



## JOB POSTING

### ASSOCIATE ARTISTIC DIRECTOR – PRIDE IN ART SOCIETY

The Pride in Art Society is committed to employment equity and dedicated to creating a workplace culture of inclusiveness that reflects the diverse community that we serve. We are seeking a QTBIPOC candidate with the leadership potential to join the organization in its next phase of development.

The Pride in Art Society (PiA) produces, presents and exhibits with a curatorial vision favouring challenging, thought-provoking multidisciplinary work that pushes boundaries and initiates dialogue. PiA brings diverse communities together to support artistic risk-taking, incite creative collaboration and experimentation, and celebrate the rich heritage of queer artists and art.

We are currently seeking a candidate for the position of Associate Artistic Director to join our team. Working closely with and reporting primarily to the Artistic & Executive Director (AED) and secondarily to the General Manager, the Associate Artistic Director (AAD) will be a contributor to setting and executing the artistic direction, strategies and initiatives of the organization. This position combines forward-thinking artistic visioning, day to day programmatic execution and contribution to achieving the mission and vision of the Society, as conceived by the Artistic Director. The Artistic Director is an experienced visionary, programmer and has a strong connection to the art and queer communities.

The AAD will bring creativity, a sense of daring and passion to their work. The position presents a fantastic opportunity to contribute to a unique and rapidly growing performing arts organization and is ideal for an individual who is equally artistic and producing oriented and who is looking to build a career in arts leadership at an organizational level.

#### **Job Responsibilities include (but are not limited to):**

##### 1. Programming:

- Collaborating with the Artistic Director and General Manager in the execution of the Artistic Director's vision across the organization.
- Learning all aspects of the artistic elements of presenting the Queer Arts Festival including, but not limited to, determining content and schedules, visual design, etc.;
- Collaborating with AD to maintain a dynamic, fearless, and risk-taking vision to programming, by curating cutting edge, innovative and challenging works of art;
- Sourcing and creating potential programming opportunities for the Queer Arts Festival;
- Collaborating with AD to take abstract ideas and define realistic goals or possibilities while keeping in mind resources such as funding, time, space, and people;
- Collaborating with the AD and the General Manager to forecast expenses and create the annual operating and project budgets;

- Understanding priorities, timelines and responsibilities across the organization;
  - Maintaining “big picture” thinking while keeping in touch with all sides of the picture as well;
  - Collaborating with AD and GM to oversee the planning, logistics, implementation, and evaluation of the Queer Arts Festival and its programming, including presentations and communications;
  - Learning logistics, implementation, strategy and evaluation of fundraising activities, including grants, sponsorships, fundraising events and donor recruitment, stewardship and recognition;
  - Working with the AD to codify tangible goals for the JEDI (Justice, Equity, Diversity and Inclusion) values and principles already reflected in the work of the artistic office, and helping communicate those efforts throughout the organization and to the public.
2. Community Relations:
- Maintaining excellent relationships with the arts and queer communities;
  - Building respect and trust amongst artists and community leaders;
  - Maintaining currency with contemporary art practices, queer artists and art groups, and community interests or issues;
  - Working with AD to liaise with other organizations, government and the media.

**Qualifications and Experience:**

1. University degree in Arts (preferably a Masters Degree) or commensurate experience;
2. Experience as an artist in multiple disciplines, with a strong body of work is a strong asset;
3. Leadership experience planning, coordinating, and implementing large special events or festivals;
4. At least three (3) years experience in a leadership or supervisory role;
5. Strong connection to and awareness of the arts and queer communities. Identifying as a member of those communities is a strong asset. PiA gives preference to candidates who have demonstrable experience advocating for equity, diversity and inclusion.

**Competencies (demonstrated experience with):**

1. Outstanding interpersonal and communication skills—manifested through listening, speaking and writing;
2. Project and special event management;
3. Marketing and budget development experience;
4. Strong community ties;
5. Strong leadership, communication, decision making, negotiation, collaboration and networking skills;
6. Commitment, independence, initiative, and assertiveness skills.

The Pride in Art Society offers competitive compensation and a creative working environment of diverse staff and artists. This is a full time position salary range is commensurate with experience, plus a comprehensive health and dental plan. This is a one-year appointment, however, the term may be extended upon the written agreement of both parties.

Application Deadline: Jan 2, 2021. Qualified applicants apply [here](#) with a cover letter and resume.

*We thank all applicants for their interest, however only those under consideration for the role will be contacted.*