



JOB POSTING – Programming Director, Public Energy Performing Arts

Land Acknowledgement

It is with respect and humility that we acknowledge that Public Energy Performing Arts operates on Treaty 20 Michi Saagiig territory and in the traditional territory of the Michi Saagiig and Chippewa Nations, collectively known as the Williams Treaties First Nations, which include: Curve Lake, Hiawatha, Alderville, Scugog Island, Rama, Beausoleil, and Georgina Island First Nations.

We operate from the Market Hall Performing Arts Centre, which is located in Nogojiwanong, 'place at the end of rapids', close to the end of the rapids of the Odenabe/Otonabee 'river that beats like a heart'.

We are settlers and uninvited guests on this land where Indigenous people have lived and provided stewardship for millennia. We recognize the colonial history of this place including the abuses, injustices, and violence which continue to this day. We acknowledge our privileged place on this land and are grateful to live, work and create here.

Public energy Performing Arts is committed to learning, and unlearning as we work to authentically support truth and reconciliation. We recognize, value and appreciate the rich history of Indigenous artists on this land.

We know that we have made, and will make mistakes on this journey, but we pledge to keep trying and work harder to fulfil our responsibility as Treaty people in relationship with Indigenous People across Turtle Island.

Deadline: Tuesday, October 15, 2024, 1:00pm EDT

Salary: \$45,000 for 32hr/week
Location: 140 Charlotte Street
Peterborough, ON
K9H 7E8
Physically accessible workplace

ABOUT THIS POSITION

The Programming Director reports to the Board of Directors. Together with the Managing Director, the Programming Director oversees, and is responsible for, all aspects of operating Public Energy Performing Arts, from artistic programming to revenue generation and long term planning.

Programming Director and Managing Director as Joint Leaders:

Public Energy is committed to a dual leadership structure where both positions report directly to the Board of Directors. The need to collaborate, listen and dialogue in a shared decision-making model/relationship can more easily balance the demands, and sometimes conflicting considerations that the leaders of Public Energy have to face – programmatic, managerial, financial, cultural, reputational. The shared responsibility and accountability for the health and success of Public Energy requires each of the individuals' strengths to tackle the sometimes difficult decisions.

It is therefore important to ensure that there is a strong potential for a good working relationship to develop as the success of this model rests on the idea that the Programming Director and the Managing Director are bound together by shared purpose, values and broad programmatic vision, and can combine their collective intelligence to achieve the best results for the organization.

KEY RESPONSIBILITIES

Programming

- Plan the mainstage artistic program in both the short and long term. The mainstage program typically sees 6 events, of which some can be artists-in-residence.
- Oversee all technical/production aspects of programming.
- Share publicity and marketing duties with the Managing Director.
- Implement the annual program of community outreach activities (workshops, classes, talks).
- Plan and manage the Performance Incubator Program, a suite of activities that support new creation from local and national artists.
- Negotiate and finalize artist contracts.
- Networking: keep current with the artistic communities at local, provincial and national levels. Maintain quality relationships with service agencies and funders.
- Stay current on contemporary performing arts practices across the country by attending festivals, conferences and performances.
- Maintain and develop partnerships with community organizations.
- Produce curatorial statements.
- Oversee the programming budget.

Note that, in keeping with the concept of Joint Leaders, final programming decisions are reached by consensus between the Programming Director and Managing Director.

Leadership, Strategy and Planning

- In conjunction with the Managing Director, provide the direction for Public Energy, through planning, organizing and directing the major activities of the organization.
- Lead through example and reinforce a working culture of relational engagement, high-performance, and continuous improvement, free from harassment and fear of judgement.
- Act as spokesperson to local, provincial and national organizations, meetings, conferences, etc.

Governance and Revenue Development

- With the Managing Director, research funding sources and write funding applications to all levels of government.
- With the Managing Director, develop fundraising and revenue generation plans and oversee the Strategic Plan.
- Together with the Managing Director, enable the Board of Directors to successfully fulfill their governance and fiduciary responsibility by providing timely, comprehensive, and insightful operational, financial and business risk information. Develop a constructive relationship with the Board Chair of Public Energy.

Human Resources

- Lead by example to ensure healthy, positive and supportive work environment grounded in principles of equity and inclusion.
- Actively contribute to all policies and procedures supporting equity and inclusion, health and safety, accessibility, and environmental sustainability.
- Be open to new ideas and alternative suggestions by encouraging and supporting new initiatives proposed by staff, board and artists.

CANDIDATE PROFILE – Skills, experiences, attributes

The ideal candidate will have these skills, experiences and attributes:

- Demonstrated visionary artistic leadership;
- Ability to program or curate an exciting, inclusive and balanced mix of performances.
- Experience in overseeing the production and management aspects of performing arts presentation, including booking artists, fair practices, negotiating contracts, arranging venues and production staff.
- Demonstrated ability to write effective funding applications to granting bodies;
- Ability to develop a rich, collaborative partnership with the Managing Director and Board of Directors;
- A deep appreciation for dance, theatre and related performing arts is vital, as is the ability to convey that appreciation in an engaging and conversational manner as the public face of the organization;

- Existing connections in the provincial or national dance and theatre milieu are a strong asset;
- Capacity to embrace and implement Public Energy’s artistic vision, clearly articulating that vision to staff, board, funders, audiences and all artists/companies being presented;
- Ability to maintain excellent relationships with local and national dance/theatre presenting networks, including participating in performing arts booking events;
- Potential to foster a positive culture and work environment that welcomes all voices, creates safe spaces for conversation, and values equity, diversity, inclusion, and access;
- An enthusiastic networker who enjoys developing constructive relationships in the performing arts presenting field and is comfortable in seeking out important community partnerships to establish mutually beneficial relationships.
- The ability to think strategically while balancing a full portfolio of project tasks.
- Ability to develop, understand, and maintain the balance between revenues and expenses;
- Willingness to attend evening and weekend performances as well as to attend meetings and events offsite and outside regular working days.
- Willingness to travel to attend industry events in other cities.
- Strong preference for a candidate who is willing to reside in the area to best facilitate high quality relationships and interactions with the many local communities.

Education

Public Energy does not require any specific educational credentials or specific experience beyond the above listed skills, experiences and attributes.

CONTEXT

History of Public Energy Performing Arts

Public Energy Performing Arts was founded by Bill Kimball in 1994 and became incorporated as a charitable organization under the name ‘Peterborough New Dance and Performance’ in 2001. As of 2024, Public Energy has worked with more than 2,000 artists, including dancers, actors, choreographers, directors, designers, visual artists, filmmakers, sound artists, writers and theatre technicians. The organization has mounted more than 500 shows, classes, workshops, talks and other events seen by more than 50,000 audience members and participants.

Location

Public Energy is located in Peterborough, Ontario, also known as Nogojiwanong, meaning the place at the end of the rapids in Anishinaabemowin, the language of the Michi Saagig Nishnabeg. The city is located in Anishinaabe territory on land associated with the Williams Treaty and Rice Lake Treaty #20. This area includes three First Nations: Curve Lake, Alderville, and Hiawatha.

Peterborough/Nogojiwanong is home to a vibrant community of artists and an active arts scene. Located 90 minutes from Toronto, the city offers residents access to city life while being

positioned in an area of great natural beauty; surrounded by lakes, rivers, farmland and wilderness areas.

Public Energy's Values Grounding the Artistic Programming

Public Energy Performing Arts is a cultural catalyst, allowing artists and audiences to grow, develop, and nurture each other. For further information about our curating process and programming values please go to *link*.

HOW TO APPLY

Please send a cover letter (Maximum 2 pages) and CV in a **single pdf attachment** with attention to Jane Marsland at jmarsland@sympatico.ca, with the subject line **Public Energy PD Application**, by **October 15, 2024, by 1:00pm EDT**.

If you would like further information, support with access requirements or need accommodation, please contact Jane Marsland at the email above. Jane is the independent party engaged for managing Public Energy Performing Arts' application process and can answer your question by email. Please be assured your application will remain completely confidential.

In accordance with the accessibility for Ontarians with Disabilities Act (AODA) accommodation will be provided during the recruitment process for applicants with disabilities.