



Advancing cultural diversity  
in the arts in Australia

EXECUTIVE DIRECTOR

**kultour**

**INFORMATION FOR CANDIDATES**

# Contents

1	Welcome from the Chair	3
2	About Kultour	4
3	Board of Management	5
4	About the Role	6
5	Key Criteria	7
6	How to Apply	8

# Welcome from the Chair

Thank you for your interest in working for Kultour.

It is an exciting and critical time to be joining our national organisation dedicated to working to advance cultural diversity in the arts in Australia as we move into the next phase of the company's development fulfilling a national advocacy and sector activation role together with establishing a new base for the organisation in NSW.

Our Australian society is constantly changing and developing and our communities are increasingly enriched by these changes. Kultour is reading these changes and determined to overcome obstacles to positive futures for the expression of cultural diversity in the arts and so, after over a decade based in Melbourne, Kultour is moving to Western Sydney. This move forms part of a bold new national strategic direction responding to sector feedback as Kultour seeks to build continued national representation for the culturally and linguistically diverse in all facets of cultural practice.

Closer proximity to Canberra and immersion in significant and large communities of culturally and linguistically diverse artists and organisations in Australia is crucial as we advocate for greater representation of artists from culturally and linguistically diverse backgrounds across the arts so that the national arts landscape in Australia reflects the society in which we all live.

In looking to the future the move to Western Sydney brings with it new beginnings - a new home, new relationships locally, and a new leadership role to carve pathways for culturally and linguistically diverse artists and arts, from cultural policy to artist practice and sector activation.

2014 for Kultour was a year of connection and critical conversation with a specific focus on independent artist practice and networks. 2015-16 looks to build on this, and significant work undertaken on the development of a national cultural index, to address sector connection and activation leading discussion between a wide range of artists, companies, organisations, and state partners to establish our shared national agenda in strengthening Australia's diverse cultural story.

The new Executive Director will be responsible for activating the strategic vision and creating our future in what is a challenging environment. You must be politically astute, a leader who can create opportunities, change attitudes, motivate others to follow and join you. Now more than ever our work is necessary.

This role is the opportunity to make a real difference to Kultour and its leadership role in driving the national arts agenda for cultural diversity and securing a future where the arts reflect Australia's true cultural diversity

So, are you the person to develop and lead this campaign?

**Caroline Stacey**  
**Chair**

# About Kultour

Kultour is a national organisation working to advance cultural diversity in the arts in Australia.

We advocate for greater national representation of diverse cultural perspectives and provides a range of services to the arts sector and support the mobility of high quality art practices, representing Australia’s contemporary multicultural society, to a wide and diverse audience.

Kultour supports intercultural and cross-cultural arts projects and dialogue through partnerships with the arts and non-arts sectors.

Established in 2001 as a national network of arts organisations by the Australia Council for the Arts, Kultour was an initiative of the Arts in a Multicultural Australia Policy committed to increasing awareness of Australian multicultural arts through touring performances and visual arts.

In 2007 Kultour became a Company Limited by Guarantee with a greater focus on touring and producing, and since 2012 Kultour has been in a period of transition moving towards a national advocacy role, which has included a relocation from Melbourne to Western Sydney, where we are now located at Casula Powerhouse Arts Centre.

## Our Aspiration

The arts reflect Australia’s true cultural diversity.

## Our Purpose

Kultour is a national organisation committed to advancing cultural diversity in the arts in Australia.

We fulfil this purpose by:

- Driving the national arts agenda for cultural diversity; and
- Advocating for greater national representation of artists from culturally and linguistically diverse backgrounds across the arts.

## Our Values

Kultour is committed to the following values that guide our practice:

- Inclusion;
- Diversity;
- Engagement;
- Education;
- Participation; and
- Exemplar Practice.

## Our Goals

1. Have greater mechanisms to support representation of artists from culturally diverse backgrounds across all art forms.
2. Have more resources available to support the development of audiences that demand culturally diverse arts offerings.
3. Have increased access to more culturally diverse work available across all art forms.
4. Be a sustainable organisation.

## Kultour Programs

- Advocacy Program
- Inform and Connect Program
- Pulse Program
- Special Initiative for 2014: Kultour Gatherings (KG2014)

**Kultour is supported by the Australian Government through the Australia Council for the Arts, its arts funding and advisory body.**



## Board of Management

Kultour directors are elected or appointed according to the Constitution of Kultour, which provide that they should have the requisite experience and expertise to effectively discharge their obligations.

Some directors are appointed for their specialist skills such as fundraising, marketing, financial management or business development.

Directors play an invaluable role in the governance of the company as well as strategic planning and development. The current Kultour Board of Management are:

**Caroline Stacey** - Chairperson and Chair of Governance Committee  
Artistic Director/CEO, The Street Theatre, Canberra, ACT

**Rosemary Miller** - Director and Member of the Finance, Risk and Audit Committee  
CEO/Artistic Director, Salamanca Arts Centre, TAS

**Ai-Lin Chin** - Treasurer and Chair of the Finance, Risk and Audit Committee

**Louise Dunn** - Deputy Chair and Member of the Development Committee  
Executive Director, Nexus Multicultural Arts, SA

**Christian-Bong Ramilo** - Director  
Executive Officer, Darwin Community Arts Inc. NT

**Suellen Maunder** - Director  
Artistic Director/CEO, JUTE Theatre Company

**Gambhir Watts OAM** – Director  
CEO / Principal  
Gambhir Watts & Co / Taxation Guru Pty Ltd

# About the Role

Position	<b>EXECUTIVE DIRECTOR</b>
Location	Western Sydney
Reporting to	Kultour Board
Working with	Kultour Board, Stakeholders, contractors, arts organisations and workers, community groups and Kultour Accountant.

The Executive Director fulfils the executive leadership role for the organisation leading Kultour and works closely with the Board.

The ED is responsible for activating the strategic vision, high level advocacy and sector activation, partnership development, and operations of Kultour including the delivery of the 2015 Business Plan and the six -year Business Plan (2016 – 2021) to the Organisations Programme of the Australia Council for the Arts.

## Key Accountabilities

The Executive Director is expected to lead the organisation through the transition phase as the national advocate, and facilitator based in Sydney to advocate the creative vision of Kultour activating and supporting sector development for high quality arts practices and experiences representing Australia’s contemporary multicultural society. This includes successfully planning, developing and overseeing the delivery of all aspects of Kultour’s Strategic Plan.

Specifically, this role is accountable for:

- Delivery of current business plan that embodies Kultour’s vision, through advocacy, building partnerships and networks, developing quality services, delivering strategic programs, and optimising resources,
- Ensuring high-level Stakeholder relationships are maintained and developed with federal government and its agencies within the arts and other relevant portfolios.
- Maintaining a high profile within the local, state, national and international community, communicating Kultour’s vision and promoting its artistic reputation.
- Managing and developing relationships with key strategic partners, sponsors, and markets to achieve optimum opportunities for artists of diverse cultural backgrounds, and new and existing audiences to experience art that represents our contemporary culturally diverse Australia.
- Design and implementation of a development plan addressing the long-term sustainability of Kultour
- Develop and implement an effective communications strategy including systems and processes to monitor and report on the delivery and performance of the Kultour’s goals and strategies.
- Managing the performance of all staff, achievement of targets and adherence to budgets, standards and procedures.
- Participate in the process of the Board and its committees to ensure their optimum effectiveness
- Ensure Kultour meets it compliance obligations and commitments to funding bodies are realised and appropriately acquitted
- Contribute to enhancing an organisational culture that supports and promotes cultural diversity in the arts and operates in an open, clean and safe workplace environment.

# Key Criteria

The ideal candidate will have:

- Wide experience in a senior leadership role within the arts and CALD sectors, community development, and/or the not-for-profit sector with demonstrated success directing the activities of others in the achievement of outstanding directions and programs
- Knowledge and understanding of key issues relating to; cultural diversity at local, state and national levels, and the arts reflecting the diversity of contemporary Australia nationally and internationally
- Demonstrated experience in the strategic planning, development and management of high quality artistic, cultural or community programs
- Outstanding communication, analytical, negotiation and representational/advocacy skills
- Demonstrated ability to exercise high level judgment and to influence organisational strategy, approaches and practices
- Demonstrated experience working with federal and state government
- Excellent networks and relationships with: government; federal and national government agencies; arts, cultural and community peak representative bodies; national and/or international arts companies, presenters and promoters; philanthropic trusts
- Sponsorship, philanthropic, and fundraising experience preferably in a cultural or not-for-profit environment and advantage
- Proven business and financial management skills
- Proven ability to motivate employees to work effectively as a team and to deliver agreed goals

## QUALIFICATIONS

Tertiary level qualifications and/or equivalent experience in performing arts, community development, or not-for-profit leadership and senior management.

## DESIRABLE

Being able to speak one or more languages other than English

# How to Apply

Applications for the role should include the following:

## Curriculum Vitae

A curriculum vitae should be submitted, that includes:

- full name, home address, confidential email address, telephone contact details
- positions held, dates, scope of responsibilities and key achievements
- details of formal education and other training qualifications
- any other relevant information, such as involvement in professional and community activities including speaking engagements, conference panels or board memberships etc

## Candidate's Statement

A statement of no more than 2 pages that outlines your motivations for applying for the position along with your knowledge and understanding of the role and Kultour along with brief responses to the Key Criteria (Page 7) that take into account past roles, experience and achievements.

The purpose of this Statement is to demonstrate how your skills, expertise and background will be beneficial to the position, to the organisation and to the sectors and communities it serves.

## Referees

Full contact details of three referees who you feel will be able to attest to your credibility and suitability for the role.

Referees will be contacted only after prior consultation with the candidate, and it is the candidate's responsibility to ensure that the referees are willing to provide reports when contacted.

## Date of commencement

An indication of the earliest date on which you would be available to commence.

## Applications should be sent by email to:

Tony Grierson  
AEGEUS Executive Search  
E: [tony.grierson@aegeus.asia](mailto:tony.grierson@aegeus.asia)  
T: 02 8091 2464

**AEGEUS**  
EXECUTIVE SEARCH

The closing date for receipt of applications is **5pm AEST Friday 31 July 2015**

The Board of Kultour reserves the right to make an appointment by invitation.