

IMA

Director
Candidate
Pack

Institute of Modern Art



Call for Applications

One of Australia's leading contemporary art organisations, The Institute of Modern Art Ltd (IMA), is seeking a new Director to commence in early 2023.

Founded in 1975, the IMA is the oldest contemporary art institution of its kind in Australia and continues today with a mission to champion contemporary art and artists. Our exhibitions, publications, offsite projects and public programs deliver our vision to amplify voices, ignite curiosity and inspire change through contemporary art.

The IMA is a company limited by guarantee and a registered charity. It is supported by the Queensland Government through Arts Queensland, the Australian Government through Australia Council for the Arts, and the Visual Arts and Craft Strategy, an initiative of the Australian Federal, State, and Territory Governments, and many private sponsors and donors.

The Director is the executive leader of the IMA, and public face of the organisation, with responsibility to the Board for its artistic vision, performance, management and reputation.

Cover: Opening Event, *This language that is every stone*, 2022.
Photo by Marcus Ravik.



Megan Cope, *Kinyingarra Guwinyanba*, 2021.
Photo by Joe Ruckli.



Khadim Ali, *Sermon on the Mount*, 2020.
Photo by Marc Pricop.

Key Responsibilities

Strategic Leadership

- Lead the overall artistic, corporate, financial, and human resource objectives of the organisation, including the development of a rolling strategic plan to promote, measure and establish accountability for key artistic, audience and business drivers.
- Advocate for funding and philanthropic support for the IMA.

Artistic Leadership

- Develop and maintain strategic responsibility for the IMA's artistic, publishing, public and educational learning programs.
- Create and deliver an annual program for the IMA that delivers on its mission to champion contemporary art and artists, and its vision to amplify voices, ignite curiosity and inspire change through contemporary art.
- Foster and model an organisational culture that reflects our values of Diversity and Inclusion, Courage, Creativity, Criticality and Care.



Opening Event, *This Language That is Every Stone*, 2022.
Photo by Markus Ravik



Financial and Operational Leadership

- Be responsible for the overall financial performance of the organisation, ensuring that financial targets and funder obligations are met in accordance with the IMA's objectives and strategic plan.
- Present regular budget, forecast, strategic and operational reports and recommendations to the Board.
- Secure recurrent annual, project and program funding through a range of government and non-government entities.
- Secure organisationally aligned corporate and artistic partnerships and philanthropic support to support the IMA's vision, values, and financial position.
- Ensure compliance with industry standards, workplace and other agreements, financial and other audits, the health and safety of staff and visitors, and all moral rights issues. Manage the day-to-day operational functioning of the organisation, including financial reporting, safety, HR and IR, asset and building-related matters, staff and visitors, property, public liability, and art works.
- Ensure that values of inclusion, diversity and sustainability are practiced across the organisation and its programming.

Stakeholder Management and Advocacy

- As the public face of the IMA, lead the communication of our mission and vision, as well as our achievements, to the key influencers and decision makers including major supporters, major donors, artists, the community, media and government.
- Develop and maintain strategic alliances with relevant local, national and international organisations to drive artistic, strategic and revenue objectives. Measure, evaluate and demonstrate value delivered to government, corporate and other key funders and artistic stakeholders.
- Build and maintain proactive, constructive relationships with a wide variety of organisations of strategic and artistic value and relevance to the IMA including funding bodies, media, arts bodies, galleries, festivals, art schools and individual artists, museums etc.
- Work with members of the IMA's Aboriginal and Torres Strait Islander Advisory Council ensuring Indigenous voices are represented across all facets of the organisation.



IMA Open Day Education Workshop, 2021
Photo by Marc Pricop



Jenn Nkiru, *REBIRTH IS NECESSARY*, 2017.
Photo by Cian Sanders.

Key Selection Criteria

- An exceptional arts leader with demonstrated leadership, critical practice, and strategic acumen.
- A strong knowledge of the contemporary arts sector and exceptional relationships with artists and arts workers across the public and private sectors.
- High level experience in strategic planning and policy.
- High level experience in fundraising and managing the development of the philanthropic program across both public and private sectors.
- High level experience managing government and other stakeholder relations.
- Strong financial, executive, and general management skills.
- An exemplary record in people management and organisational culture.

Location

The position is based in Brisbane, Australia.

Staff

The Director(s) is supported by a staff currently comprising 7.4 FTE, including an Assistant Director for Program and Audience and an Assistant Director for Development and Operations.

Arrangements

The Board is open to considering different leadership models for the preferred candidate(s).

Contract

The initial contract will be for three years with the opportunity to extend by mutual agreement.

Applications

The IMA is committed to a diverse and inclusive workplace.

IMA encourages applications from diverse backgrounds including First Nations peoples, people from culturally and linguistically diverse backgrounds, people who identify as LGBTIQ+ and people with disabilities.

The IMA is committed to providing a culturally and psychologically safe workplace, including in our recruitment processes.

About your application

Your application should include the following:

- A covering letter of no more than 2 pages.
- A concise CV including personal details, qualifications and professional experience.
- Names and contact details of two referees who may be contacted for a confidential report.

Lodging your application

To apply, email your application as a single PDF document to recruitment@ima.org.au.

Applications are due by **6PM (AEST) Friday, 11 November 2022**.

Timeline

The IMA expects to conduct interviews in late November 2022.