



Title: **Co-Artistic Directors**

Organization: **Children's Peace Theatre**

Job Type: **Permanent, full time (30 hours/week)**

Start Date: Earliest start date July 1, 2021

Salary: **\$55,000 +benefits**

About Children's Peace Theatre (CPT)

Children's Peace Theatre is an award winning Community Arts organization. Founded in 2000, CPT is well respected for its community work and methodology combining the arts, land based work and Conflict Transformation. CPT uses the arts and artistic creativity as critical tools for personal and social transformation. Our mandate is to co-create a culture of peace using an arts based, intergenerational and holistic approach that cultivates ecological, social and spiritual resilience with the individual and the community. We center the voices of BIPoC communities to co-create imaginative solutions for equitable and fair futures for all. We hold space and acknowledge our deep connections to the Natural World and our Ancestors, on the traditional lands of the Wendat, Haudenosaunee, and Anishinaabe Peoples.

To find out more, please visit our website at www.childrenspeacetheatre.org

We are seeking two new Co-Directors to collaboratively steward and champion the next decade of our work.

The Co-Directors will be responsible for leading the overall artistic direction of the organization, identifying key artistic and learning activities, and collaborating with the community to build on our standing as a community hub and learning site for arts-based, grassroots, decolonial praxis.

As Children's Peace Theatre works towards manifesting the "Village Matrix" governance model and developing the organizational, social, spiritual, political, and economic unity (Umoja) of Children's Peace Theatre, it is important that the co-Directors be well-connected, thoughtful, creative, and charismatic QTBIPOC persons who can co-facilitate and co-lead all aspects of our work with care, co-operative values, and who are centred and committed to the empowerment of QTBIPOC communities. This includes leading the Artistic Vision while mentoring and supporting staff and grassroots groups to lead programs, and also being committed to developing the Children's Peace Theatre's place as a space for healing and liberation in line with ongoing local social movements.

The Co-Directors will work together in a non-hierarchical relationship with each other, the Intergenerational Council, staff, and community to develop Children's Peace Theatre's role as a leader in Community Arts and a beloved artist/community/activist haven in the East End of Toronto grounded in an anti-colonial, anti-oppressive, anti-racist, anti-capitalist, anti-sexist, anti-homophobic, anti-transphobic,

anti-ableist, anti-ageist praxis and frameworks. We emphasize the need to welcome into our community strong leaders who are committed to co-creating spaces centred in intergenerational trauma-aware healing and conflict transformation.

It is highly preferable but not mandatory that candidates have their own artistic practice and a minimum of five years experience working within the administrative and financial aspects of arts-based not-for-profit organizations. They will have proven experience and success with grant-writing, fundraising, managing projects and budgets and developing strong artistic collaborations. They will have experience working with community based Boards. Experience working in Not for Profit policy, Community Development and resource mapping are all assets.

We are looking for Co-Directors who are committed to team-building in a co-leadership role.

Shared key responsibilities:

- Oversee and build momentum to implement our 2021-24 Strategic Vision.
- Lead Artistic Vision and maintain our standing with Federal, Provincial and Municipal Arts Funding bodies.
- Lead fundraising and resource development to build and diversify revenues, and to identify prospective donors.
- Oversee educational and community outreach strategies.
- Ensure compliance to all legal, financial matters related to charitable and not for profit status.
- Maintain strong relationships with Intergenerational Council including monthly meetings and reporting.
- Ensure CPT maintains leadership in Community Arts as a decolonial, anti-racist, anti-sexist, anti-transphobic, anti-homophobic, anti-capitalist, anti-ageist, anti-ableist, and anti-oppressive learning community.
- Manage facilities and relationship with the City of Toronto as Leaseholder, while developing and implementing Indigenous land stewardship practices, and new strategies to make space more accessible, green, and pedagogical.
- Hire, supervise, and evaluate artistic personnel.
- Foster partnerships and collaborations in the larger artistic community that fulfill the organization's mission.
- Provide leadership on marketing and PR.
- Act as a spokesperson for the organization's artistic purpose via speaking engagements, public and social appearances, and, as requested, at fundraising events and solicitations.
- Foster the development of good relations with other cultural organizations by participating in meetings, joint activities, and Communities of Practice where appropriate.
- Implement, promote, and foster effective organizational and operational practices to accomplish CPT's strategic goals.
- Support and nurture strong staff relationships and ensure all HR policies and protocols are adhered to.
- Implement ongoing work to animate our Intergenerational Village Matrix governance model.
- Champion and build on our non-hierarchical model of staffing and relationships within community.
- Build on our Land-based work and stewardship awareness (trees are people, too!).

Qualifications:

Artistic leadership and practice

- At least 5 years experience in the Community Arts sector, ideally with an organization with a community arts, or similar cultural focus and decolonial praxis.
- Personal artistic practice in any discipline.
- Demonstrated experience in project management, program design, implementation and evaluation.
- Ability to convey passion for CPT's mission, legacy, and projects to diverse audiences, including youth, prospective donors, community partners, and members of the community.
- Prior creative direction or artistic direction experience at an institution is a plus; proven ability to maintain high artistic standards and work collaboratively with other artists and administrators.

Experience working with children, youth and diverse communities

- Experience working with children and youth: Ability to inspire and lead a diverse group of artists, youth, children and community members.
- Lived experience with and passion for addressing issues facing BIPOC and LGBTQ2S communities.
- Passionate about equity, justice and Decolonization.
- Embodied anti-racist, anti-oppression framework: Interested in Earthwork and land stewardship awareness (trees are people, too!)
- Implements a strength-based approach that emphasizes people's self-determination and strengths, viewing community members as resourceful and resilient in the face of adversity.
- In tune with anti-racist struggles, Black Liberation, Indigenous Sovereignty and Anti-Islamophobic community actions.
- Comfort in collaborating on projects with a wide range of participants of varying capacities and abilities.

Arts administration experience

- Experience in arts admin including funding, financial, marketing and PR.
- Experience in financial management program budgeting; expertise with Excel.
- Experience with QuickBooks an asset.
- Proven experience with fundraising and grant writing.
- Willingness and ability to pursue major fundraising opportunities.
- Ability to multitask and prioritize as new situations and initiatives arise on short notice.
- Excellent interpersonal, written and oral communication skills with the ability to negotiate and influence, while exercising sensitivity to the audience.
- Strong grasp of effective marketing techniques, including fluency with social media.
- Excellent organizational, administrative, and interpersonal skills; able to work effectively with committees and other groups.

Human Resources and Governance

- Experience working with Boards and community Advisories.
- Commitment to working towards manifesting the Village Matrix and ability to lead from a Non-hierarchical approach.
- Policy development experience.
- Experience in community leadership and with volunteer management.

- Human resource experience and management experience.
- Personable, looks people in the eye, open, friendly, easygoing, but can carry through with their responsibilities.
- Familiar with the Ontario Human Rights Code and Ontario Disabilities Accessibility Act.
- willing to commit to First Aid training.

Compensation:

\$55,000 per annum plus benefits

COMMITMENT TO ANTI-RACISM AND ANTI-OPPRESSION

The Children's Peace Theatre understands that the BIPOC communities served by the organization contribute to the growth, enrichment and strength of Children's Peace Theatre and looks to provide safer space for these communities to access. We acknowledge the fact that certain groups in our communities often encounter barriers to full access and participation because of racism and oppression. The Children's Peace Theatre is committed to providing a creative space that takes preventative measures to allow for safer space for BIPOC communities.

Children's Peace Theatre works within an Anti-Racist and Anti-Oppression Framework towards creating a culture of peace and promotes principles of Courage, Compassion and Creativity at all levels of our work.

Staff will at all times be responsible for following safe work practices for their own safety and the safety of other staff and clients and will be required to have a police records check.

How to Apply:

Deadline for Applications is June 15, 2021 but we accept until the right fit is found

Children's Peace Theatre is an equitable employer and strongly encourages candidates who are members of equity seeking groups to apply. This position will prioritize BIPOC **LGBTQ2SAIP** or other equity seeking applicants. We do regret however our facility is only wheelchair accessible on the Main Floor.

Electronic applications only. Please submit the following application materials in either Word or PDF format as one document.

Address to: Karen Emerson, Artistic Director Karen@childrenspeacetheatre.org with **co-Director** in the subject line.

- Letter of Application that addresses the applicant's capabilities, experiences, and interests
- A current resume or CV

- Names and contact information for at least three (3) references

The start date for the position is no earlier than July 2021

Incomplete applications will not be considered. This search will remain open for applications until the position is filled.

We thank everyone for their interest, but only candidates selected for interviews will be contacted.