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Call for New Position at Generator

Deadline: Thursday, November 9, 2023 at 12:00am ET
Note: in this version of the document, links are underlined and highlighted in green. Key points are highlighted in yellow.

Summary

- Generator is hiring a New Position (job title to be determined) which is one of three positions that each hold comparable responsibility within the organization.
- Base Salary $27,300 for 17.5 hours of work a week + additional benefits (read more under Salary Information)
- Key Responsibilities for this New Position include, connecting with the Toronto live-performance community, developing programming pathways in and out of the organization, securing funds (grant writing, fundraising etc.), and dramaturgically supporting the evolution of the programming (read more under About the Role and Who Should Apply)
- Applications are due November 9, 2023 (read more under Application Dates & Hiring Process)
- There are multiple ways to connect with individual Generator team members or the whole team at once with any questions or curiosities ahead of the application deadline (read more under Opportunities to Learn More & Connect)

Posting Formats

Listen to an audio recording of this leadership posting here.
View this posting as a PDF with black, orange, and grey font here.
View this posting as a PDF with black font and yellow and green highlighting here.
Download this posting as a Word file with black font here.

Introduction

Generator is seeking a New Position to join the team as we continue to experiment with leadership models and program development. We are looking for a collaborative, curious, and passionate individual to join us.

We have written a blog post "Organizationally Generator: A Snapshot of the Present & Imagining the Future" about how we can to structure this role and our leadership as well as programming going forward.

Generator recognizes that producing is a creative practice. We reject the binary that separates 'boring, efficient office worker' from 'passionate, clueless creative' and embrace the exciting, fertile, and collaborative space where arts management and live performance meet. We are an organization dedicated to learning.

We prioritize applications from folks from equity-deserving groups, including those who identify as Indigenous, racialized, Trans, Nonbinary, Queer, Disabled, Neurodiverse, MAD and intersections of those identities. We enthusiastically invite submissions from individuals from a diversity of performing arts practices.

Please note Generator's office space is only accessible by stairs. You can read more about office accessibility on our website here. Please refer to the 'Generator Office & Remote Work' sections of the Application Packages for details about our office status.

About the Role

Key Responsibilities

Some of what is contained in this role's responsibilities will come out of an emergent process between Bianca, Patricia, and this new hire. For placeholding purposes we are calling this role New Resourcing, this role is responsible for:

- Connecting to the Toronto performing arts keeping a finger on the pulse, ear to the ground, eye on the ball of what is emerging for Toronto artists and how an organization like Generator could make interventions and offer one-on-one support

- Provide a sounding board and / or dramaturgical support for the projects ongoing at Generator
- Creating pathways for artists and organizations through and out of the organization
- Securing funds for new projects and initiatives and supporting connected projects in securing funding

Salary Information

This position will be an employee with a base salary for $27,300 for 17.5 hours of work a week (at a rate of $30/hour). In addition, Generator offers:

- Extremely flexible work schedule
- $900 Wellness Funds annually (this is a taxable benefit, so it will appear on a T4)
- $480 Professional Development Funds annually
- Two weeks vacation in the first year (3 in the second year, 4 in the third), plus paid time off period from the Friday before Christmas Eve until the first Monday after New Year's Day
- Work culture values deep thinking/feeling and practicing actions that are responsive to what emerges to people working with the organization, and the systems we operate within.

Annually additional grants will be applied for that may increase the base salary - this salary amount is as secure as our operational funding.

Who Should Apply?

We are looking for applicants who have:

- 5+ years of experience working in and with live performance or in creative industries
- passion about learning and sharing
- a strong understanding of what's required to develop and deliver content for in-person and online learning
- experience with and passion for granting systems and sourcing resources (financial, social, networks, etc) for a variety of projects
- strong networks in Toronto performance communities, connections outside of Toronto or Nationally are an asset
- an interest in ethical and sustainable working practices

We are committed to bringing a strong lens of social and transformative justice to the organization's strategic direction, and are prioritizing IBPOC applicants and other members of equity-deserving groups who can bring their living and learned experience to guide Generator's next iteration.

Application Dates & Hiring Process

Dates

- November 9, 2023: Application due date (12am ET) ~ aka they will be circulated to the committee first thing November 10
- November 17 & 18: Conversations/Interviews
- January 2024: Potential start date (flexible)

Please note: dates are subject to change.

All interviews will be conducted in person, digital meetings available upon request.

How To Apply

This Hiring Committee will review up to a maximum five minutes of content per applicant. That content may be a written, visual, audio, or video (or a combination therein). We are less interested in polished content, but rather want to know how you think and what excites you.

Please email your content to joinus@generatorto.com.

If you need accommodations to make this application happen, please reach out to joinus@generatorto.com, and Kristina Lemieux will be able to support you through the application process via email, phone call, and/or video chat.

Hiring Committee

The Hiring Committee will consist of Bianca Guimarães de Manuel and Patricia Allison. This process is being project managed by Kristina Lemieux who will communicate with applicants and coordinate the interview process. Applications may be reviewed by Generator Board members.

Interviews Process

Generator will invite up to five applicants to join an interview process. All interview time will be paid. The exact nature of the interview process will be directed by who applies and their relationships to Generator and the current team. Our intention is to keep this process conversational, relational, and relaxed. You are interviewing us, as much as we are interviewing you. All interviews will be conducted in person, digital meetings available upon request.

All applicants will be contacted.

Opportunities to Learn More & Connect

Interested applicants are also welcome to book a time one-on-one to learn more about the organization and this ongoing transition:

- Book a 15-minute call with Bianca Guimarães de Manuel
- Book a 15-minute call with Patricia Allison
- Book a 15-minute call with Kristina Lemieux

You can find bios for everyone named above here. Please note that these conversations are for information purposes only, and will have no bearing on the decisions of the hiring committee.

Additionally we will hold two Application Support Sessions. This will be a way for you to meet the staff team at Generator (Bianca, Patricia, and Kristina), ask us about the Generator, or get support putting together your application:

- Friday, October 20, 10:00-11:30 AM ET
  Google Meet joining info
  Video call link: https://meet.google.com/ixf-ngge-wmd
  Or dial: (CA) +1 705-419-8953 PIN: 293 751 629#
  More phone numbers: https://tel.meet/ixf-ngge-wmd?pin=3049530561278
- Wednesday, October 25, 2:00-3:30 PM ET
  Google Meet joining info
  Video call link: https://meet.google.com/ngn-sibw-hsd
  Or dial: (CA) +1 604-774-2023 PIN: 954 197 623#
  More phone numbers: https://tel.meet/ngn-sibw-hsd?pin=6241415465033

Past Job Calls Packages & Application Packages

If you desire more information or context, you may review previous job calls and packages that fulsomely outlined more about what it means to work for Generator.
March 16, 2022 Call for Co-Leadership - Creative Director: Operations | Application Package
May 19, 2021 Call for Leadership | Application Package

Should you have further questions or need clarification please reach out to Kristina at joinus@generatorto.com or book a time with one of us here: Opportunities to Learn More & Connect

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This call for applications was written by Kristina Lemieux, Bianca Guimarães de Manuel, and Patricia Allison. Our thinking on this call specifically was informed by advice from Jordan Baylon and Cara Spooner. Much of this writing was drawn from a previous call for applications written by ted witzel, Kristina Lemieux, and Annie Clarke, with input from Generator's staff, board, Strategic Advisors, and artist Angela Sun.

The Generator office is located in Tkarón:to (Mohawk word for “where there are trees standing in the water”). The original caretakers include the Mississaugas of The Credit First Nation and other Anishinaabe nations, the Haudenosaunee Confederacy, the Wendat peoples and other nations acknowledged and unacknowledged, recorded and unrecorded.

We recognize their ongoing stewardship and seek meaningful relationships with local Indigenous artists and communities as we listen to and learn from their stories.