manage workload and delegations.

LOCATION

The position is primarily based in MAV offices (currently located at Northcote Town Hall Arts Centre 189 High Street, Northcote Vic); some travel and attendance at MAV events is required.

ABOUT MAV

www.mav.org.au

Please note in particular the MAV Strategic Plan 2021-24 <https://www.mav.org.au/news/mavs-new-strategic-plan/>

ENVIRONMENT

MAV is committed to being a safe, anti-racist workplace, free from all forms of discrimination and harassment. We value respectful workplace relationships that enable staff members to bring their full, authentic selves to work, with confidence that all human rights are acknowledged and celebrated.



Position Description

All MAV employees are expected to embrace our vision: *Arts as diverse as our people*; and to work towards our organisation's mission: *We champion culturally diverse artists and communities to create systems of cultural production and participation that uphold equity and self-determination.*

We expect the MAV Co-CEOs to embody our organisational values through words and actions:

DIVERSITY

We privilege non-western ways of doing, knowing and being, to tell stories that illuminate our humanity and improve intercultural understanding;

EQUALITY

We strive for cultural democracy, sharing our knowledge and skills with partners across the arts and cultural sector to build platforms for engagement and visibility;

TRUST

Diverse communities see themselves represented in and by us, in work that resonates with their truths, underpinned by shared values and dreams of new futures; and

COURAGE

We are outspoken in our support of cultural participation as a human right, from which we derive social, cultural and economic benefits for the development of individuals and society.

MAV is an equal opportunity employer, determined to address the lack of representation of diverse leadership in the arts sector. MAV strongly encourages applications from First Nations people, people from diverse cultural backgrounds, people with a disability, members of the LGBTQIA+ community and people of all ages.

EMPLOYMENT SAFETY SCREENING

Please note that employment safety screening (police check) is undertaken for all positions within the organisation.

MAJOR TASKS:

Strategy

1. Lead the implementation of the MAV Strategic Plan 2021-2024 and the process for developing the 2025 - 2028 plan, in collaboration with the Executive Director/Co-CEO;
2. Design and deliver strategic interventions in the arts towards greater equity and justice;
3. Support the MAV Board to demonstrate high performance through timely, effective and impactful reporting against strategic imperatives; and



Position Description

4. Build strategic partnerships to ensure that MAV is well placed to deliver on its transformational agenda in the arts and ensure strong positive stakeholder engagement.

Leadership

5. Embody the principles of diverse leadership through active anti-racism engagement;
6. Represent MAV and the interests of diverse creatives through exemplary advocacy and leadership;
7. Ensure that MAV is known for its culturally safe practices, as a benchmark of excellence in the sector and beyond; and
8. Ensure that MAV maintains its profile as a contemporary, politically engaged and reflexive cultural organisation.

Programs

9. Oversee the design and delivery of an annual program of activity in line with the MAV Strategic Plan including cultural platforms that are created for, with and by artists and creatives of colour;
10. Design and deliver initiatives aimed at challenging systemic barriers to representation and participation in the Arts;
11. Align MAV's creative outcomes with its overall vision and purpose to ensure that it is a force for change in the sector;
12. Build and lead models of multi-disciplinary, decolonial practice that embed transformation along the principles of equity and justice; and
13. Work alongside the Executive Director/co-CEO to ensure that MAV has the resources to deliver on its ambitions as a sector leader by engaging successfully with partners and funders across sectors.

Workforce

14. Support a diverse cohort of creatives (including permanent staff and contractors) to deliver a compelling annual program of activities;
15. Create pathways for professional learning development so that MAV staff are leading practitioners of community arts and cultural development within a diversity, equity and justice framework;
16. Work alongside the Executive Director/Co-CEO to ensure that organisational HR practices reflect best approaches through careful consideration and design of workforce capability and;



Position Description

17. Ensure a culture of self-reflection, learning and continuous improvement through innovative and effective evaluation.

SELECTION CRITERIA

Essential

1. Proven track record in leading and engaging with anti-racism, racial justice and cultural equity frameworks, reflecting both professional and lived experience;
2. Demonstrated strategic and cultural leadership experience with capability to inspire, challenge, engage and build capacity in others - internally and externally;
3. Significant experience in the development, design and execution of artistic, cultural change and/or advocacy programs;
4. Networks and partnerships with creatives and creative organisations / strong community engagement skills and understandings; and
5. Demonstrated capability to raise financial and industry support for existing and new initiatives; and
6. Evidence of excellent communication and effective advocacy.

Desirable

7. Effective management capability in a small to medium organisational context within the arts or community sectors; and
8. Demonstrates potential or evidence of being a powerful communicator with capacity to influence public policy and perception.

How to apply:

To express your interest, please provide a cover letter (maximum three pages) outlining your suitability for the role and current CV to Jade Lillie (details below) by 11.59pm on Monday 17 April 2023.

To discuss the position or your application, please contact our Recruitment Lead, Jade Lillie on hello@jadelillie.com