



CIRCUITWEST

JOB TITLE: **Manager, Workforce Development**
JOB TYPE: Fulltime (76 hours per fortnight) Fixed Term Contract, Part time and Job Share possible
LOCATION: 85 – 87 Lindsay St Perth WA 6000 (some travel will be required)
REPORTS TO: Executive Director
DIRECT REPORTS: Nil

CircuitWest is seeking a senior, industry-respected full-time person, to provide strategic leadership and operational management of the organisation's Technical Services Industry and Workforce Development Initiative for the direct and indirect benefit of CircuitWest members and stakeholders; to work with the multiple stakeholders in multiple sectors including secondary and tertiary education, State and Federal Government, commercial and the not-for-profit performing arts sectors to create significant and longterm change in the areas of career development, employment conditions, work culture, sector recognition, education and training in the live performing arts technical workforce sector.

The scope of this initiative is very broad and there are pressing problems to solve. This initiative will be the beginning of developing a strategic whole-of-sector solution to the problem. The role will respond to the Live Performing Arts Technical Sector as a Social Ecological System (SES) Report prepared for CircuitWest by AFOCAL (Shona Erskine and Katt Osborne) and edited for distribution by CircuitWest.

ABOUT CIRCUITWEST

Vision: A State Connected, Enriched and Alive with Performing Arts.

Purpose: We develop and connect the performing arts so diverse WA communities can share quality arts experiences.

Values: Trustworthy | Dynamic | Innovative | Inclusive | Empowering

The Organisation

CircuitWest is the service organisation for the performing arts sector in Western Australia. As a facilitator of high-quality performing arts experiences and a catalyst for sharing them with WA communities, CircuitWest plays a unique, and often bespoke, service and support role in the Western Australian creative industries, supporting the vibrancy of WA for all.

A membership, not-for profit organisation, we represent nearly 100 artists, producers and presenters and provide state-wide services to artists and producers, venues, and presenters, as well as support agencies such as Local and State Governments.

We nurture partnerships across the ecosystem and work in many ways including: touring performing arts across WA; running WA Showcase, the main arts market in WA; advocacy for the sector in areas like funding and providing a voice for performing arts; professional development for presenters and communities staging performing arts; marketing and audience development research projects; running TechWest, the theatre technician's forum in WA; support, advice and services for artists, producers and service organisations; and finding new pathways and new approaches to performing arts.

ABOUT THE INITIATIVE

Technical Services Industry and Workforce Development Initiative

Recognised as an issue for some time now, CircuitWest hosted a meeting on 27 May 2024 bringing invested stakeholders together to discuss how to address the current crisis level of lack of experienced and trained theatre technicians and production crews resulting in under-staffed venues and production companies and threatening the delivery of high-quality productions and safe and responsible workplaces. Theatre technicians have left and are leaving the industry and are not being replaced at the rate required. Artistic ambition is being stunted. There are less works and tours in number and sometimes quality. There is erosion of specialised career progression, and burnout and safety are immediate and pressing concerns for venues and production companies. With the imminent advent of

the Perth Film Studio and subsequent employment opportunities, there will be increased opportunities for a well-trained and well-supported technical workforce, which will offer a wider range of employment opportunities for technicians, and the ability for the sector to deliver smoothly on these projects.

The meeting noted uniform agreement on the issues, and the existence of strong networks with the willingness to solve the issues together. The issues are sufficiently complex that it requires work with multiple stakeholders in multiple sectors including secondary and tertiary education, State and Federal Government, commercial and the not-for-profit sectors to create significant and longterm change. Change is required in the areas of career development, employment conditions, work culture, sector recognition, education and training.

Ambitions of the Initiative

1. The establishment of technical traineeships at performing arts and presenting venues and production companies across the state
2. Greater connections between the secondary and tertiary education sector and the professional performing arts industry, establishing stronger training and career pathways and increased participation.
3. Appropriate policies and procedures to attract and retain a more diverse workforce in technical roles and establish partnerships to deliver programs to improve the mental health and wellbeing of technical workers in venues and production companies.
4. Connection with TAFE and its upcoming First Nations technical training courses/programs with the performing arts sector industry
5. Improved collaboration and a whole-of-industry approach to reform on this issue.

ABOUT THE ROLE

The Manager, Workforce Development will manage and deliver a two-year strategic initiative to commence addressing the crisis in the live performing arts sector technical services. The Manager will:

- Initiate pilot projects to test small initiatives to address this issue as the project progresses and
- Reconvene the meeting of stakeholders at six month intervals to create uniform agreement on actions and ensure progress.
- Deliver exchange, networking and professional development.
- Report on changes and recommend future actions, projects and initiatives.

The role will work closely with CircuitWest's Executive Director and will report regularly to CircuitWest's Management Committee and as needed to stakeholders

RESPONSIBILITIES

- Work collaboratively with the Executive Director and the performing arts sector to plan and deliver the objectives of the Technical Services Industry and Workforce Development initiative, to address the current shortage of technical staff in performing arts venues.
- Participate in meetings with sector stakeholders to provide advice on initiatives and advocate for change and investment in workforce development for our sector,
- Work with stakeholders from the education sector and industry training bodies to strengthen training and career pathways into our member venues.
- Liaise with representatives from other industry peak bodies to ensure a unified approach to workforce shortages across the sector.
- Through undertaking industry research and member engagement, identify key issues requiring new resources to support our members, and work with the broader CircuitWest team and stakeholders to create them.
- Develop opportunities for exchange, networking and professional development of and between the individuals and organisations that make up the sector, for the benefit of the performing arts sector including the TechWest professional development event
- Ensure information and data are collated to inform future programs and strategies; and support reporting to stakeholders.

KEY SELECTION CRITERIA

Essential Criteria

- Demonstrated ability to work at both operational and strategic levels.

- Strong live production technical skills with a relevant qualification or equivalent in industry experience; and / or background in and /or understanding of longterm issues facing the live production technical services sector
- knowledge/experience of training and education sector. Someone who had a background in traineeships or TAFE Experience in developing and/or delivering projects with demonstrated administrative capacity.
- Excellent oral and written communication skills.
- Demonstrated project management and problem-solving skills and experience.
- A team player who wants to contribute to CircuitWest's and the sector's successes.

Desirable Criteria

- Knowledge and awareness of the WA arts sector.
- Knowledge and awareness of the performing arts in outer metro communities and the WA regions.
- Knowledge or experience of the training and education sector
- Experience in Creative Leadership.

Other requirements:

- Fully vaccinated for COVID-19
- WA Police Clearance
- Working with Children Check
- WA Driver's License (unrestricted)

TO APPLY

To apply, please supply

1. **Introduction:** A brief overview of your skills and experience in the live performing arts technical sector and/or secondary and tertiary education and/or other demonstrably relevant sector and of what interests you about this role
2. **Your CV** with two professional referees

PLEASE NOTE: All applicants are encouraged to contact the Executive Director to discuss the role before submitting an EOI. Applicants invited to interview may be asked to prepare an outline of your proposed approach to responding to the issues outlined in the Live Performing Arts Technical Sector as a Social Ecological System (SES) Report prepared for CircuitWest by AFOCAL (Shona Erskine and Katt Osborne) and edited for distribution by CircuitWest

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