

**JOB TITLE:** DIRECTOR PHILANTHROPY AND PARTNERSHIPS  
Contract: Full time  
Reporting to: Executive Director  
Date: June 2024

## ABOUT SYDNEY DANCE COMPANY

Dance changes you. More than simply witnessing something beautiful, or engaging with culture, to experience dance is to be positively altered. From performances at the Joyce Theatre in New York and Shanghai Grand Centre, to the central desert in Alice Springs and the Harbour Foreshore at the Sydney Opera House, Sydney Dance Company has proved that there are no passive observers in a contemporary dance audience.

The reward of transforming audiences, and the raw pride of sharing Australian art with the world, has driven our ensemble of 17 dancers, led by Artistic Director Rafael Bonachela, to become one of the world's strongest forces in contemporary dance.

Alongside Bonachela's original works, our programs have featured guest choreographers such as Melanie Lane, William Forsythe, Antony Hamilton, Gabrielle Nankivell, Stephanie Lake, Alexander Ekman, Marina Mascarell and Cheng Tsung Lung, collaborations with Sydney Festival, Australian String Quartet, Australian Chamber Orchestra, Sydney Symphony Orchestra, Sydney Conservatorium of Music's Composing Women, composers Bryce Dessner, Nick Wales and the late Ezio Bosso, visual artists Lauren Brincat and Leah Giblin, and fashion designers Bianca Spender, Akira Isogawa and Romance Was Born.

We are also no longer solely a professional dance company, with a broad community beyond the practice and performance of our Company dancers.

We support a diverse range of other dance makers and creatives through the many branches of our Company, expanding the creative practice and opportunities for our artform and its artists. We have extended and broadened our education and training activities to become a gateway for people to participate in dance at all levels, with the largest public dance class program in Australia. Our nationwide education program offers multiple opportunities for primary and secondary students through to career focused study for Pre-Professional Year dancers and university graduates.

More information, visit [sydneydancecompany.com](http://sydneydancecompany.com).

## POSITION PURPOSE

With approximately 30% of annual income raised through philanthropy and partnerships, the generosity of Sydney Dance Company's supporters has a significant impact on the organisation's capacity to continue to deliver exceptional contemporary dance experiences. Donations through the annual Partner Program and other targeted funds enable the Company to create and commission new work – the very essence of the Company. Furthermore, this invaluable support allows us to share this work on tour across Australia and around the world, as well as invest in the future of the artform through education and training opportunities for aspiring dancers and targeted sector development initiatives, such as *INDance* and *New Breed*.

Reporting to the Executive Director, the Director Philanthropy and Partnerships is a crucial member of Sydney Dance Company's Senior Leadership Team, driving strategies to support organisational goals and the shaping of its future. This transformational role takes the lead for Sydney Dance Company's non-commercial private sector income generation, central to the sustainability and growth of the Company. This includes individual philanthropy, bequests, major gifts (including from trusts and foundations), specific campaigns, corporate partnerships and supporter engagement events, including our major annual fundraiser, *Dance Noir*.

Leading a small and focused team responsible for the implementation and delivery of all philanthropic and partnerships strategies, this role collaborates across the broader organisation to drive customer-focused and narrative driven strategies to increase engagement, brand positioning and overall earned income. This role will have direct contact with the Board of Sydney Dance Company and external stakeholders at a high level.

## KEY ACCOUNTABILITIES

### Strategic Development

- In alignment with the Company's strategic plan, develop a robust multi-year philanthropy and partnership strategy that contributes to overall growth, delivering innovation to existing offerings, expanding the donor and partner pipeline, as well as identifying and developing new income streams.
- Drive the vision and planning for the implementation of this strategy, overseeing its successful delivery throughout the department and the broader organisation, leading to a strong financial result, smartly managing the budget, ensuring mutually agreed targets are met or exceeded, and reviewing and monitoring for continuous improvement.

### Organisational Leadership

- Actively contribute to the development of wider organisational strategy, goals and objectives.
- Act as a well regarded ambassador for Sydney Dance Company, representing the Company in a range of public forums.
- Lead, inspire and upskill the departmental team, including creating open channels for communication, identifying risks and opportunities, driving action, removing barriers, solving problems, and making decisions.
- Ensure the balanced and appropriate distribution of responsibilities within the philanthropy and partnerships team, monitoring, evaluating, and adjusting as required.
- Embed and provide ongoing encouragement of a culture of exemplary relationship management, both internally and externally, leading by example. Encourage positive and solution-oriented cross-departmental collaboration.
- Provide consistent, proactive, accessible, and transparent leadership across the Company, aligned with organisational values and objectives.
- Contribute as a collaborative and active member of the Senior Leadership team.
- Act as interim Executive Director from time to time.

### Stakeholder Stewardship

- Develop, enhance, and sustain strong connections with donors, partners and supporters.
- With the Philanthropy team, identify potential new donors and assist in linking these donors to appropriate opportunities. Lead the cultivation and solicitation of major gifts from high level donors.
- Develop and realise a pipeline of potential partnership prospects that are brand aligned with Sydney Dance Company, maximise mutually beneficial opportunities and meet organisational financial and operational targets.
- Manage the solicitation and stewardship programs across the body of stakeholders, including the delivery of a program of engaging stakeholder events. This includes the major annual fundraiser, *Dance Noir*.
- Manage the engagement of the Board, Artistic Director, Executive Director, and other key Sydney Dance Company representatives in securing major gifts, partnerships and grants.
- Deliver partnerships and donor benefits and commitments with the support of the broader organisation.

### Advocacy, Reporting and Systems

- Ensure timely, appropriate, and high-level department reporting and analysis is in place which will assist in business monitoring and forecasting.
- Provide accurate, timely and insightful reporting as required, including for the Executive Director, Board, Board Philanthropy Sub-Committee, Board Commercial Sub-Committee and external stakeholders.
- Ensure appropriate governance structures in place through the management of best practice knowledge infrastructure, including oversight of the donor database in Tessitura.
- Ensure that the asset register is developed and maintained across the department and broader organisation.
- Uphold Sydney Dance Company policies and practices, including privacy and financial policies.

## KEY WORKING RELATIONSHIPS

This role reports to the Executive Director and works closely with the Artistic Director. With a department of four people, this strategic role will manage key relationships and work with the team and broader organisation to increase revenue from major donors, corporate partners, trusts and foundations. Direct reports are the Head of Philanthropy and Philanthropy Manager, with the Philanthropy Coordinator, and Partnerships and Events Coordinator (parental leave cover role) completing the team.

This role liaises with all members of the Senior Leadership Team and their departments, with key internal relationships including the Director Market Development and Chief Financial Officer. This role will present reports to the Board and its sub-committees on areas of responsibility.

## **SELECTION CRITERIA**

### **Skills and Experience**

- Extensive experience in Australian or global philanthropy, with a keen interest and deep understanding of the current philanthropic landscape and funding opportunities, and deep existing relationships and networks.
- Demonstrated success raising and mobilising large and multi-year funds in the not-for-profit sector with a multi-faceted strategic approach.
- Proven track record in developing and maintaining corporate partnerships which deliver mutual value through alignment of shared objectives.
- Experience in change management, team performance planning and developing growth strategies, particularly in a not-for-profit environment.
- Strong analytical skills with experience in budgeting, forecasting, internal and external reporting, with a high level of experience in the Tessitura CRM (or similar system) and its role in data driven decision making.
- A commitment to working within an environment that is artistically led and customer focused.
- Knowledge of the arts industry on a national and international level.

### **Personal Competencies**

- Resourceful, proactive, and driven professional looking to make a significant contribution to the next phase of an iconic Australian performing arts organisation's development.
- An outstanding relationship builder with the ability to positively influence, underpinned by a high degree of emotional intelligence and empathy.
- A confident, experienced and articulate leader with excellent written and verbal communication skills, highly developed attention to detail and an ability to maintain discretion within the context of confidential and sometimes sensitive information.
- Proven strategic development, planning and prioritisation skills, with an ability to effectively innovate based on results and insights, with corresponding clear team communication and delegation.
- A self-starter with the ability to work as part of a team, with demonstrated entrepreneurial flair, integrity, critical-thinking, energy, curiosity, and openness.
- An enabling leadership style which encourages people to perform at their best and to deliver business outcomes on time and within budget, mentoring and guiding the development of emerging and established talent, and continuing to foster a positive and engaged team culture.
- Alignment with Sydney Dance Company's organisational values and policies.

## **TERMS AND CONDITIONS**

Full-time role, with the flexibility to work varied hours in response to the organisation's activities, including during evenings and on weekends.

- Salary is dependent on skills and experience.
- Three-month probation period.
- The successful candidate must have a current NSW Working with Children check prior to employment.
- Four (4) weeks annual leave.

The position is based at Sydney Dance Company, on the land and over the saltwater of the Gadigal at the Walsh Bay Arts Precinct, Wharf 4/5, 15 Hickson Road, Dawes Point, NSW, Australia.

- Sydney Dance Company is an accessible venue.
- Travel outside Sydney will be required.
- Working from home is managed in accordance with Sydney Dance Company policy, noting the in-person nature of most Sydney Dance Company activities and a highly collaborative organisational culture.

**APPLICATION PROCESS**

**Please forward your application by email to**

Lou Oppenheim (she/her)

Executive Director | Sydney Dance Company

[louo@sydneydancecompany.com](mailto:louo@sydneydancecompany.com)

Your application should include:

1. Your **Curriculum Vitae** (no more than 3 pages)
  - Please include the names of 2-3 referees, together with a brief statement of the capacity in which they have known you and an indication of when in the process they can be contacted (we will not contact your referees without your express permission).
2. A **cover letter** summarising how your experience is applicable to the role as outlined in the Key Accountabilities and Selection Criteria (no more than 1 page).
  - There is no requirement to individually address each accountability or selection criteria. Selected candidates will be asked to expand on this in the interview process.
3. An indication of your **earliest availability** to commence in the role if you were to be successful.

Applications close **Wednesday 24 July 6pm AEST**.

You must have the right to live and work in Australia to apply for this role.

***Sydney Dance Company encourages applications from Aboriginal and Torres Strait Islander people, people with a disability, mature age workers, people from diverse cultural and linguistic backgrounds and lesbian, gay, bisexual, transgender, intersex and queer (LGBTQI+) people.***

We are committed to making reasonable adjustments to provide a supportive workplace without barriers. If you require any adjustments before or during the selection process, please contact

Amy Burrows (she/her)

Executive Assistant | Sydney Dance Company

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