



Ondru – Voice through art

+61 415 380 249

mail@ondru.org

www.ondru.org

Level 8, 225 Bourke Street
Melbourne, Victoria 3000, Australia

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Position Description: General Director of Ondru

About Us

Ondru is a Melbourne-based non-profit humanitarian organisation working towards a more connected, compassionate and equitable society. We use art to provoke thought, evoke feeling and inspire change on issues of social justice. We make people think, feel and act through pioneering art projects that give voice to silent and unheard human stories and express the human condition.

Our projects touch upon five core social justice issues and experiences: identity and displacement; health and well-being; homelessness; war and violence; and indigenous issues. Projects are delivered locally and internationally using many forms of art including photography, theatre, dance, film, music, sculpture, poetry, digital projections and public art installations.

We were registered as a company limited by guarantee in June 2014, then as a cultural organisation in April 2015. Ondru is made up of around 30 volunteers at any one time, and no paid staff at this point, however we are working towards having paid staff from July 2022 onwards. Ondru is in a rebuilding phase after being heavily impacted by COVID-19.

The Ondru Board (Board) currently has four members who fill the roles of Acting Chair, Company Secretary, Acting Treasurer and General Directors.

Further information on Ondru is available here: www.ondru.org / www.voicelessjourneys.org

Ondru Strategy (2019-2021)

Through 2018 the Board worked on developing and defining the strategic direction of Ondru for the next 3 years.

The three Strategic Pillars of Ondru for 2019-2021 are:

- ***Deliver Impact:*** Successfully deliver impactful projects
- ***Grow:*** Drive financial growth and people development
- ***Be Recognised:*** Widen and strengthen our brand presence

Under each pillar there are a number of strategic objectives set by the Board that the Ondru team is now operationalising through tangible actions. The focus of the Board for 2021 is funding, to enable delivery of bottom up projects aligned to Ondru's targeted social justice areas and increase the focus of program delivery internationally.

Organisational Values

Ondru Board members must be committed to the following values of the organisation:

- ***Courage:*** To face challenges with honesty and bravery
- ***Integrity:*** Never compromise on our moral principles
- ***Respect:*** Always treat ourselves and others with dignity and compassion



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- **Community:** Recognise that we are always more effective together and to strive for the betterment of community
- **Originality:** To be pioneers in our work and to strive for the extraordinary

About the Role

Ondru is in search of a committed, passionate and hardworking Director(s) to enable the vision of the organisation and support the rebuilding after being heavily impacted by COVID-19. The General Director will work closely with other Board members to advise, govern, oversee the strategic direction of Ondru and assist with the leadership and general promotion of the vision and values of the organisation in accordance with its Constitution.

The core responsibilities of a General Director are as follows:

- Organisational leadership and advice
- Oversight of risk management and legal responsibilities
- Innovative thinking
- Support the development and delivery of Ondru's strategic planning process
- Build, nurture and maintain relationships with key stakeholders (funding sources and strategic partnerships)
- Actively seek new funding opportunities
- Formulation and oversight of operational and Board policies and procedures
- Oversight of a particular social justice cause (through a Board Ambassador Program)
- Financial management and security, including adoption and oversight of the annual budget
- Promotion of the organisation
- Assistance with marketing, fundraising and development of public profile
- Assistance with personnel performance evaluation and development
- Attendance at Ondru Board meetings, strategic planning sessions and the AGM

Please note that this is a voluntary position.

Selection Criteria

Essential:

- Demonstrate alignment with Ondru's values, and have the drive to make a positive contribution to achieving the organisation's vision and strategic objectives
- Demonstrated understanding of the legal duties and ethical responsibilities undertaken by company directors
- Ability and capacity to engage with key stakeholders to build partnerships and secure new funding opportunities
- Commercial experience in areas such as business strategy, innovation, fundraising, marketing and/or media

Desirable:

- Knowledge and networks in one or more of Ondru's targeted social justice areas
- Previous experience as a Board Director with a non-for-profit organisation
- Experience in project delivery, impact measurement or social media/ communications
- Have a background in art and access to the arts sector and other relevant networks (Corporate/Philanthropic/Government funders)



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Time Commitment

Ondru is still a young organisation and as such we are looking for a General Director who will be actively engaged and involved in shaping the strategic direction of Ondru in accordance with our vision, values and objectives. This will require attendance at all board meetings as well as approximately 2-5 hours a week to carry out the necessary tasks.

There are a minimum 8 board meetings per year / held every 4-6 weeks approximately, but there may be more if necessary. The Board meetings are virtually held since COVID-19. Annual planning days and Annual General Meetings are in-person in Melbourne, but accommodations can be made if the board member is based internationally and Board directors do not need to be based in Melbourne, and can be in or outside of Australia.

How to Apply

If you're passionate about our vision and are interested in being involved in this exciting growth phase of Ondru, we'd love to hear from you! If you have any queries, please contact desh Balasubramaniam, CEO, Ondru on desh@ondru.org or 0415 380 249 or Anushka Restuccia, Director, Ondru Board, 0402 020 923.

Please submit your application directly with a cover letter, resume and two referees to mail@ondru.org.