



Title: **Artistic Director**

Organization: **Children's Peace Theatre**

Job Type: **Permanent, full time (35 hours/week)**

Start Date: Earliest start date March 15, 2021

Salary: **\$65,000 +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.

For 20 years our flagship program [Peace Camp](#) has provided opportunities for children ages 8-13, and youth 14-20 to work with professional artists to create public presentations that speak to the issues impacting their lives, while learning skills in [Conflict Transformation](#).

[Soil, Spirit, Society](#) is an intersectional, multi-disciplinary project that puts our decolonial arts praxis into action. It includes an Artist Residency for Black and Indigenous youth, a community garden, and the development of a Village Matrix that explores innovative forms of governance.

The [Youth Arts Space](#) provides mentorship, and space for young culture makers to develop their own art for social change projects. Young people have access to a lounge, music studio, commercial kitchen and support from a dynamic team of artists, Elders and peers to help them achieve their goals, while learning participatory leadership and entrepreneurship skills.

The [Peace Platform](#) also known as an Emerging Governance Platform, provides mentorship and administrative support to youth led projects. Check out some of the projects on the Platform below.

[Conflict Transformation Workshops](#) are arts based workshops for Schools, Community groups and the Workplace to create more equitable and inclusive spaces.

To find out more, please visit our website at [www.childrenspeacetheatre.org](http://www.childrenspeacetheatre.org)

**We are seeking an Artistic Director to creatively steward and champion the next decade of our work.**

The Artistic Director (AD) 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 commitment to be QT BIPOC led community learning site for land based arts, and grassroots Black liberation and Indigenous reclamation projects.

We are looking for someone who is passionate about working with children and youth and committed to team-building and relationship building.

The AD will be well-connected, thoughtful, creative, and charismatic BIPOC person who can lead all aspects of our work towards manifesting the “Village Matrix” Governance Model with care, co-operative values, centering the brilliance of BIPOC communities. Candidate will be well suited to develop the organizational, social, spiritual, political, and economic unity (Umoja) of Children's Peace Theatre. This includes leading the Artistic Vision of our beloved programs like Peace Camp, while mentoring and supporting staff and grassroots groups to lead programs, while being committed to developing the Children's Peace Theatre's space as a hub for healing and liberation in relationship with ongoing local social movements.

**Key responsibilities:**

- Oversee and build momentum to implement our 2021-24 Strategic Vision.
- 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 integrity and 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.
- 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 similar cultural focus and decolonial praxis.
- Personal artistic practice in any discipline.
- Proven ability to maintain high artistic standards and work collaboratively with other children, youth, emerging and professional artists.
- 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;

### **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 2SLGBTQIAP 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.
- 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.
- Willingness and ability to pursue major fundraising opportunities.
- Excellent interpersonal, written and oral communication skills with the ability to negotiate and influence, while exercising sensitivity to the audience.
- 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.
- Familiar with the Ontario Human Rights Code and Ontario Disabilities Accessibility Act.

**Compensation:**

**\$65,000 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 Feb 19, 2021

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

Address your cover letter to: Karen Emerson, Artistic Director [Karen@childrenspeacetheatre.org](mailto:Karen@childrenspeacetheatre.org) with **Artistic 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 earliest start date for the position is March 2021**

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

Children's Peace Theatre is an equitable employer and strongly encourages candidates who are members of equity seeking groups, Indigenous peoples, and people with disabilities to apply.

We do regret however our facility is only wheelchair accessible on the Main Floor.

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