

CALL FOR  
**ARTISTIC  
DIRECTOR**



## is looking for an Artistic Director

### ROLE SUMMARY

ŻfinMalta – the Maltese National Dance Company is looking to recruit an Artistic Director. ŻfinMalta is part of the National Agency for the Performing Arts. A public agency providing a joint legal, administrative and organisational framework for KorMalta, TeatruMalta and ŻfinMalta.

Contributing to the Agency's Executive Team, ŻfinMalta's Artistic Director will be a true cultural leader and choreographer working in contemporary Dance. They will have overall responsibility for the Artistic Management of the company and for the development and implementation of its artistic outputs.

The Artistic Director will lead the company into its next phase of development with a distinctive artistic vision which renews ŻfinMalta's mission and values. The Artistic Director will create a programme of the highest quality within agreed resources. Coherency and Excellence will be required across artistic, management and organisational aspects of the company.

The Artistic Director manages the artistic and technical personnel, working closely with the Head of Productions and Director for Administration and reports to the Executive Head of the Agency.

## ABOUT THE COMPANY

The National Agency for the Performing Arts is governed by a Board of Directors and a Chairperson, while being managed by an Executive Head, a Director of Administration and three Artistic Directors. This ensures that the artistic vision, development, brand and identity of KorMalta, TeatruMalta and ŻfinMalta are distinct, clear-cut and in progress.

The three entities will each produce a yearly stand-alone artistic programme, whilst also collaborate on coproduction projects for a local and international audience, representing the Maltese performing arts sector on an international level, and guaranteeing a strong curated and consolidated national calendar for the local performing arts sector. This remit will include a strategy for creating synergies with other Public Cultural Organisations (PCOs) as well as the private sector.

Set up in 2023 the Agency aims to become the national go-to agency for the Performing Arts, creating debate, focusing on Theatre, Dance and Choir Singing, whilst producing work which reaches a national level of excellence through working on artistic processes of excellence within the communities and available educational channels. Thus, the Agency will also develop new audiences for the performing arts and continue to strengthen available ones, thus improving audience growth and engagement and participation, and also act as a catalyst for new talent through strengthened national connections with the educational sector.

ŻfinMalta National Dance Company is a talented and adaptable dance ensemble, with a diversity of creative voices reflecting the many influences that are part of today's Malta. Established in 2014, the company has quickly become one of the country's leading Public Cultural Organisations, at the forefront of Malta's contemporary art scene. During

this time, the company has pioneered fresh thinking about contemporary dance in the Maltese Islands and raised the profile of dance exponentially. Led by current Artistic Director the company has worked with the best dancers and choreographers from Malta and around the globe to create productions that are bold and current and of a world-class standard. ŻfinMalta has provided a space for artists to develop and take risks, contributing to an open and expansive dance ecology in Malta and internationally, and providing opportunities for aspiring, emerging and established dance professionals to realise their potential.

ŻfinMalta's current repertoire is based on productions, engaging choreographers, set and costume designers, composers and visual artists from Malta and internationally, and partnering with other organisations in theatre, opera, music and the visual arts. Their work invites audiences to contemplate and question the contemporary world, with the ambition to enrich the lives of all who interact with the company – audiences, collaborators and participants alike. The company is looking for an Artistic Director to continue building on ŻfinMalta's repertoire, featuring a multiplicity of voices and works, from neoclassical to conceptual. The repertoire includes a number of full-length works, the company is also committed to creating work for young audiences, and all productions come with bespoke workshops and public engagement programmes. The company seeks to continue investing in high quality artistic productions and strengthen its participation programme by creating stronger links to the various local communities including but not limited to the educational setting.

ŻfinMalta enrolls a group of 10 young dancers and two apprentices from Malta and across Europe, who bring to the company the virtues of diversity and versatility.

## CORE RESPONSIBILITIES

The Choreographer and Artistic Director forms part of the National Agency for Performing Arts Executive Team and will be required to:

- Compile a draft rolling three-year artistic and development strategy for the company in collaboration with the Executive Head and Director for Administration (Finance and Operations Director) while considering current national cultural policies. The three-year framework must cover artistic productions, touring, education and participation programme, audience development and artist development;
- Facilitate the development, maintenance, and review of the company mission and vision in consultation with key stakeholders.
- Be committed to the development and growth of the company's identity and artistic philosophy;
- Collaborate with the NAPA Executive team, including the Artistic Directors for KorMalta and TeatruMalta to contribute towards the mission of the Agency;
- Create and articulate a programme that expresses the vision, mission and the goals of the company in consultation with the Executive Head and working with partners and in collaboration with key stakeholders;
- Provide artistic leadership to ŽfinMalta;
- Oversee and direct artistic activity for ŽfinMalta;
- Develop, curate and schedule the artistic programme;
- When required choreograph a minimum of one yearly production for the company;
- Create productions of highest quality within agreed resources. Resources available must be agreed with the Executive Head and Director for Administration (Finance and Operations Director);
- Research and select artists/choreographers /partners to work with the company whose work they consider innovative, creative and appropriate to the vision and size and technical specifications of ŽfinMalta;
- Negotiate commissions terms with collaborators together with the Head of Productions for ŽfinMalta and NAPA Executive Head and Director for Administration (Finance and Operations Director);
- Plan the season based on their artistic vision for the company.

## CORE RESPONSIBILITIES *(Cont.)*

- Articulate the programme for funding and collaborate with officer in charge of attaining funding from funding bodies and sponsors;
- Have a clear vision for the education, participation and artistic development programmes;
- Demonstrate an understanding of, and the ability to maintain the quality of the existing repertoire, ensuring it is well coached, rehearsed and developed;
- Oversee the artistic development of dancers and mentorship of apprentices through a collaborative effort with the Rehearsal Director;
- Undertake responsible international travel to research choreographers and other creative collaborators and to build relationships with venues and festivals;
- Compile periodic activity reports and present them to the Board through the Executive Head
- Define in collaboration with the Head of Productions the budget for each production and project to realise the artistic vision and strategic framework within budgetary parameters;
- Act as a spokesperson for the organisation's artistic purpose via speaking engagements, public and social appearances, and, as may be requested, from time to time;
- The Artistic Director collaborates with the Executive Head and Director for Administration to recruit artistic staff, such as dancers and choreographers and plans the season based on their vision of the company;
- Plan, execute, supervise and monitor production schedules and the technical operations of the Dance Company;
- Facilitate the artistic vision of each production and program, in the role of director and/ or producer, by working closely with guest directors, designers, choreographers, composers, writers, performers, tutors, technicians and other artistic personnel;
- Together with the Executive Head raise the profile of the company by working with venues and presenters to build relationships on a national and international level;
- Act as company spokesperson for the media;
- Attend media calls as required;
- Develop the Dance Company's annual programme of events encompassing the widest possible forms of artistic expression with the aim of reaching people of all ages and from all social groups whatever their cultural background;
- Where applicable, ensure that artistic endeavours subscribe to the Dance Company's aim of leaving long-term cultural benefits at a national level;
- Foster positive working relations, at local, national and international level, with other public dance companies/organisations, institutions, foundations and productions houses by encouraging collaborative activities where appropriate and to facilitate the Dance Company's vision;
- Collaborate with staff and other agencies/ companies to develop and monitor an innovative interpretation strategy aligned with best practices for audience building programmes;
- Collaborate with the Director for Administration in the implementation staff appraisal procedure and undertake staff appraisals annually;
- Together with Rehearsal Director oversee work schedules and assigning of duties for artistic and technical staff;
- Actively participate in fundraising initiatives including contributing to fundraising applications and maintaining relationships with key contributors.

## ORGANISATION STRUCTURE

The Artistic Director forms part of the Executive Team for the National Agency for the Performing Arts. Other members include the Executive Head, the Director for Administration, responsible for the operations and financial activity of the Agency and the Artistic Directors for KorMalta and Teatru Malta, the additional two companies forming part of the Agency. The Artistic Directors report to the Executive Head and Director for Administration.

## WORKING CONDITIONS

A Contract for Service will be awarded for three years with the possibility to renew. The Choreographer and Artistic Director will be required to work late or on weekends or public holidays to meet deadlines and may be required to attend technical rehearsals, to supervise and assist in the technical aspects of productions and events.

The working hours are flexible, based on mutual agreement with the Executive Head.

The salary package is €32,400 per annum excluding VAT.

In addition the Service provider will also be entitled to a 10% Performance Bonus per annum at the discretion of NAPA Board and disbursed every six months upon presentation of a bi-annual report plus a maximum of €8500 choreography fee per annum if needed and approved by the board.

## KNOWLEDGE/SKILLS REQUIRED

### ESSENTIAL

Applicants must have:

- A minimum of 10 years of experience as a professional artist working within the dance sector and 3 years' experience in an Arts leadership position
- Demonstrable and recognised expertise in the contemporary dance sector including and not limited to knowledge of access to network relevant to the company, technical knowledge of contemporary dance language and the ability to teach and coach dance practice
- Deep and current knowledge of contemporary dance, must possess a broad network of national and international contacts that are current, active, prominent and influential
- A track record in high quality artistic decision making
- Excellent communication skills with artists and with representatives from all the company's key stakeholders;
- The ability to negotiate the commissioning of new choreographies by prominent international choreographers;
- The vision to develop new talents through choreographic opportunities for international and local talents;
- Ability to create good team spirit and a good working atmosphere among all members of the company;

- Ability to represent the company in an official capacity and communicate the company's goals and purpose, both internally and externally;
- Excellent interpersonal and leadership skills;
- Ability to solve problems practically and develop innovative ideas;
- Strong budgeting and financial management skills;
- Capacity to lead, manage, motivate and inspire;
- The ability to manage one's own time and the time of others;
- A strong work ethic;
- Ability to work within time and budget constraints.

### DESIRABLE

- Commitment to the cultural development of Malta in line with the National Cultural Policy;
- A proven record of having either curated, produced or provided consultancy work in the international sector
- Ability to communicate effectively in Maltese and English

## APPLICATIONS

Applications must be submitted via email on [vacancies.zm@zfinmalta.mt](mailto:vacancies.zm@zfinmalta.mt) by the **27<sup>th</sup> October 2023**. Applications must include:

- CV
- covering letter
- portfolio
- references

Shortlisted applicants will be invited to lead a 75-minute session with the Company Dancers in November 2023. This will be followed by an interview with the selection committee where applicants will be asked to present their vision for the Company for the short and medium term.

# ZFINMALTA

NATIONAL DANCE COMPANY

[www.zfinmalta.org](http://www.zfinmalta.org)

