



## Position Description: Indigenous Visual Arts Resident

<b>Role:</b>	Indigenous Visual Arts Resident
<b>Description:</b>	This role is offered through the Indigenous Visual Arts Residency program through Arts Victoria in partnership with the Office of the Arts to an Aboriginal or Torres Strait Islander artist or arts-worker living in Victoria.
<b>Tenure:</b>	4.5 to 6 months contract
<b>Salary:</b>	Salary \$44,000 per annum pro-rata (plus 9% superannuation)
<b>FTE:</b>	This position is offered on a full or part time basis
<b>Current Status:</b>	This is a new position and we hope to fill it as soon as possible

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Indigenous Visual Arts Residencies is a program providing Victorian based Indigenous visual artists and visual art-workers with vocational residencies within a range of arts organisations in Victoria. The program is funded by the State Government of Victoria through Arts Victoria in partnership with the Federal Government through the Office of the Arts.

### Regional Arts Victoria

Regional Arts Victoria (RAV) is the peak Victorian agency resourcing and supporting contemporary and innovative regional cultural practice. RAV has demonstrated a long-term commitment to the concept that art practice is critical to building capacity and self-determination in communities. Our programs are founded on the principle that a well-networked and well-supported Victoria will allow cultural activity to flourish in communities of all sizes, including outer metropolitan, regional and remote communities.

RAV's vision is to help build better regional communities through the arts. It does this through:

- celebrating the diversity of voices and cultures in regional Victoria
- supporting exceptional cultural experiences
- understanding and meeting the needs of all stakeholders
- strong governance and operational integrity
- leadership in action

Regional Arts Victoria resources a membership of over 130 regionally-based affiliate organisations and over 350 individual subscribers. It has three core programs: Theatre Touring, Education and Families and Creative Communities, the latter of which provides a broad range of resources direct to RAV's membership including Public Liability Insurance, training and professional development opportunities, online support, funding support through the Regional Arts Fund and the Guarantee Against Loss 1 program and the opportunity to engage in professionally managed state-wide arts programs.

### 1. Purpose of the Role

Indigenous Visual Arts Residencies is a program providing Victorian Indigenous visual artists and visual art-workers vocational residencies within a range of arts organisations in Victoria.

The residency program aims to:

- Encourage the participation of Indigenous visual artists and arts-workers in the wider visual arts industry;
- Create opportunities to increase the number of Indigenous arts workers within the arts
- Connect Indigenous visual artists and arts workers with arts organisations and widen networks to facilitate knowledge sharing; and,
- Foster career development opportunities.

The residencies will have a vocational focus which aims to provide Indigenous artists and arts workers in Victoria with the opportunity to undertake challenging full-time or part-time roles in arts organisations.

The position at Regional Arts Victoria will have a focus on three areas:

1. **Core Business** – Working with the Creative Communities team to raise awareness and interest in Indigenous visual art whilst increasing diversity and participation in Regional Arts Victoria’s activities
2. **Special Projects** – Ongoing involvement with the co-ordination of current statewide projects, events and opportunities such as the Regional Cultural Network sessions, the Regional Arts Fund forums and Home is Where the Hall is.
3. **Professional Development** – Support and training that leads to a meaningful and effective experience for the incumbent including networking opportunities with a broad range of organisations and individuals across the sector

## 2. Position Objectives

- 2.1 **To effectively support key aspects of RAV’s program in Victoria with particular focus on increasing diversity, access and participation**
  - Encouraging individuals and organisations to become involved in RAV’s activities
  - Encouraging networking and participation in small and remote communities in Victoria
  - Increasing engagement in RAV’s icon programs such as HIHI and Creative Leadership program
  - Promoting opportunities for indigenous Victorians to be co-opted or elected onto RAV’s boards and committees
- 2.2 **To identify opportunities to increase skills and capabilities of Indigenous artists, communities and cultural organisations**
  - Liaising with peak indigenous organisations in metropolitan and regional Victoria to develop greater synergies with RAV programs
  - Exploring easily implementable arts management and program delivery tools that will be useful to these groups
- 2.3 **To create and enhance connections between Indigenous and non-Indigenous artists, communities and cultural organisations**
  - Exploring opportunities for regional forums which build on existing networks and enhance opportunities for collaborations
  - Examining funding opportunities that currently exist that could be better promoted to indigenous organisations and individuals

### 3. Organisational Relationships

<b>Reports to</b>	Manager, Regional Cultural Partnerships
<b>Internal</b>	RAV Director, Manager Theatre Touring, Business Manager, Regional Arts Development Officers, other RAV staff including contract staff, the RAV Board and board sub-committees
<b>External</b>	Local government partners, community groups, other arts organisations, sister organisations in other states, RAV members, grant applicants and recipients, artists

### 4. Attributes of the successful candidate

#### ESSENTIAL

- Ability to work sympathetically with community members, artists, curators, the public and other organisations
- Ability to work independently, with initiative and without direct supervision
- Good organisational and time management skills
- Proven team player, including an awareness of and respect for team goals and being an active participant in achieving team goals
- Good understanding of the office working environment including proficiency in the Microsoft suite of computer programs
- Ability to adapt to a variety of situations and work effectively with different people and groups
- Strong interest in the development and delivery of community-based arts projects
- Good working knowledge of contemporary Indigenous arts practice The commitment to your own professional and creative development and the willingness to work with a mentor on career development aspirations.

#### DESIRABLE

- A knowledge of Aboriginal community and Aboriginal artists in Regional Victoria.
- A knowledge of Indigenous media, and organisations

### 5. Key Selection Criteria

- An interest in the field of regional community cultural development including project development and delivery
  - Ability to input creatively to a work program
  - Excellent written and verbal communications skills
  - Demonstrated experience in gathering and accessing data
  - Exceptional organisational skills including ability to multi-task and prioritise
  - The capacity to work as an effective member of a highly functional team and a commitment to working with grace and respect for others
  - The desire to develop professional, industry and creative skills
- The ability to build good working relationships with Indigenous artists/arts-workers

## 6. Conditions of Employment

In summary:

<b>Role:</b>	Indigenous Visual Artist Resident
<b>Contract:</b>	This position is offered for 4.5 to 6 months on a full or part time basis
<b>Salary Range:</b>	\$44,000 p.a. pro-rata
<b>Current Status:</b>	This is a new position
<b>Hours of work:</b>	The hours for this position will be negotiable. A time-in-lieu system operates.
<b>Location:</b>	The position will be based in Port Melbourne (Please note, RAV may be moving premises in early 2012 to another inner city location)
<b>Annual Increase:</b>	Maximum of 3% salary increase per annum
<b>Superannuation:</b>	Statutory minimum, currently 9% of salary
<b>Leave:</b>	Four weeks annual planned leave (pro-rata). There is also considerable allocated leave provision for planned professional/career development activities as part of the Indigenous Visual Arts Residency program.

Applications will be received up to **5pm on Friday 3 February 2012**. You may mail, email or fax your application. All applications will be acknowledged within one working day.

Please provide a 3-5 page statement against the key selection criteria and a current curriculum vitae, along with the names and addresses of three referees from your recent working life. Please mark your application ***Private and Confidential*** and address it to:

Lindy Allen  
Director  
Regional Arts Victoria  
PO Box 600  
Port Melbourne VIC 3207  
[enquiry@rav.net.au](mailto:enquiry@rav.net.au)  
Fax: 03 9646 3832