

APHIDS

November 2020

APHIDS CHAIR — POSITION DESCRIPTION

APHIDS is a 26-year-old artist-led experimental art organisation based in Melbourne, Australia. Collaborative and future-focused, APHIDS is led by Co-Directors Eugenia Lim, Lara Thoms and Mish Grigor. The work of APHIDS is feminist, intersectional, angry and funny; bringing artists into meaningful exchange with audiences through performance, critical dialogue and unpredictable encounters in the public realm.

Past APHIDS works have been presented in major venues in every state and territory in Australia, and in more unexpected places: in ricefields and samurai hotels in Japan, churches in Finland, industrial zones in Bulgaria, and beamed into outer space. Our collaborators have included funeral directors, scientists, regional societies, motorcycle and senior citizens' clubs. Our projects promote open, accessible yet complex and rigorous encounters between artists and the public.

APHIDS is seeking an experienced Chair of the board to support APHIDS into the future.

SPECIFIC RESPONSIBILITIES:

To ensure the Committee functions effectively, covering the following:

- Together with the Committee Members and the Chief Executive/Artistic Director(s), identify the skills and experience required on the APHIDS Committee.
- Source new Committee Members and support effective succession and the strengthening of the APHIDS Committee.
- Chair meetings effectively to reach clear, consensual decisions in line with the objectives and strategy of APHIDS.
- Work closely with the Chief Executive/Artistic Director(s) to ensure the development of high-quality agendas and outputs for APHIDS Committee meetings
- Encourage the effective and positive participation of all Committee Members at APHIDS Committee meetings and on behalf of APHIDS more generally, developing a strong sense of active engagement and shared responsibility.
- Work with the Committee Members to ensure effective APHIDS Committee development is in place including comprehensive Committee Members induction.

OBJECTIVES OF THE CHAIR:

To lead and inspire the trustees to ensure that they fulfill their responsibilities for overall governance and strategic direction:

- To work closely with the Chief Executive/Artistic Director(s) to ensure the organisation achieves its aims and objectives in accordance with the APHIDS vision, values and strategic direction, the governing documents, legal and regulatory guidelines as agreed by the Committee.
- With support from the Committee, to advise, support and hold the Chief Executive/Artistic Director(s) to account for the implementation of the strategy, organisational plan, and achievement of budgets.
- To supervise APHIDS' operational performance and finance management.
- To collaborate the Chief Executive/Artistic Director(s) in representing APHIDS to influence stakeholders and funding entities.

To ensure that APHIDS operates strategically:

- Support the strategic ethos in the organisation and the measurement of impact.
- Understand the dynamics of the performing arts sector and disruptions to performing arts and funding contexts.
- Provide support and mentorship to the Chief Executive/Artistic Director(s) to ensure that APHIDS is managed in accordance with the decisions of the Committee and that resources are effectively deployed.

Enable the Committee to discharge its operational responsibilities effectively in accordance with the governance framework:

- Including the management of the organisation's people, resources, assurance, risk, safeguarding and stakeholder engagement.
- Lead the regular assessment of the Chief Executive/Artistic Director(s) performance.
- Meet with the Chief Executive/Artistic Director(s) and members of the organisation informally to provide support and constructive challenge.
- Support the executive team when requested and appropriate, to represent APHIDS at meetings, events and functions, working with the Chief Executive/Artistic Director(s) to develop external recognition and support for the organisation.

PERSONAL QUALITIES:

- Ability to listen and engage with radical ideas, and offer constructive challenge.
- Ambassadorial with emotional intelligence with a focus on effective relationships.
- Passionate about equality, diversity and inclusion, valuing differences to make better decisions and inclusive outcomes.
- A collaborative approach to organisational growth and development.
- The ability to lead and work as part of a high-performing team.

- Resilience and empathy to oversee purposeful strategic change.
- The ability to think differently while applying sensitive judgement on challenging matters.
- Strong influencing and facilitation skills, able to engage and inspire people.
- A willingness to devote time, energy and enthusiasm to the duties and responsibilities of the Board.
- Strong commitment to APHIDS' work, values and vision.

SKILLS & EXPERIENCE:

- Experience of arts board or committee management or working within an arts organisation.
- Proven commercial leadership experience in an innovative business.
- Experience of developing high-performing teams and inclusive cultures.
- The ability and authority to enthusiastically represent the organisation to a wide range of critical audiences including supporters, commissioners, funders and investors.
- A proven track record of strategic analysis and high-quality decision-making.
- Experience of influential and sensitive leadership, dealing with complex issues and multiple stakeholders.
- Ability to influence debate within the Performing Arts Sector.
- Understanding of governance and acceptance of the legal duties, responsibilities, and liabilities of trusteeship.
- Creative thinking on governance that is inclusive and engaging.

TIME COMMITMENT:

- The initial term is for three years. This is a voluntary post.
- Around 1 to 2 days a month, although this may vary
- Chair up to five Committee meetings, including one strategy day a year
- Have a face-to-face or virtual 1-hour meetings with the Chief Executive/Artistic Director(s) every month
- Participate in regular calls as required with the Chief Executive/Artistic Director(s) and Committee Members.
- Attend APHIDS performances and workshops

Please get in touch for more information — info@aphids.net