
Position Description

POSITION TITLE: CHIEF EXECUTIVE OFFICER

EFT: Full time, negotiable

REMUNERATION: \$130,000 pro rata per annum

REPORTS TO: The MAV Committee of Management

PURPOSE OF POSITION: To implement the strategic direction of the organisation by providing outstanding leadership, influencing the external environment towards equity and justice and providing an internal force for cultural safety, capacity-building and stakeholder engagement.

TERMS OF EMPLOYMENT

This position is a full-time contract employee of MAV; however, part-time arrangements may be considered if flexibility enables us to attract the right candidate. Proposals for part time arrangements will need to address how they will manage workload and delegations.

LOCATION

The position is primarily based in MAV offices (currently located at Northcote Town Hall Arts Centre 189 High Street, Northcote Vic); however, some travel and attendance at MAV events is required.

ABOUT MULTICULTURAL ARTS VICTORIA

www.mav.org.au

Please note in particular the [MAV Strategic Plan 2021-24](#)

ENVIRONMENT

MAV is committed to being a safe, anti-racist workplace, free from all forms of discrimination and harassment. We value respectful workplace relationships that enable staff members to bring their full, authentic selves to work, with confidence that all human rights are acknowledged and celebrated.

All MAV employees are expected to embrace our vision, *Arts as diverse as our people; and work towards our organisation's mission, We champion culturally diverse artists and communities to create systems of cultural production and participation that uphold equity and self-determination.*

We expect the MAV CEO to embody our organisational values through their words and actions:

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DIVERSITY

We privilege non-western ways of doing, knowing and being, to tell stories that illuminate our humanity and improve intercultural understanding;

EQUALITY

We strive for cultural democracy, sharing our knowledge and skills with partners across the arts and cultural sector to build platforms for engagement and visibility;

TRUST

Diverse communities see themselves represented in and by us, in work that resonates with their truths, underpinned by shared values and dreams of new futures; and

COURAGE

We are outspoken in our support of cultural participation as a human right, from which we derive social, cultural and economic benefits for the development of individuals and society.

MAV is an equal opportunity employer, determined to address the lack of representation of culturally and linguistically diverse leadership in the arts sector. We strongly encourage people from culturally and linguistically diverse backgrounds, people of colour and people with a disability to apply. If you would like additional access support to complete your application, please contact us.

EMPLOYMENT SAFETY SCREENING

Please note that employment safety screening (police check) is undertaken for all positions within the organisation.

MAJOR TASKS:

Strategy

1. Oversee the implementation of the MAV Strategic Plan 2021-2024 leading to prepare our next strategic steps;
2. Design and deliver strategic interventions in the arts towards greater equity and justice;
3. Support the MAV Board to demonstrate high performance through timely, effective and impactful reporting against strategic imperatives; and
4. Build strategic partnerships to ensure that MAV is well placed to deliver on its transformational agenda in the arts and ensure strong positive stakeholder engagement.

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Leadership

5. Embody the principles of diverse leadership through active anti-racism engagement;
6. Represent MAV and the interests of diverse creatives through exemplary advocacy and leadership;
7. Ensure that MAV is known for its cultural safety practices, as a benchmark of excellence in the sector and beyond; and
8. Ensure that MAV reflects a contemporary, politically engaged and reflexive cultural organisation.

Execution

9. Oversee the design and delivery of platforms and programs aimed at addressing systemic barriers to representation and participation in the arts;
10. Lead models of multi-disciplinary, decolonial practice that embed transformation along the principles of equity and justice; and
11. Ensure that MAV has the resources to deliver on its ambitions as a sector leader by engaging successfully with partners and funders across sectors.

Workforce

12. Support a diverse cohort of creatives to deliver a compelling annual program of activities;
13. Create pathways for professional learning development so that MAV's staff are leading practitioners of community arts and cultural development within a diversity, equity and justice framework;
14. Ensure organisational HR practices reflect best approaches through careful consideration and design of workforce capability; and
15. Ensure a culture of self-reflection, learning and continuous improvement through innovative and effective evaluation, including research partnerships.

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SELECTION CRITERIA

Essential

1. Proven track record in leading and engaging with anti-racism, racial justice and cultural equity frameworks, reflecting both professional and lived experience;
2. Effective people leader with capability to inspire, challenge, engage and build capacity in others;
3. Demonstrated capability to raise financial support for existing and new initiatives; and
4. Significant experience in the development, design and execution of artistic, cultural change and/or advocacy programs.
5. Strategic leader with effective management capability in a small to medium organisational context within the arts or community sectors;

And

Desirable

6. Networks and partnerships with creatives and creative organisations / strong community engagement skills and understandings; and
7. Powerful communicator with capacity to influence public policy and perception.

Contacts for inquiries

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