

CanAsian Dance is seeking to hire an **Artistic Lead** and a **General Manager**. Successful candidates will contribute to a historic time for the organization, as we implement co-leadership approaches to our work and sharpen the activist dimension of our role.

We are accepting individual applications for each role or alternatively, joint applications from duos who are applying for both roles. Applications will be accepted and reviewed on a rolling basis, and will close by **end of day, Friday January 26, 2024**. For queries and to request accommodations during the hiring process, please contact admin@canasiandance.com.

Note: The Artistic Lead and General Manager will be members of what will be a five-person Curatorial Committee. Hire for the remaining three committee members is anticipated to begin in spring 2024.

CanAsian Dance is situated in Tkaronto, a Mohawk word meaning “the place in the water where the trees are standing.” It is the traditional territory of many nations including the Mississaugas of the Credit, the Anishinaabeg, the Chippewa, the Haudenosaunee, and the Wendat peoples, and it continues to be the home to many diverse First Nations, Inuit, and Métis peoples. This land is covered by Treaty 13 signed with the Mississaugas of the Credit, and the Williams Treaties signed with multiple Mississauga and Chippewa bands. We also acknowledge that this land is under the Dish with One Spoon covenant, an agreement between the Anishinaabeg and the Haudenosaunee Confederacy. This land is a dish to be shared and cared for and we all share one spoon; the spoon is to be used to take only what is needed and to leave enough for others, thus ensuring a viable and abundant future. We recognize the enduring resilience of Indigenous peoples and we acknowledge that we are accountable to these relationships and these agreements.

Today, Tkaronto is home to many peoples: Indigenous, settlers, immigrants, and newcomers. We acknowledge and pay respects to our ancestors of Asian origin and descent, who have been systemically devalued and exploited in the history of this land. We also acknowledge those who came to Canada forcibly, particularly as a result of the TransAtlantic Slave trade and accordingly, we honour and pay tribute to ancestors of African origin and descent.

Our story

In 1997, in the final days of Toronto’s Asian Heritage Month Festival, members of its Dance Committee created CanAsian Dance Festival, later known as CanAsian International Dance Festival.

Under the leadership of founding artistic director Denise Fujiwara, the festival was the centrepiece of CanAsian Dance’s programming, running for 18 years.

Eventually, the festival exposed a need: to nurture local, emerging, and mid-career choreographers. Shifting our focus, we created two new programs. In 2012, we launched KickStart. We gradually prioritized KickStart’s development while winding down the festival,

which ended in 2015. In 2021, we launched Grit: Short Dances. Through these programs, we commission and present new works from local choreographers, and provide dramaturgy, mentoring, and other support. The programs now run in alternating years, with Grit focussing on emerging choreographers and serving as a seed program for KickStart.

After Denise Fujiwara departed in 2022, we engaged consultants to consult with community members, including our core contributors. Among our aims? To investigate models of co-leadership in which the artistic vision does not rest with a singular individual.

We also began revisiting our vision, mission, and values, taking an activist turn in keeping with the urgencies of our time. Prioritizing the creativity of Asian diasporic dance artists and practitioners of Asian dance forms, we aim to support dance artists who are working against the grain of white supremacy.

We now seek leadership staff who can lead CanAsian Dance across the next stages of our story.

Artistic Lead (Part-Time, Contract)

Hours: 24 hours per week (3 days per week)

Fee: \$48,384 for an ~17-month contract (\$28 per hour). (**Note:** Subject to funding, we hope to either extend this contract or establish this position as a permanent role)

Works collaboratively with: the General Manager and three Curatorial Committee Members. (**Note:** Under a new co-leadership model, CanAsian Dance will be led by a five-person Curatorial Committee. The committee will comprise an Artistic Lead, a General Manager, and three Curatorial Committee Members)

Location: The successful applicant will primarily work from home but should ideally be based in or near the Greater Toronto Area for onsite work on local programming. Travel to Montreal and other Canadian locations may also be required. A driver's license and access to a vehicle is an asset.

Reports to: CanAsian Dance Board of Directors

Application deadline: Applications will be accepted and reviewed on a rolling basis, but will close by **end of day, Friday January 26, 2024**. Please send a cover letter (max. one page) and your resume to admin@canasiandance.com

Start date: Mid-February 2024 or by negotiation

Your role

The Artistic Lead will guide CanAsian Dance during a stimulating and historic time in our juncture. This role involves: artistic visioning and artistic advocacy; organizational visioning and planning; producing; funding and fundraising. Crucially, you will cultivate co-leadership approaches within the organization's processes and activities. These approaches will also inspire engagement with both long-time and new contributors and communities.

You will be energized about working in a collaborative environment that decentres the Eurocentrism of the dance sector and foregrounds Asian diasporic dance artists and practitioners of Asian dance forms.

Requirements

- 5+ years' experience in arts management, including previous roles in artistic direction and/or programming that have a dance, theatre, and/or performing arts focus.
- Lived experience and/or compassionate understanding of the barriers that independent dance artists—including Asian diasporic dance artists—experience in Kanata/Canada.
- Commitment to challenging white privilege in the arts and cultural sector and to uplifting Asian diasporic dance artists and dance forms.
- Knowledge of evolving equity and accessibility contexts, conversations, and practices within the cultural sector, with a particular understanding of anti-racism.
- An interest in co-leadership and collaborative, interdisciplinary approaches.
- Knowledge of, and existing relationships within, the cultural sector in Tkaronto/Toronto, Ontari:io/Kanadario/Ontario, and Kanata/Canada, including the

dance sector.

- Knowledge of multiple practices, aesthetics, and communities within the dance sector, including Asian dance forms and Asian dance communities.
- A successful track record in researching, securing, and reporting on funding from government funders, as well as donors and sponsors. Experience in growing a fundraising cycle will be highly regarded.
- Knowledge of not-for-profit and charitable organizational structures and procedures.
- Proficiency with government funding platforms, social media channels (Facebook, Instagram), Google Suite, and Zoom. Experience with Plooto, CADAC, and Excel is an asset.

Responsibilities

Artistic visioning and artistic advocacy (30%)

- Lead and co-lead in artistic visioning:
 - In collaboration with the General Manager and the three Curatorial Committee Members, develop an artistic vision, including associated partnerships, collaborations, and methods of engagement.
 - Oversee mechanisms (e.g., the curatorial committee) and other innovations to collaboratively develop artistic visions using a co-leadership approach.
- Lead and, collectively with the General Manager and with the three Curatorial Committee Members, co-lead in selecting program participants and personnel. This includes establishing and overseeing any additional mechanisms, beyond the Curatorial Committee, to collaboratively select program participants and personnel.
- Take a leadership role in challenging the Eurocentrism of the dance sector and advancing our cultural ecology. This may occur through multiple means, including sitting on boards and panels, and instigating public campaigns.

Organizational visioning and planning (20%)

- During the 18-month contract:
 - Collaborate with the CanAsian Dance board, General Manager, and three Curatorial Committee Members to inform the revision of the organization's vision, mission, and values.
 - Co-create a strategic plan with the CanAsian Dance board and General Manager, and with input from the three Curatorial Committee Members.
 - In conjunction with the General Manager and CanAsian Dance board, plan the operationalization and potential evolution of our new co-leadership model, drawing on [the consultants' report](#).
 - With the General Manager, evaluate our co-leadership model as part of ongoing board reporting.
- Proactively manage the succession of key staff in collaboration with the General Manager.

Producing and execution (30%)

- With support from the General Manager, deliver artistic programming in collaboration with associated partners.
- Research, secure, and nurture creative and production partnerships.
- Engage with existing and new contributors and communities, informed by [the consultants' report](#).

- With the General Manager, manage sustainable budgets for projects.
- Evaluate artistic programs and projects in collaboration with the General Manager and with input from the three Curatorial Committee Members.
- Serve as a public face of CanAsian Dance, representing the organization through programming activities, media appearances, and engagement with service organizations and other outside groups.
- Support the General Manager in hiring staff and contractors.
- Support the General Manager in promoting our programming.
- Report at board meetings and the AGM, and provide summary reports to the board about artistic programming and progress against the strategic plan.
- Be familiar with and uphold CanAsian Dance's policies and procedures, and support the General Manager in developing further articulations in response to a changing ecology.

Funding and fundraising (20%)

The following activities will be done in collaboration with the General Manager, and may also involve the support of a fundraising subcommittee of the CanAsian Dance board:

- Secure and, with the General Manager, report against operational and project funding from government funders, donors, sponsors, and crowdfunding campaigns. This includes identifying and applying for new sources of funding.
- With the General Manager and the CanAsian Dance Board, identify and implement revenue generation strategies.
- Build and maintain strong working relationships with government funding officers.
- Identify, develop, and nurture relationships with major gift donors, philanthropists, and sponsors.
- Prepare and present projects and ideas in meetings with donors.
- Conceive and participate in fundraising/donor activities and initiatives.

Ancillary activities

Although they are ancillary to the role, we encourage the following activities as part of your individual and artistic professional development:

- Maintain your own artistic practice.
- Actively engage in seeing art and cultural activities in all genres.
- Develop your awareness of practices and artistic ecologies across Canada and internationally.
- Continue your own personal artistic training.

Where possible, the CanAsian Dance board will offer flexible working hours and other supports as required to accommodate these activities.

Other conditions

- You are responsible for all government taxes. This is a renewable contract position where taxes are not deducted.
- If you charge HST and provide an HST number, it will be added to your fee.
- You will participate in an annual performance appraisal by the CanAsian Dance board.