



Position Description

Director, Art Gallery of Western Australia

Organisation overview

The Art Gallery of Western Australia (AGWA), established as a Statutory Authority under the *Art Gallery Act 1959*, is Western Australia's foremost established fine art institution. Opened in 1895, and located in Perth, the AGWA is a significant visual arts centre and cultural attraction for the Western Australian community.

AGWA is an ambitious and contemporary 21st Century Art Museum that uses its collection and the art of its geographic region to curate original exhibitions of national and international significance. It aims to explore its identity and stories as a reference point for engagement with the West Australian community and the rest of the world. AGWA is receptive to the best ideas, rigorous in its academic processes, open to and valued by the community, and actively collaborative in its working practices. AGWA aspires to have a global reputation as a 'Centre of excellence' for art in the region.

Primary purpose of the role

The Director provides executive leadership for AGWA and stewardship for the visual arts sector in Western Australia. The role is responsible for the sound management of AGWA, considering the guiding principles of the *Art Gallery Act 1959* and policy as determined by the Board of the Art Gallery of Western Australia; and informed by the Minister and policies and priorities of the government of the day.

The Director is responsible for shaping and achieving AGWA's strategic, business, policy and budget objectives and contributing to the achievement of high-level strategic government and sector-wide goals. The Director provides expert independent advice to the Minister and the Director General and supports sector-wide achievements and the implementation of the Government's agenda.

Under the leadership of the Director, AGWA will be a modern, innovative and leading institution for the art of Western Australia and Australia, the Indigenous art of Australia and the art of Asia and the Indian Ocean Rim.

Key accountabilities

The primary responsibilities of the Director include:

- determining the strategic direction of AGWA, under the leadership of the board including the development and implementation of strategic policies and programs that retain and attract new audiences, encourage community participation and achievement of the AGWA's mission in line with its strategic plan
- providing leadership and vision to support an innovative, committed, capable and flexible workforce
- ensuring that the strategic plan of AGWA places appropriate emphasis on strengthening the state, national and international reputation of AGWA
- liaising with key stakeholders in the cultural, corporate and academic sectors, the Director General and the Western Australian community



- providing high level representation in media promotions and community programs and be recognised as a cultural leader
- developing and maintain professional networks and relationships and secure financial and other support to allow AGWA to achieve its strategic and operational objectives from government, private, corporate, philanthropic and commercial objectives.

Specific priorities

The major challenges of the position include:

- maintaining and care for the State Art Collection
- expanding AGWA's local, regional, national and international profile to maintain and enhance the AGWA's standing as a leading and dynamic visual arts institution, in keeping with the Government's goals
- managing and diversify the development of the State Art Collection, exhibition programs and AGWA's services at a state, national and international level, including the formulation and implementation of new audience development and community participation plans to realise the return on Government investment
- providing effective leadership to represent the AGWA's strategic interests; and
- providing strategic policy and advice to the Board of the Art Gallery of Western Australia, and where appropriate to the Minister
- working with the Department of Education to enhance school education programs and increase student exposure to AGWA.

Further Information

For additional information refer to [sections 29 and 30](#) of the *Public Sector Management Act 1994* and the Public Sector Commission's publication [CEO essentials](#).

Additional information regarding AGWA can be accessed from the AGWA's website www.artgallery.wa.gov.au

Key relationships

While the employer of the Director is the Public Sector Commissioner, this position is responsible to the Board of the Art Gallery of Western Australia and Minister for Culture and the Arts.

The Director will be expected to engage in significant inter-agency and interpersonal cooperation, including extensive interaction with the:

- Minister for Culture and the Arts
- Board of the Art Gallery of Western Australia
- Key representatives of major national and international art museums
- Director General, Department of Local Government, Sport and Cultural Industries and other Government agency staff
- culture and arts portfolio cultural institutions
- relevant Local, State and Commonwealth Government organisations
- Western Australian visual arts sector
- industry/business/community and interest groups
- public and clients
- media.



Selection criteria

The role of the Director is critical to organisational and sector-wide performance. The Public Sector Commission's [CEO success profile](#) identifies criteria that are essential role requirements for this office. You are required to demonstrate these and other criteria, identified below, in your application.

CEO Success profile

	Contribute to the development and achievement of high level strategic government and sector-wide goals
	Shape and achieve organisation-level strategic, business, policy and budget objectives and goals.
	Accountable for making quality decisions and sustainable outcomes.
	Demonstrate significant personal integrity, exemplary ethical standards and resilience.
	Navigate the role of the public sector and all levels of government.
	Foster effective consultative and collaborative working relationships and networks.






Additional criteria

- tertiary qualification
- knowledge/understanding of current issues in Western Australia and throughout the visual arts industry on a local, regional, national and international basis
- a record of work in exhibitions, publications or art and related experiences
- budget and staff management experience.

Performance measures

The Director will enter into a performance agreement with the Public Sector Commissioner and the responsible authority concerning the performance criteria to be met. The performance expectations of the Director would ordinarily cover delivery outcomes relevant to the following broad themes:

	Outcomes which advance government, industry and community priorities.
	Sound fiscal management of the organisation and planning to achieve the agency's long-term strategic objectives
	Close collaboration with other agencies on shared policy matters and the ability to build a productive and engaged workforce.

How to Apply

- Download the Candidate Profile and Cover Letter template, using this link <http://bit.ly/2Du5G1o> - which you will also find on the Aston Carter website - <https://jobs.en-au.astoncarter.com/>, quoting **515886** in the Keywords field
- Complete the Candidate Profile and Cover Letter. The one page cover letter should outline your motivation for the role, and the key elements of your experience which you would bring to the role
- Prepare a comprehensive and current Curriculum Vitae outlining your work experience and your achievements
- Ensure that all documents are prepared in Word documents with minimal formatting.
- Once you have prepared the documents above, please select the Apply button on the Aston Carter website - <https://jobs.en-au.astoncarter.com/>, quoting **515886** in the Keywords field
- Then select the Upload Resume button to upload both documents.

It is assumed, unless otherwise advised by you, that in submitting your application you grant Aston Carter permission to share your application with the Selection Panel.



Aston Carter will acknowledge via email receipt of your application within 24 hours of its submission, to the email address which you have quoted in your application. Please contact Aston Carter on (07) 3295 7412 should you not receive acknowledgment within 1 week.

For a confidential discussion about the role and/or application process, please contact the Aston Carter recruitment consultants, Peter Gibson on +61 7 3295 7446 or Kerry Larkin on +61 7 3295 7424.

Closing Date: Sunday October 20, 2019

Employment conditions

Term of appointment

An appointment of up to five years will be negotiated.

Remuneration

Remuneration is determined independently by the Salaries and Allowances Tribunal.

A salary range of \$202 631 to 235 539 per annum may be applicable, together with employer contribution to superannuation, and the provision of a fully maintained motor vehicle for private use or the provision of a motor vehicle allowance in lieu of a vehicle.

Leave and allowances

The office holder is entitled to leave as applicable to a public service officer in accordance with the provisions of the [Public Service Award 1992](#) and the [Public Service and Government Officers CSA General Agreement 2017](#).