Creative Director

Applicant Info Pack

Tantrum Youth Arts

Make Noise. Make Connections. Make Change.

Tantrum Youth Arts is seeking an inspiring, creative leader to join our tribe.

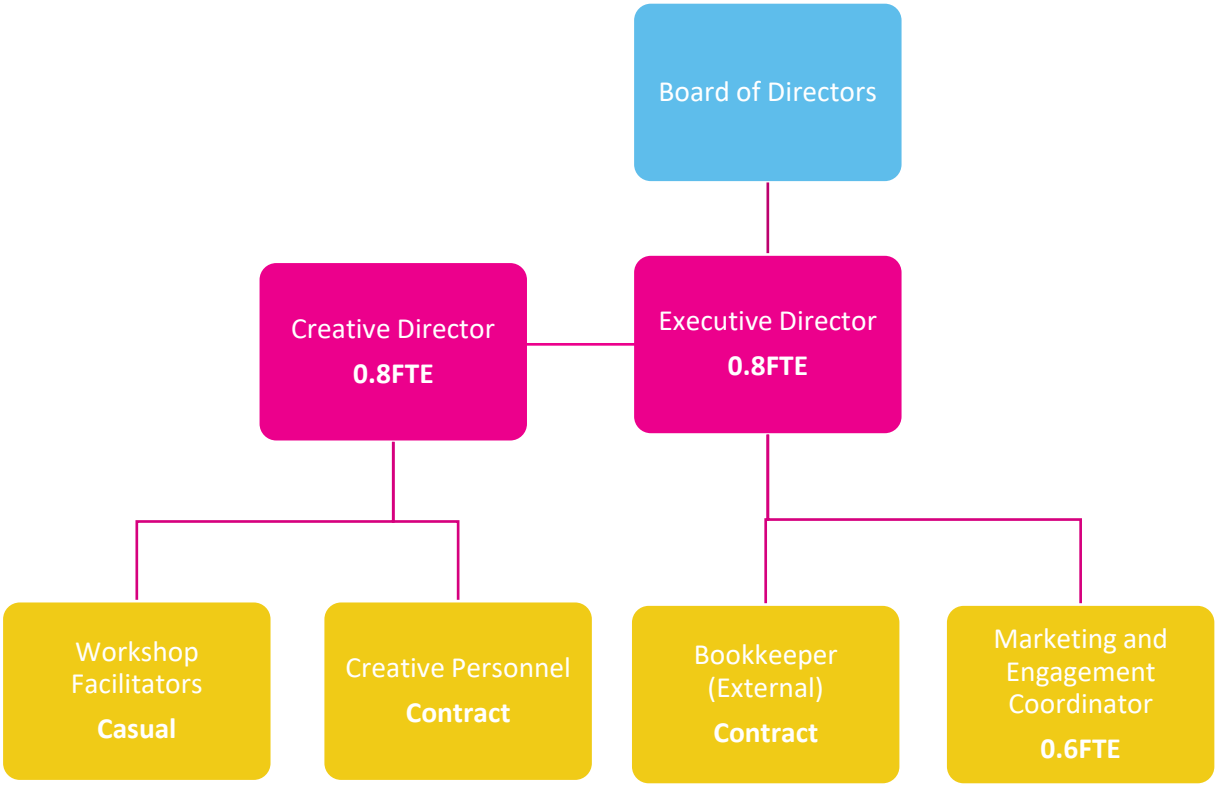
We are a small but noisy team of change-makers and artists. We exist to serve our tribe and amplify the creative voices of young people, emerging artists and community members through our distinctive creative programs. At an exciting stage in our organisation's journey, we are thrilled to invite a new Creative Director aboard to help shape a vital and vibrant creative future for Tantrum.

About Tantrum

Tantrum is the leading youth arts organisation in the Hunter and a not-for-profit co-operative. Our mission is to empower young people with creativity, confidence and connectedness so they can positively shape their lives and the world around them. We achieve this through multi-artform workshops and projects, bringing together young people, emerging artists and industry professionals to make new art.

Tantrum was established in Newcastle in 1976. Since then, the company has grown from its humble beginnings as a weekend drama workshop to a nationally-respected arts organisation. We are focused on creating employment in the performing arts sector in the Hunter and on developing skills and confidence in young people aged 5-30.

Organisational Chart



Position Description

Position Title: Creative Director

Purpose of Position: The Creative Director provides creative leadership aligned with Tantrum's mission and vision, positioning the organisation as a leader in community-engaged, youth-led multi-artform practice. The Creative Director is responsible for conceiving of, and delivering, Tantrum's creative program in response to the strategic vision set-out by the Board of Directors. The Creative Director works in collaboration with the Executive Director to support Tantrum's team and tribe through innovative and meaningful creative programs and opportunities.

Key Duties and Responsibilities

Creative Vision, Programming and Leadership

- In line with the Tantrum's vision, mission and strategic plan, develop, manage and deliver an annual creative program that engages young people, emerging artists, community members and industry professionals
- Champion and model a collaborative, inclusive creative process that places the ideas and creativity of young people at the centre and create new work that represents the goals of the company.

Project Management & Delivery

- Manage project teams, including coordinating team communication, convening meetings, rostering and scheduling personnel, and monitoring performance
- Coordinate project planning, administration, scheduling and logistics to ensure creative programs are adequately resourced and delivered to a high standard
- Lead and/or support the delivery of creative programs and workshops where required
- Implement and update WHS policies and procedures relating to creative programs
- Coordinate the evaluation of creative programs

Fundraising and Strategic Partnerships

- Contribute to organisational and project funding applications within both public and private sectors
- Develop and maintain relationships with funding bodies, partner organisations, corporate sponsors, philanthropists, and donors

Governance & Reporting

- Prepare and deliver artistic and programming reports for the Board
- Attend Board meetings
- Contribute to the preparation of the organisation's annual report

Position Type	Part-time, 0.8 FTE
Salary & Conditions:	Salary $70,000 neg. full-time equivalent (paid pro rata based on contracted hours) plus 10% superannuation Four weeks annual leave (pro rata) plus an additional week of Wellbeing Leave each year.
Location:	Merewether, NSW (with the opportunity to work remotely in-part as negotiated with the Executive Director)
Reporting Responsibilities:	The Creative Director reports to: Executive Director The Creative Director works closely with: All staff The following positions report to the Creative Director: Workshop Facilitator(s), Emerging Workshop Facilitator(s), Creative Personnel (project-based)

Selection Criteria

Essential

- **Creative practice.** A practicing artist with demonstrated experience and achievements in a creative role (e.g. as a maker, director, creative producer, etc)
- **Programming.** Experience in designing, developing and facilitating creative programs.
- **Young people.** Demonstrated experience in and affinity for working with young people and emerging artists.
- **Leadership.** Positive and progressive leadership style, with a demonstrated track record of leading, supporting and nurturing teams.
- **Collaboration**. Ability to collaborate effectively to achieve shared goals.
- **Inclusive practice.** Demonstrated commitment to inclusive practice and experience in working with people from diverse backgrounds.
- **Project Management.** High-level organisation and project management skills, and the ability to effectively manage competing priorities.
- **Communication and Relationships.** Excellent communication and interpersonal skills, and proven ability to develop strong relationships with stakeholders.
- **Funding.** Demonstrated experience in writing successful funding applications and managing relationships with funding bodies.

Desirable

- **Workshops**. Experience in designing and delivering creative workshops for young people and emerging artists.
- **Networks**. Established connections and relationships within the national arts sector.

Tantrum Youth Arts is a child-safe organisation and is committed to the safety and wellbeing of all children accessing our workshops, programs and activities. The successful applicant will be required to obtain and maintain a Working With Children Check and comply with all Child Safety policies and procedures.

We are an inclusive organisation, committed to providing a platform for diverse voices and thought. We encourage people from all backgrounds to apply, including people with a disability, Aboriginal and Torres Strait Islander peoples, people from culturally and linguistically diverse backgrounds, and people identifying as LGBTIQA+.

How to Apply

Applicants are asked to provide:

- Your CV including 2 referees
- A cover letter (max 3 pages) responding to the Selection Criteria
- Please send your complete application to the Executive Director, Tamara Gazzard, at tamara@tantrum.org.au

Applications are due by 5.00pm on Sunday 2 January 2022. Shortlisted applicants will be invited to an interview in the week commencing 3 January 2022. The position will commence in February 2022, with the specific start date to be negotiated with the successful applicant.

If you require further information about the role or support with your application, please direct your enquiries to Executive Director Tamara Gazzard:

E: tamara@tantrum.org.au

Ph: 02 4929 7279