ACKNOWLEDGEMENT

Bangarra Dance Theatre acknowledges 65,000 years of First Nations history and pays its respect to Aboriginal and Torres Strait Islander Elders past and present. We recognise sovereignty was never ceded. Australia always was and always will be, Aboriginal and Torres Strait Islander lands.
Join Bangarra and play an important role in telling First Nations stories.

Why work with Bangarra?

- Be part of Australia's iconic First Nations performing arts company.
- A collaborative and innovative company culture where your contributions are highly valued.
- Work at the recently expanded, vibrant Walsh Bay Arts Precinct.
- Workplace culture that fosters personal wellbeing.
- Varied workload, working to multiple teams across the organisation.

COMPANY PROFILE

We are Bangarra Dance Theatre. We are a company of professional Aboriginal and Torres Strait Islander performers. We are storytellers. We are fire makers. As one of Australia's leading performing arts companies, we share our culture with Communities and audiences across Australia and the world.

We have been making our indelible marks on the Australian and international theatre landscape for over three decades. We are at home performing on Country, on Australia's most iconic stages and running education workshops and programs to nurture the next generation of storytellers.

We are for the hundreds of First Nations Communities across Australia - and for anyone who wants to be a part of our story.

POSITION OVERVIEW

Position: Artistic Operations Director
Position reports to: Executive Director
Contract: 11 months (maternity leave cover)
Location: Sydney

About the role

Bangarra Dance Theatre is seeking an experienced **Artistic Operations Director** to join the company for eleven months across the 2027 performance season.

Reporting to the Executive Director and working closely with the Artistic Director, Artistic Associate and Rehearsal Director, this senior role provides strategic and operational leadership across Bangarra's artistic program.

The Artistic Operations Director leads a multidisciplinary team spanning **company management, community relations, performance health, education and accessibility**, ensuring Bangarra's artistic vision is supported by effective, culturally responsible and sustainable operational practices.

Key Responsibilities

Artistic Operations & Touring

- Lead the planning and delivery of national, international and remote touring, including logistics, operational readiness, compliance and risk management.
- Oversee the Company Manager and support effective coordination, communication and wellbeing of performers, creatives and crew.
- Work closely with artistic leadership and Performance Health to support the health, wellbeing and sustainable engagement of artists.
- Oversee operational requirements for Company activities, stakeholder commitments and the delivery and development of accessibility initiatives.

Cultural Engagement & Organisational Practice

- Support the Company's cultural engagement and community relations, working closely with the Director of Community Relations, artistic leadership, relevant cultural knowledge holders and Communities.
- Work with relevant First Nations leadership and cultural knowledge holders to ensure cultural protocols, consultation and approval processes are appropriately embedded across artistic planning, touring, digital activity and public presentation.
- Support culturally responsible decision-making, including appropriate consideration of cultural rights, permissions, recognition and remuneration.
- Identify cultural and relational risks and seek appropriate guidance to support cultural safety, accountability and respectful engagement.

Artistic Planning, Contracting & Financial Management

- Work with the Executive Director, CFO and artistic leadership to support the planning and delivery of the artistic program, touring and associated budgets.
- Lead the negotiation and administration of contracts for creative artists, cultural collaborators and other artistic personnel, including fees, royalties, permissions and entitlements.

- Oversee relevant artistic and touring reporting and contribute to strategic and Board reporting.
- Oversee key artist wellbeing programs and education stakeholder relationships, working with relevant portfolio leads.

Digital Programming, Rights & Archives

- Oversee Bangarra's digital artistic assets and archives, including appropriate rights, permissions and authorised use.
- Negotiate fees and conditions relating to the recording, broadcast, screening, distribution and other use of Bangarra works.
- Support digital artistic programming and archive initiatives aligned with organisational priorities.

Special Projects & External Engagement

- Oversee the artistic operational requirements of special projects, external events and Company engagements within the Artistic Operations portfolio.
- Work across departments to ensure artistic, cultural, contractual, financial and operational requirements are appropriately managed.
- Ensure activities involving Bangarra artists, repertoire or cultural material are appropriately planned, contracted and authorised.

Management Accountability

- Lead a multidisciplinary team comprising the Director of Community Relations, Director of Performance Health, Company Manager and Education & Accessibility Consultant.
- Provide clear direction and establish effective approaches to planning, communication, workload management and cross-team collaboration.
- Support workforce planning, recruitment and professional development within the portfolio.
- Promote safe, equitable, culturally responsible and sustainable working practices, while contributing to organisational risk management and continuous improvement.

About you

You will bring:

- Senior-level experience in artistic operations, producing, company management or a comparable performing arts role.
- Demonstrated experience translating artistic vision and programming priorities into effective operational delivery.
- Strong planning and organisational capability, including experience delivering productions, programs and/or complex touring schedules.
- Demonstrated leadership and people-management experience, including working effectively with artists, creatives, employees and contractors.

- Strong financial and commercial capability, including budgeting, forecasting, resource planning and cost management.
- Excellent communication, negotiation and stakeholder-management skills.
- Sound judgement and demonstrated ability to manage operational risk and complex issues.
- A strong commitment to culturally safe, respectful and inclusive working practices, with a willingness to continue developing cultural capability within a First Nations-led organisation

The following experience and knowledge will be highly regarded:

- Knowledge and understanding of Aboriginal and Torres Strait Islander peoples and cultures, or a demonstrated willingness to continue developing this knowledge and understanding.

- Experience within a professional dance company or comparable performing arts organisation.
- Experience delivering national and/or international touring.
- Knowledge of the Australian performing arts sector and its operating environment.
- Knowledge of relevant employment, industrial and contractual frameworks within the performing arts.
- Relevant tertiary qualifications in arts management, performing arts, business or a related discipline, or equivalent professional experience.

Experienced Aboriginal and Torres Strait Islander applicants are highly encouraged to apply.

TO APPLY

Please email the following:

- A statement (maximum 3 pages) outlining how your experience, skills and approach align with the requirements outlined in the "About you" section.
- A full CV including the names of three referees (referees will only be contacted after consultation with you)
- A cover letter

By 5pm Wednesday 2 December 2026. If you require any assistance with your application, please contact hr@bangarra.com.au

For further information, please email Vanina Fernandez, HR Business Partner, hr@bangarra.com.au

ACCESSIBILITY

At Bangarra, we walk together in a spirit of respect and belonging. We envision a world where every person — of all cultural backgrounds and lived experiences — feels safe, seen, and valued. We recognise that it is the right of every human being to participate fully, to respectfully contribute their voice, and to share their knowledge, creativity and spirit. We are committed to creating barrier-free pathways that welcome and empower people with disability to work, collaborate, and create alongside us — across every part of our organisation and the stories we share.

If you require any assistance with the application process or more accessible documentation, interview process or any support with these, please contact Vanina Fernandez, HR Business Partner, hr@bangarra.com.au.

We aim to make our workplace accessible to all, so if you have any specific requirements, please do note them in your application or in the interview process.