



Firkin Crane Executive Artistic Director

Recruitment Pack, May 2021

Job & Person Specification, Role & Responsibilities, Firkin Crane profile, Application & Recruitment Process and contact details.

Closing date: 12noon, Friday 28 May 2021

A Dynamic Visionary Executive Artistic Director Sought for Firkin Crane, Cork.

Firkin Crane seeks to appoint a dynamic visionary Executive Artistic Director to lead the organisation into a new phase of reinvigoration and redevelopment.

We are looking to recruit an exceptional Executive Artistic Director with experience in providing bold and vibrant artistic leadership, is enterprising, professional, and personable, with the necessary business, communication and managerial skills required for this exciting new role in developing a new phase for the organisation.

This appointment represents a fundamental change in our management structure, and comes at an exciting moment in our history as we embark on a restructuring, rebranding and programme review process.

The ideal candidate will be a dance & arts professional with strong curatorial dance programming experience, who will demonstrate a clear artistic vision for the future development of Firkin Crane.

Key requirements include an emphasis on artistic ambition, within an approach that balances, our commitment to:

- dance artists' professional development;
- audience development;
- community engagement;
- growth and sustainability.



Firkin Crane

For over three-decades, Firkin Crane, the home of dance in Cork, is a place where dance artists, dance audiences and dance enthusiasts can make, see and join in dance of all kinds.

Firkin Crane is a unique resource in Ireland with a stage wholetime dedicated to the presentation of dance. In addition, we have smaller performance and exhibition spaces and four studios, all housed in a distinctive heritage building, located in historic Shandon on the northside of the city.

With our facilities, we provide an inclusive space for work to be developed and enjoyed through a year-round programme of residencies, professional development opportunities, studio rentals, evening & weekend community programmes and regular dance performances.

This work is currently delivered by a dedicated team, comprising dance administrator, accounts officer, technical manager and FOH & bookings manager, supported by a cohort of casual staff and service delivery partners.

Following an internal review and public consultation period, the board of directors have refreshed the organisation's purpose, vision and mission statements to reflect new priorities in forming a new direction for Firkin Crane.

Our vision is for dance to be one of the most vital, exciting and sustainable artforms in Cork and Munster.

Our mission is to promote and creatively engage in advancing dance as an artform.

We do this in three ways:

Supporting the development of dance as an art form in Cork and Munster;

Sustaining the holistic development of the dance artist;

Delivering the supports to artists and facilitators to bring dance to diverse communities through learning, audience development and participation opportunities.

Pillars of Activity:

Artform: Contemporary Dance Practice Development
Artist: Dance Artist Development
Audience: Dance Audience Development and Participation.

For programme overview: www.firkincrane.ie.



Executive Artistic Director Job Specification

This is a unique opportunity for a creative, dynamic and ambitious personality with a fresh and bold outlook in the world of dance to reimagine and lead this ambitious organisation forward into a significant national venue for dance.

The board of directors are open to receiving applications, from dance practitioners, who are interested in proposing a plan that combines and balances their creative practice, curatorial experience, artistic vision and leadership skills.

Key Responsibilities

Artistic

The primary focus is on supporting the development of dance in Cork through the holistic sustainable development of the artform and dance practitioners, as well as serving diverse and under-served communities through audience development and engagement opportunities. Central to the role is to ensure a distinctive and nationally important artistic vision for Firkin Crane through reimagining and developing the programme, supported by a robust financial operating model.

Additional expectations of the role, include:

- Providing strategic and creative professional development opportunities for dance artists within the dance sector locally, regionally and nationally;
- Curating and developing a sustainable dance performance programme;
- Generating partnerships with and through networks at local, national and international level.

Finance, Governance and Business Development

To ensure the effective functioning of Firkin Crane as a viable resource with proper financial controls and an excellent quality of service and professionalism.

- Develop, maintain, monitor and evaluate a three-year strategic plan;
- Devise annual and long-term budgets in partnership with the executive team;
- Identify and liaise with key existing and potential funders and stakeholders;
- Integrate the use of the venue through professional & community programmes that develop & maintain strong relationships, networks & partnerships with stakeholders locally, nationally and internationally;
- Be responsible for negotiations with funders, partners and stakeholders;
- Ensure fair pay for artists and employees;
- Ensure the organisation meets proper governance practices.



Communications, Marketing and Advocacy

- Ensure comprehensive Communications and Marketing Plans are in place;
- Have an advocacy role for Firkin Crane as its key spokesperson.

Audience, Engagement and Participation Development

- Oversee and ensure Audience & Participation Development Plans are in place.

HR

- Lead a small high performing team in support of the creation, presentation and facilitation of dance;
- Inspire, motivate, manage, support and enhance the team in all of their work.

Venue and Operational Management

- Oversee the proper use, management and maintenance of the venue to the highest standards;
- Ensuring the venue's objectives and activities are communicated effectively internally, externally, and to all stakeholders, working with the team to ensure excellent customer service is delivered on a consistent basis;
- Meeting the organisation's insurance, legal, contractual and statutory requirements
- Overseeing the smooth day-to-day operations of the venue;
- Overseeing pro-active Health, Safety & Welfare Policies;
- Maintaining capital requirements and investment in the building into the future.

Person specification

Essential knowledge, experience, and skills required:

- Leadership skills, both in leading a team, and spearheading a dance organisation;
- Extensive curatorial and dance programming experience;
- A clear vision for the future of Firkin Crane;
- Audience building skills and engagement experience;
- Ability to devise and implement a strategic plan for the organisation;
- Financial acumen and experience in budgeting;
- Work effectively with an executive team and board of directors;
- Demonstrate ability to manage relationships with key stakeholders and partners, including local, national and international funding bodies.



Outline terms and conditions of employment

Reporting to the Chairperson, and board of directors this is a full-time (39 hrs) position based in Cork. Please note due to the nature of the work involved, flexibility is required, with periodic evening and weekend commitments, in addition to national and international travel. While no overtime is paid; a TOIL scheme is in operation.

The salary range is €40-60K (commensurate with experience).

This is a three-year contract of employment; subject to a 6month probation period.

The post is subject to Garda Vetting for the successful candidate.

Application process

Closing date: **12noon, Friday 28 May 2021.**

Please forward by email, CV and cover letter (one pdf document) to paul@firkincrane.ie.

- CVs should include the names and contact details of two referees.
- Cover letter (max 3 pages) should include your artistic vision for Firkin Crane, and highlight how your experience meets the role and person specifications.

- First interviews (online) will take place during the week commencing 08 June;
- Second interviews will take place during the week commencing 14 June.

Please note, the intended start date is September 2021.

For further details or a confidential chat, please contact Paul Johnson, Interim Director:
paul@firkincrane.ie.

Firkin Crane is an equal opportunity employer and welcomes applications from all sections of the community. Firkin Crane is committed to an inclusive and diverse workplace, and to supporting our team, artists and communities we work with, with dignity, respect and understanding.

Firkin Crane receives annual funding from Cork City Council and Arts Grant Funding from the Arts Council, in addition to generating income from its programme, box office and studio rentals.

Firkin Crane CLG is a not-for-profit charitable organisation, governed by a board of directors and employing an executive team, independent contracts and freelance artists to deliver its work.

www.firkincrane.ie



Firkin Crane
THE HOME OF DANCE

Board of Directors:

Yvonne Coughlan, Chairperson
Cllr Dan Boyle
Ann Dempsey
Luke Murphy
Cllr Kieran McCarthy
Cllr Michael Nugent
Conall Ó Riain
Linda O'Shea Farren
Indra Roelants, Company Secretary.

Fundraising Sub-Committee:

Ann Dempsey
Yvonne Coughlan
Cllr Dan Boyle
Conall Ó Riain

Artistic Programme Sub-Committee:

Yvonne Coughlan
Luke Murphy
Conall Ó Riain

Expert Advisory Panel:

Marguerite Donlon
Catherine Foley
Jools Gilson

Executive Team:

Paul Johnson, Interim Director
Andrea Stapleton, Dance Administrator
Irene Ring, Accounts Manager
Ann Rea, FOH & Bookings Manager
Tim Feehily, Technical Manager
Peggy Taylor, Accommodation (Jack Lynch House).