



Job Opportunity

Job Title: **Artistic Director**
Responsible to: The Chair of the Board of Opening Doors Association
Responsible for: The Administrator of OD, all project leaders and assistants

Basis	Part-time self-employed (freelance), for an average of 25 hours per week.
Term	One calendar year (initial maternity cover), starting 1st September 2023, with a possibility to extend at the discretion of the Association. The term includes a handover period of one month with the current AD, who is going on maternity leave at the end of September. The notice period will be three months either side - with a 3-month probationary period from the start of employment during which the notice period is 1 month either side.
Remuneration	€15,000 excluding VAT, per year.

This post is supported in part by the Investment in Cultural Organisations program of Arts Council Malta.



About the Association

Opening Doors Association was formally established in 2012 as a registered voluntary organisation following an initial development project by St. James Cavalier Centre for Creativity (2007-2009) and led by Lou Ghirlando. It is an autonomous, non-governmental, not-for-profit association that works for the promotion of and active involvement of persons with intellectual disability in the artistic and creative sector. The organisation continues to work in collaboration with Spazju Kreattiv, and in partnership with Teatru Salesjan and also provides training services at Day Centres, Aġenzija Żgħażaġħ, Aġenzija Sapport and Skola Sajf.

Opening Doors aims to:

1. create ongoing training opportunities for people with learning disabilities to develop artistic skills that manifest in expressions of artistic quality.
2. create opportunities for people with learning disabilities to participate in artistic and creative activities in Malta and abroad.
3. raise the profile of the contributing people with diverse learning abilities can make to the creative sector.
4. create opportunities for European and international travel and exchange with other artists and organisations whose profile addresses the inclusion of people with disabilities in the creative field.
5. operate consistently in a manner that ensures that all its actions are underlined by full accessibility, both physical and intellectual. Moreover, Opening Doors strives to provide the necessary support for the growth and development to the full of its members' artistic potential.

In the last 13 years, Opening Doors has collaborated with two European-funded projects, toured many countries in Europe, hosted a European Disability Festival (June 2015), and signed ongoing collaborative partnership agreements with Fondazzjoni Kreattività and Teatru Salesjan. We have initiated annual World Disability Day activities, held participatory Dance and Music Jams around Malta, developed weekly workshop groups in Dance, Theatre and Music, and produced several integrated performances, including three for ŻiguŻajg International Arts Festival for Children & Young People. The organisation has become a leading national organisation for the performing arts for adults with learning disabilities, with approximately 40 members and 13 leaders/assistants.



Role of the Artistic Director

- To provide leadership and advocacy for the association within the Maltese islands, working closely with the organisation's Administrator and the Board.
- To manage the project leaders and assistants of Dance, Music and Theatre groups in developing a strategic artistic development/creation/touring model that responds to contemporary and future ways of connecting people with learning disabilities to artistic and creative participation.
- To connect closely with the members themselves to ensure that purpose is linked directly to the voice and empowerment of the members with diverse learning abilities.
- To maintain existing strong partnerships with organisations and audiences in the Maltese Islands and abroad, and to strengthen and consolidate these relationships appropriate to the needs of the Association.

Key Responsibilities of the Artistic Director

- To maintain the ethos of Opening Doors, and provide leadership and advocacy for the organisation.
- To develop teaching, training, workshop and rehearsal strategies to enable people with learning disabilities to develop artistic skills.
- To develop performance strategies that will create increased opportunities and new projects for the benefit of the OD organisation and our audiences.
- To develop the knowledge base and skills potential of leaders, assistants, and volunteers.
- To oversee, monitor and support the implementation of projects in the groups.
- To manage and develop key relationships and collaborative agreements of the organisation, and identify and develop new partnerships and funding/sponsorship opportunities for the organisation.
- To propose, compile and draft funding applications to trusts and foundations, in collaboration with Board members.
- To report to the OD Board through regular updates at each board meeting.



Requirements for the Role

Candidates will be expected to:

- a) have significant experience and a proven track record of working with adults with diverse learning abilities.
- b) hold a first degree, which demonstrates qualifications and experience in both management and performing arts, and preferably to hold a Master's degree in an appropriate related discipline.
- c) and be able to evidence these skills and traits in your application/at the interview:
 - Fluency in Maltese and in English.
 - Significant experience in theatre/dance/music teaching, directing and production.
 - An entrepreneurial and self-motivated approach.
 - A genuine flair for working collaboratively with disability artists, venues and other stakeholders.
 - Experience and success in fundraising.
 - A high level of articulacy, communication skills and political sensitivity.
 - Creative thinking and problem-solving ability.
 - An ability to engage strategically while being able to pay attention to detail.
 - A passion for and knowledge of the performance sector.
 - Open to international collaborations and the responsibility of travelling with groups.
 - A clean Police Conduct Certificate and knowledge of the 'Code of Good Governance', a code of practice for VOs (see cvo.gov.mt).



How to apply

Applications should include 4 copies of each of the following:

- a letter of application, detailing what strategies should be taken into consideration to achieve the mission of the organisation, your strengths and weaknesses, and why you should be considered for the job
- a full Curriculum Vitae
- two (2) references
- a personal portfolio of your work

Applications should be submitted to reach us by Friday 16th June 2023 at **noon CET**.

Interviews are planned for Friday 30th of June 2023 during business hours.

They may be submitted by email to openingdoorsmalta@gmail.com

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