



Position Overview

Position Title: Director of Community
Reports to: Artistic Operations Director
Department: Artistic Operations
Contract: 2 Years Full Time, potential for extension

This is an identified Aboriginal Torres Strait Islander Position. Applicants must be of Aboriginal or Torres Strait Islander descent. Exemption is claimed under Section 14d of the NSW Anti-Discrimination Act 1977.

Are you a highly skilled community-oriented professional connected to Mobs?

Why Work for Us?

- Make a lasting impact in an exciting role at the heart of Australia's leading and iconic Indigenous performing arts company at the company's expanded spaces at the vibrant Walsh Bay Arts Precinct
- Support the continuation and celebration of First Nations culture across Australia and the world
- A collaborative and innovative company culture where your contributions are highly valued
- Growth and development opportunities including free access to LinkedIn Learning, a dedicated fund for the cultural and professional development of Indigenous staff and study leave
- A workplace that offers cultural leave, fosters personal wellbeing and workplace flexibility

Acknowledgement

Bangarra is committed to being a culturally safe organisation. We are grounded in 65,000 years of First Nations history and pay our respects to Aboriginal and Torres Strait Islanders Elders past and present. We recognise that sovereignty was never ceded and affirm that Australia always was and always will be, Aboriginal and Torres Strait Islander lands.

About Bangarra

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 First Nations 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 part of our story.



The Role

This role is at the heart of our organisation, ensuring Aboriginal and Torres Strait Islander cultural knowledges, protocols, and relationships are central to everything we do. You will help guide how Bangarra connects with community, strengthens cultural understanding, and inspires young people through our Youth and Education Programs. This is a chance to make a lasting impact—fostering a culturally safe, inclusive environment for staff and dancers, and supporting the continuation and celebration of First Nations culture across Australia.

The Director of Community is a critical senior leadership role that oversees Bangarra's commitment to Aboriginal and Torres Strait Islander culture and our connection to community to ensure we meet demand and fulfill our cultural obligations. This extends to communities we engage with in the creation of our productions, communities where we tour, and the local Sydney communities. The position also plays a pivotal role in our Youth and Education Program to provide guidance and support for team members and foster a culturally inclusive and safe environment for all staff and dancers.

A core focus of the role is maintaining deep and trusted relationships with communities, cultural authorities, and key stakeholders, while proactively identifying and mitigating cultural risks. The position shapes Bangarra's cultural calendar, facilitates On Country and cultural events, and supports funding applications to sustain and grow community engagement and youth initiatives.

As a member of the Leadership Team, the role contributes to strategic planning and decision-making for Bangarra's future.

Key responsibilities

Strategic Leadership

- Provide vision and strategic direction for Bangarra's community and cultural engagement across all artistic and organisational activities.
- Serve as principal cultural advisor to the Artistic Director, Youth & Education Programs Director, and Leadership Team, ensuring cultural considerations inform decision-making.
- Lead the Cultural Advisory Committee (CAC), working closely with the Chair to support effective governance, provide timely updates to the Leadership Team, and report to the Board as required.
- Guide forward-planning with cultural authorities and communities to shape Bangarra's programming pipeline.
- Identify and mitigate risks relating to cultural protocols, community dynamics, and stakeholder expectations.

Connecting with Communities & Culture

- Working with the Artistic Director, drive all aspects of community engagement for Bangarra's productions from development through performance and touring, including Community Ticketing.
- Oversee and conduct cultural research to support creative processes, ensuring authenticity and integrity in storytelling.
- Design and lead cultural events such as On Country visits, Return to Country, Gatherings, and exchanges.
- Build and sustain trusted relationships with Traditional Owner groups, cultural knowledge holders, alumni artists, creatives, First Nations organisations, and communities nationwide.
- Represent Bangarra at cultural, industry, and community events, conferences, and forums.



Supporting Youth & Education

- Provide strategic cultural leadership and support for Bangarra's Youth & Education Programs, including Rekindling and emerging initiatives.
- Collaborate with the Youth & Education Programs Director to expand reach and impact through culturally grounded strategies and partnerships.
- With the Youth & Education Programs Director, lead relationship-building and engagement for youth initiatives, including attending gatherings, site visits, and cultural meetings.

Cultural Integrity & Team Support

- Lead the development and continuous improvement of Bangarra's cultural protocols, embedding them across operations.
- Provide cultural guidance and advice across departments.

Collaborating for Growth

- Collaborate with the Development Team on funding applications and acquittals.
- Identify partnership opportunities to strengthen community engagement and cultural programming.

Administration

- Maintain detailed records of community contacts and engagement activities within the company database (Tessitura).
- Oversee budgets and financial tracking for cultural engagement and travel.
- Contribute actively to a culture of continuous learning and development.

What We're Looking For (skills and experience)

- Demonstrated senior leadership experience in roles working with Aboriginal and Torres Strait Islander communities.
- Extensive network of cultural contacts, with deep knowledge of Aboriginal and Torres Strait Islander cultural protocols and contemporary issues.
- Proven ability to build and maintain respectful relationships and influence stakeholders at both executive and community levels.
- Experience in providing cultural research and advice to inform creative development processes.
- Strong skills in strategic planning and risk management skills.
- Demonstrated ability to apply business acumen to project planning and execution. Must be able to build and maintain effective working relationships across teams to facilitate collaboration and achieve shared goals.
- Exceptional verbal and written communication skills, with the ability to represent Bangarra publicly with cultural authority.
- Self-motivated and resilient, able to manage competing priorities in a dynamic environment.
- Ability to travel extensively, including to remote and regional areas
- Holds a current Police Check and Working with Children Check (or willingness to obtain) for all relevant states and territories.



To Apply

Please email the following:

- A statement against the Essential Selection Criteria (max. 3 pages)
- A full CV including the names of three referees you have worked to directly (referees will only be contacted after consultation with you)
- A cover letter (optional)

To: jobs@bangarra.com.au by 9am Monday 17 November 2025.

More information

For further information, please email Cloudia Elder, Artistic Operations Director

cloudia@bangarra.com.au

If you need any assistance with this application, or wish to inform us of any special considerations, please contact Cloudia or the HR Manager at jobs@bangarra.com.au