

RAWCUS

Position Description

Part time – 3 days

1. About Rawcus

Rawcus is an award winning long-term ensemble of 14 performers with diverse minds, bodies and imaginations who create distinct performance work and share exceptional cultural experiences. Collaborating with a core creative team, Rawcus devises new work that expresses the imaginative world of the Ensemble. Drawing on dance, theatre and visual art disciplines, the work is crafted with a precision that supports the performers and allows space for their inherent sense of anarchy and diversity. Rawcus' performance aesthetic is characterised by a marriage of intense physicality and arresting visual imagery. Rawcus' work is sculptural, unexpected, beautiful, funny and tender

Experimentation and boldness are trademarks and the company has built a reputation for making and presenting exceptional artistic work. Rawcus' has won numerous awards and been presented work at Arts House, Theatre Works, The Malthouse, The Arts Centre Melbourne, Midsumma, Next Wave, Melbourne Fringe and the Melbourne International Arts Festival. The Ensemble has worked collaboratively with diverse Australian arts companies including Restless Dance Company, Chamber Made Opera and the Melbourne Symphony Orchestra. www.rawcus.org.au

The Rawcus annual artistic program consists of three streams;

The **Ensemble Program** is the work we create with the full Rawcus Ensemble in collaboration with a core creative team. The work is devised through a process of research, conversation, improvisation and rehearsal. Our work is created together in the rehearsal room. It comes from the minds, bodies, hearts and imaginations of the Rawcus Ensemble.

The **Public Program** offerings that are formed through ongoing conversations between the Rawcus Ensemble and a diverse range of artists and communities. The Public Program enlivens people, places and perceptions. This program is responsive to time and place, and is expansive and varied in form, scale, timeframe and audience.

The **Engagement Program** is where we connect with the sector and our creative peers to build capacity, share skills and offer development opportunities and career pathways for diverse artists. Programming includes participation in sector gatherings and exchanges, presentations, teaching and masterclasses. We support student placements, internships and work experience. Mentorships happen both with individual artists and other companies.

2. Role of the Artistic Director

The Artistic Director is a dynamic leadership role contributing to the development of the company's artistic vision, rationale and practice, curation and artistic supervision of the company's three streams of programming.

The Artistic Director shares whole of organisational operational leadership with the General Manager and supervises the Public Program Producer in curating and delivering the Public Programming stream.

1. Position objectives:

1. To lead Rawcus creatively through a clear artistic vision including the design of a rigorous artistic program from conception to presentation,
 2. To lead the Rawcus Ensemble as a place for the artistic expression of people with diverse minds, bodies and imaginations
 3. To hold and make space for a broad range of experiences, and create an environment which supports Rawcus Ensemble members to develop their performance skills as artists, promoting their full participation in the company and in the arts sector
 4. To build connectedness between the Ensemble, collaborators and audiences
 5. To build and maintain a spirit of generosity and care in artistic process
 6. To contribute to developing Rawcus' profile and leadership role in the arts and cultural sector and in the broader community
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2. Key Responsibilities and duties:

1. To develop an artistic vision for the company in collaboration with the Ensemble and operational staff with oversight from the Board
2. Curate the artistic programming and activities in collaboration with the Operational Staff
3. Direct performances and/or invite guest directors to work with the company
4. To collaborate with the Rawcus General Manager to seek out financial and strategic opportunities for Rawcus
5. Select, collaborate with, and engage production staff, artists and crew
6. Assists the Public Program in collaboration with the Public Program Producer in collaboration with the General Manager
7. To work within organisational budgets and resources
8. Conduct weekly workshops and rehearsals with the Ensemble
9. Participate in production meetings
10. Prepare/support production of programs and publicity materials for performances and support publicity activities
11. Coordinate evaluation of activities
12. Attend Rawcus Board meetings and prepare and present Artistic Director Reports

13. Represent the company at conferences and sector gatherings events
 14. Liaise with the Ensemble, parents, carers and support workers in order to communicate important information about the company
 15. Document and evaluate activities as required
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3. Organisational relationships:

REPORTS TO: Rawcus Board

SUPERVISES/LEADS: Artistic supervision of project coordinators and staff, support workers, Ensemble members, collaborating artists, production staff, and the Public Program Producer

INTERNAL LIAISONS: Rawcus Board, Finance Officer, Support Workers, Ensemble members

EXTERNAL LIAISONS: Key presenters and producers, Creative Victoria, Australia Council for the Arts, City of Port Phillip and all arts sector and disability arts sector and other funding bodies.

4. Accountability and extent of responsibility and decision making

The Rawcus Artistic Director is required to work independently and to make day to day decisions without immediate supervision.

Key decisions are to be made in collaboration with the Rawcus General Manager at an operational level and the Rawcus Board at a governance level

5. Sector knowledge and experience

1. Experience in directing and/or curating contemporary performance
 2. Experience in artistic leadership
 3. Understanding of working in diverse arts contexts and broader arts sector
 4. Understanding of the impacts on diverse people
 5. Understanding of relevant policy context including the State Government's Disability Plan and State and National arts policies
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6. Management skills

1. Excellent organisational and time management skills, and digital literacy
 2. Ability to work independently with minimal supervision
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7. Interpersonal skills

1. Excellent interpersonal skills
 2. Ability to work in partnership with artists and representatives from community organisations, local government, arts organisations and funders
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8. Qualifications/experience

1. **Experience:** Substantial experience as a director and working with people who have diverse needs
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9. Occupational health and safety

1. Understand and comply with relevant OHS Policy, procedures and legislative requirements relevant to their activities.
 2. Communicate with employee health and safety representatives and supervisors particularly regarding hazards in the workplace.
 3. Participate in programs to improve risk management including health and safety within the workplace.
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10. Desirable selection criteria

1. Experience as a director/artistic curator
 2. Specialist knowledge of devised theatre/arts practice
 3. Experience running seminars and workshops
 4. Facilitation and leadership skills
 5. Communication and interpersonal skills
 6. Experience of working in a small operational team
 7. Demonstrated skills in writing successful funding applications
 8. Experience working with people with diverse needs an advantage
 9. Understanding of organisational culture as one of respect and generosity
 10. Developed networks in disability and the arts an advantage
 11. Commitment to participant involvement in planning and decision making regarding program development
 12. Commitment to Rawcus' mission to align with Creative State Principles and Priorities First Peoples First
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Key application information

- Rawcus is a committed equal opportunity not for profit charity.
- Remuneration - \$75,075 per annum pro rata + super + 4 weeks AL pro rata
- Weekly Hours are 3 days or 22.5 hours - Employees work flexibly with some after hour and/or weekend work may be required when program events, projects or shows are being delivered
- Virtual operations - Our team works virtually. Capacity to work from home is essential. Face to face rehearsals and programming including creative development and presentations take place at various venues, meetings online and face to face
- Written applications should include a 1 - 2 page covering letter addressing the selection criteria (above) and a 1 – 3page resume
- Video applications are accepted and should be less than 10 minutes. Please let us know if you would like to apply using a different format or discuss your access needs while preparing and submitting an application.
- Applications close 5pm 8th April 2022

If you require support completing your application, have any enquiries or wish to send your completed application please contact Jacque Robinson Rawcus General Manager
info@rawcus.org.au