

FIRST NATIONS CULTURAL WORKER

INTRODUCTION

Flying Arts Alliance acknowledges the unending connection of First Nations peoples to this country. We support the aspirations of Aboriginal and Torres Strait Islander peoples to Voice, Treaty and Truth. We value the contributions of First Nations artists, creatives, artisans, practitioners and communities to the work we do.

Flying Arts Alliance acknowledges the traditional custodians of the lands and seas on which we work, live and create. We pay our respects to Elders past, present and emerging.

Flying Arts Alliance welcomes the opportunity to create a part-time First Nations-identified Cultural Worker position (the role), funded through the Regional Arts Fund Boost Program.

This is an identified position. Under s25 of the Anti-Discrimination Act 1991 (Qld), there is a genuine occupational requirement for the incumbent to be Aboriginal or Torres Strait Islander

The role is designed to promote and support First Nations multi-arts activity State-wide, throughout Queensland, acting as a proactive engagement contact for:

- Arts and Cultural practitioners
- Local government
- Arts and Cultural organisations, agencies, and professional advocacy/membership bodies, such as:
 - Queensland Regional Arts Services Network
 - Museums & Galleries Queensland
 - QMusic
 - Ausdance
 - Stage Queensland
 - First Nations led organisations in Queensland

The Queensland Government has identified Elevating First Nations arts and culture as part of the Arts Queensland 'Creative Together' roadmap <https://www.arts.qld.gov.au/creative-together>. Industry peers have clearly identified that supporting First Nations artists is a high priority in Queensland. It is an acknowledged there is a need to build awareness and connectivity across the State.

ABOUT FLYING ARTS

Flying Arts is an arts and cultural development organisation which has been delivering visual arts projects and services to regional and remote Queensland since 1971. The Association has played a significant role in inspiring artists and communities, as well as helping to overcome the impacts of regional isolation and remote living. Flying Arts has a vision of “Art for Life”, and believes in the power of arts to sustain and transform lives. We exist to support and grow the life-long practice and appreciation of the arts for all Queenslanders.

We aim to be a catalyst and a connector for individuals and communities, particularly for those in regional, rural and remote Queensland, in order to:

- enrich lives
- generate vibrancy
- inspire creativity
- enable learning
- foster artistic excellence
- promote resilience
- positively contribute to culture

We are a not-for-profit association with core funding provided by the Queensland Government through Arts Queensland. Our services are supported by program revenue, corporate partnerships and philanthropy. We have Donor Gift Recipient (DGR) and Tax Charity Concession (TCC) status. Flying Arts Alliance is the Administrator of the Regional Arts Fund (RAF) in Queensland.

ABOUT THE REGIONAL ARTS FUND

The Regional Arts Fund (RAF) is an Australian Government program designed to benefit regional and remote arts practitioners, arts workers, audiences and communities. The Fund is provided through Regional Arts Australia and is administered in Queensland by Flying Arts Alliance. RAF supports and promotes participation in, and access to, Australia’s arts and culture in regional and remote Australia by:

- encouraging and supporting sustainable economic, social and cultural development in regional communities
- developing partnerships and networks which leverage financial and/or in-kind support for specific projects and encourage ongoing collaboration
- developing audiences and broadening community engagement with the arts
- increasing employment and professional development opportunities for, and raising the profile of, regional and remote artists

REGIONAL ARTS FUND BOOST PROGRAM

The Regional Arts Fund Recovery Boost is a \$10 million targeted measure announced by the Australian Government in 2020 as part of the Relief and Recovery Fund. It responds to the difficulties experienced by regional artists, arts organisations and communities who have been heavily impacted by COVID-19. The Recovery Boost is one-off funding and is being delivered through the Regional Arts Fund.

POSITION DESCRIPTION - First Nations Cultural Worker – Flying Arts Alliance

Title: First Nations Cultural Worker – Flying Arts Alliance

First Nations Identified Position

This is an identified position. Under s25 of the Anti-Discrimination Act 1991 (Qld), there is a genuine occupational requirement for the incumbent to be Aboriginal or Torres Strait Islander

Purpose: The role is aimed specifically at promoting and supporting the economic, social and cultural impact of First Nations artists of all kinds in regional Queensland. Working with partners across the State to share information and broker support, the role is intended to fill gaps in connection and provision for First Nations artists and arts workers.

Position Type: Permanent, Part Time –0.4 FTE i.e. 16 hours per week, 3 year contract May 2021-April 2024

Reports To: Regional Arts Fund Program Lead

Salary: \$24,000 pa plus 9.5% superannuation (salary pro rata \$60,000)

1. SUPPORTING FIRST NATIONS ARTISTS

Through proactive engagement, the role will support and enable collaborative opportunities which promote First Nations artists in all fields and their work. The role will be specifically tasked to identify and promote opportunities for regionally-based First Nations artists for employment, professional development and community leadership, providing independent assistance and advice to artists, companies, organisations and networks. The role will aim to build business confidence through connecting First Nations artists both to each other and to sources of production and income, through partnerships and opportunities.

Existing databases only capture sections of the community (specifically those who are successful in gaining arts funding) and it is implicit to the role that a product and outcome will be a web-based live directory of First Nations artists and organisations in Queensland, to facilitate improved connections, awareness and accessibility, also uncovering artists not currently accessing public funds.

2. SUPPORTING ARTS AND CULTURAL ORGANISATIONS

Working alongside the Flying Arts team, the role will offer and provide improved awareness of respectful and effective cultural protocols for venues, companies and organisations, advising on connections, pathways, engagement and programming, complementing services and adding value as appropriate.

The role will encourage arts organisations to consult with Flying Arts as to resources on which they can draw, building creative confidence in regional communities to proactively engage with Traditional Owners and First Nations arts and culture, and artists, and establishing a comprehensive network of contacts as a publicly available resource.

3. CAPACITY BUILDING – FUNDING

Encourage relevant and eligible applications to the Regional Arts Fund, with a primary aim of developing an increased number of applications from regional and remote-based artists, especially in areas of low participation, and assisting applications from non-indigenous applicants to be more informed of appropriate process and protocols.

The role will also be tasked with delivering specialised assistance and training in grant writing and project scoping, and advice on best funding options for the project.

Expected outcomes from the Cultural Worker position:-

- Web-based Database and Mapping exercise for First Nations artists.
- Quarterly contributions to Flying Arts enews on the activities of the program
- Identify and promote capacity-building opportunities linking emerging and established First Nations artists Statewide
- Brokerage and promotion of Regional Arts Fund (RAF) application in particular, and other arts funding opportunities

SELECTION CRITERIA:

Qualifications and Experience

1. A minimum of three years practical experience in the arts and cultural sector and/or community engagement sector, with job-related experience in an arts-related discipline.
2. Experience in event and/or program design responding to community need and strategic priorities.
3. Experience with working with government agencies, e.g. Councils, preferably in a regional setting.

Skills and Abilities

An ideal candidate would be able to demonstrate all or most of the following:

1. Strong IT skills, including experience with Microsoft Office suite including Word, Excel, PowerPoint and Teams). Experience in cloud-based environment, and a CRM database is desirable.
2. Excellent written and/or oral communication, interpersonal and negotiation skills
3. Demonstrated ability to report, advise on and identify activities that address community priorities
4. Excellent time management and organisational skills, including an ability to work independently and to demonstrate a high degree of personal initiative
5. Experience in writing and acquitting grant applications an advantage.

Cultural Capability

1. You are able to communicate effectively with Aboriginal peoples and Torres Strait Islander peoples and you have knowledge of both cultures and societies from a historical and contemporary perspective.
2. You recognise and articulate the interests of Aboriginal peoples and Torres Strait Islander peoples and you are able to consult in accordance with cultural protocols if required.

Requirements of the role

- Ability to work outside of standard working hours, as required
- Ability to travel within Queensland, including overnight stays, as required
- Open Drivers Licence

Closing Date

Applications will remain open until the position is filled.

To apply, please submit:-

1. Response to the Position Description, describing why you are the ideal candidate for the role,
 - addressing the 3 points under the Position Description,
 - addressing the Selection Criteria, ie:
 - i. Qualifications and Experience
 - ii. Skills and Abilities
 - iii. Requirements

Your response can take the form of either:

- a written letter of 2- 3 pages
 - **OR** a video presentation 3-5 minutes long
2. Your CV including details of at least two referees

PROCESS

We expect to short-list 3-4 applicants by April 30 and hold interviews soon after that date. We are aiming for the successful candidate to start in the role in May 2021.

Referees will be contacted for the preferred candidate. The appointment will be confirmed on signing of a contract of employment.