

# CAN

COMMUNITY  
ARTS  
NETWORK



Rekindling Stories on Country, Boola Boola Birds // Credit Bo Wong

CEO

## APPLICATION PACKAGE

POSITION OPPORTUNITY | SEPTEMBER 2021

**CAN creates positive social change  
through the arts, building inclusion and  
understanding between people.**



# POSITION DESCRIPTION

Position	Chief Executive Officer
Reports to	Board of Directors
Work type	Full-time
Location	Kings Street Arts Centre, 357–365 Murray Street, Perth
Salary range	\$120K – \$130K + super
Ideal start date	Tuesday 30 November



CAN Dream Plan Do, Palestinian Women  
*Threads and Stitches* exhibition // Credit Michelle Troop



## About the role

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**CAN creates positive social change through the arts, building inclusion and understanding between people.**

**Reporting to the Board of Directors, the Chief Executive Officer will have overall strategic and operational responsibility for CAN's staff, partnerships, programs, expansion, and execution of its purpose to create the most impact possible on behalf of the organisation.**

CAN's CEO will lead the organisation's vision, purpose and strategy. Their experience and knowledge will guarantee that CAN remains a sector leader, while building new cross-sectoral partnerships. They will ensure the organisation continues to unlock Western Australia's untold stories through community participation in art, giving voice to the hidden histories of this land and its people.

This will be achieved through upholding the organisation's values and implementing the 2020-2024 Strategic Plan's Outcome Areas:

<b>Arts Production</b>	Making outstanding art of, by and for communities, that tells their stories and shares their lived experience
<b>Community Development</b>	Building people's capacity and strengthening communities
<b>Sector Development</b>	Building sector knowledge, capacity and influence
<b>Organisational Sustainability</b>	Transforming our organisation to reflect and service our diverse communities

Because of Her We Can, NAIDOC week 2018 // Credit Camera Story





Day of Demonstration // Credit Michelle Troop

These Outcome Areas are the roadmap for CAN's vision. The CEO leads the delivery of CAN's vision and is the key point of reference for its cultural and creative engagement frameworks. They will ensure a creative and culturally safe space for the communities who access our programs and people. They will be excited about preserving CAN's history and legacy, while always looking to adapt new practices that secures funding and continuing relevance to our changing communities.

The CEO must embody and model the values of the organisation and apply community-engaged practices at the centre of all exchanges and relationships. The CEO will be committed to the idea that art transforms communities, and will pursue relationships that create opportunities for people to determine for themselves what stories best express the diversity of experiences, aspirations and imagination that is alive in Western Australians.

Partnerships are a central aspect of the organisation's directions and beyond 2021 the CEO will be focused on expanding the organisation's footprint geographically and cross sectorally. This will be achieved by ensuring the organisation further develops and maintains strong, reciprocal relationships with a wide range of key funders, local governments, sponsors and partners, Aboriginal and cultural organisations, communities, artists and arts workers.

## Strategy and Sustainability

CAN has worked hard at strengthening the organisation's governance, securing its financial viability, consolidating sound business infrastructure, processes and systems, and has acquired and retained an excellent core team of people. The CEO will work to maintain a sustainable, strong and vibrant organisation by strengthening and building upon this growth, continuing to diversify income and grow the independent and earned income streams across the business.

The new CEO will also work closely with the Board of Directors to develop a 2030 strategic vision for CAN, and will drive the development and delivery of a revised sustainable financial framework for the organisation.

## Key Result Areas

Key Result Areas	Responsibilities
<b>Organisational leadership and oversight</b>	<p>Aligned with CAN values and purpose, set the cultural tone of the organisation for all stakeholders - Board, AAG, staff, contractors, communities, partners and audiences</p> <p>Consistently present the organisation and its purpose, its activities and its participating communities in a strong, positive manner to funders, stakeholders and the general public</p> <p>Lead the regular review of the organisation's Strategic Plan and oversee its implementation and evaluation, adapting to changed circumstances including the political, social and environmental context in which CAN is operating</p> <p>Provide strategic leadership in the creation and curation of ideas for programs, strategic partnerships and fundraising that carry out the purpose of the organisation</p> <p>Ensure responsible management and ongoing development of the organisation's financial standing and build opportunities for growth in line with the organisation's strategy</p> <p>Provide the Board with accurate and timely reports incorporating information, evaluation and recommendations on all aspects of the organisation's program, operations, risks and opportunities</p>
<b>Planning and management responsibilities</b>	<p>Oversee the appropriate and diverse recruitment of staffing and contracting for CAN, maintaining a high performance culture in a collaborative, safe and rewarding work environment</p> <p>Lead, coach, develop and retain a high performance team to ensure operations and programs are managed effectively and implemented efficiently</p> <p>Ensure appropriate delegation of duties and and supervisory support to Direct Reports</p> <p>Ensure effective systems are in place to track, monitor progress, evaluate programs and measure success</p> <p>Ensure the effective governance and legal controls of CAN through timely policy development, review and implementation</p> <p>Develop pipeline funding opportunities that promote programs and partnerships that strengthen the sustainability of CAN and the communities it works with</p>
<b>Sector leadership</b>	<p>Maintain a deep knowledge of the arts and cultural industries and build trusting relationships with sector colleagues</p> <p>Pursue best-practice community arts and cultural development in all CAN programs, demonstrating self-determination by communities and innovation in creative expression</p> <p>Advocate for the impact of community-based practice and for improved professional support of community-based practitioners, including independent artists and arts workers</p> <p>Maintain current cross sector partnerships, and pursue new endeavours in line with Strategic Plan and environment</p> <p>Actively network and stay current in key arts based opportunities as well as seeking cross sectoral networking opportunities</p> <p>Guide the enactment of the foundational principle of First Peoples first and CAN's broader commitment to cultural equity in all of its work</p>

## KEY SELECTION CRITERIA

<b>KSC1</b>	<b>Creating and maintaining the organisational culture</b> <ul style="list-style-type: none"><li>• Demonstrated alignment with CAN values and commitment to social change through professional or extra-curricular experience</li><li>• Demonstrated capacity to manage a diverse workforce and work in cross cultural settings</li><li>• High degree of professionalism, judgement and discretion</li></ul>
<b>KSC2</b>	<b>Leadership and vision</b> <ul style="list-style-type: none"><li>• Demonstrated success in leading a small to medium organisation in the arts or community based sector with an operating budget of approximately \$2m</li><li>• Demonstrated understanding of the arts in Australia and curatorial capacity to oversee organisational program development</li><li>• Demonstrated capacity to build the influence and impact of the organisation by developing and managing relationships with external stakeholders</li></ul>
<b>KSC3</b>	<b>Skilled management</b> <ul style="list-style-type: none"><li>• Demonstrated ability to attract, manage and grow a talented staff team and contractor cohort</li><li>• Proven capacity for sound oversight of financial, legal and contractual organisational obligations</li><li>• Demonstrated experience in attaining pipeline funding opportunities that promote programs and partnerships that has strengthened sustainability of an organisation and its communities</li></ul>
<b>KSC4</b>	<b>Communication</b> <ul style="list-style-type: none"><li>• Exemplary communication skills, including persuasive negotiating and public speaking abilities</li><li>• Exemplary interpersonal skills, including the ability to relate to people of diverse cultural, social and demographic backgrounds</li><li>• Sound technological literacy and clear written communication</li></ul>

## TERMS AND CONDITIONS

<b>The CEO is</b>	<ul style="list-style-type: none"><li>• subject to an employment contract, which sets out all terms and conditions of employment including remuneration, superannuation and leave loading.</li><li>• a full-time position based at King Street Arts Centre, 357–365 Murray Street Perth, with interstate and national travel required and flexible working conditions available.</li><li>• appointed for a fixed-term of three (3) years dependent on funding. A six (6) month probation period applies.</li><li>• required to undertake a police check and working with children check, at the expense of employer, prior to commencing the role</li></ul>
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Mavis Phillips nee Walley Collection exhibition // Credit Wayne Eades

## RECRUITMENT PROCESS

### Stage 1: Expression of Interest

**Please submit a CV and an Expression of Interest outlining:**

(No more than 4 pages in total)

1. Your interest in the position of CAN CEO
2. How the skills and attributes you bring to the role address the selection criteria
3. Your understanding of the issues, challenges and opportunities facing community engaged, contemporary arts practice in Australian arts and cultural sectors
4. Your understanding of CAN's values, context and community
5. Your application must include two references. Candidates will be notified prior to referees being contacted.

Email EOI and CV to

**Phebe Cho**

**phebe.cho@accelus.global**

+61 403 305 333

**EOI closing date:**

**Monday 4 October, 5pm**

### Stage 2: Interview and position offer

**Wednesday 13 October**

Shortlisted candidates will be contacted for an interview

**Tuesday 19 October**

Candidates must be available for interviews

**Tuesday 30 November**

Ideal commencement date

#### **Further Information**

Should you have additional questions regarding the role, please contact

Phebe Cho

phebe.cho@accelus.global



## ABOUT CAN

Place Names Katanning community exhibition // Credit Caroline Telfer

### **CAN creates positive social change through the arts, building inclusion and understanding between people.**

With its roots planted firmly in the social activism of the 1960s community arts movement, contemporary CAN continues to unlock Western Australia’s untold stories through community participation in art.

CAN’s guiding principle for working with Noongar communities is: First Peoples First as set out in the ULURU Statement from the Heart. CAN has an Aboriginal Advisory Group (AAG) that provides counsel ensuring cultural integrity, care and safety.

For more than a decade CAN has partnered with Noongar communities to share the histories and experiences that are unwritten or unspoken. This work breaks through the silence arising from systemic disempowerment and exposes the politics of fear by sharing, through art, participants’ small, daily acts of resistance and resilience that are essential to maintaining hope.

The creation of powerful artworks and experiences resonate deeply for the community creators and with the audiences they reach, far beyond where the work originated.

### **Our Values**

#### **First Peoples, first**

All of our work is underpinned by this principle. CAN supports the ULURU Statement from the Heart. Self-determination is at the heart of CAN’s work with all communities.

#### **Respect**

We believe in the inherent worth of all people and their right to be treated with dignity and honour.

#### **Social equity**

We believe that creative expression should be accessible to all, as a vital part of being human.

#### **Creativity**

We use all forms of artistic and creative expression to inspire the sharing of stories and culture.

### **Our Strategies**

#### **Arts production**

We make outstanding art with communities that tell their stories and share their lived experience.

#### **Community development**

In the process of making and presenting this art we build people’s capacity and strengthen communities.

#### **Sector development**

We build sector knowledge, capacity and influence.

#### **Organisational sustainability**

We are transforming our organisation to reflect and service our diverse community.



COMMUNITY ARTS TRANSFORMS

**CAN** COMMUNITY  
ARTS  
NETWORK

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Perth WA 6000

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