

Creative Business Advisor

Regional Arts Services Network

Duration	February – December 2020 (11 months)
Type of appointment	Temporary employment contract with a RASN Provider
Closing Date	21 December 2020
Location	Remote working

A new network of Creative Business Advisors, led by the Regional Arts Services Network (RASN) on behalf of Arts Queensland and DESBT (Department of Employment, Small Business and Training), aims to support individuals and organisations to gain confidence and develop skills, competencies and networks that support resilience in a changing working environment, and create sustainability and growth for the arts and cultural sector. This transformational service aims to support the arts sector workforce to recover from the significant impact of COVID-19.

Creative Business Advisors will be acknowledged leaders in the sector. They will use their high level expertise and the ability to impart knowledge to increase the sustainability of artists, arts workers and arts organisations with a focus on regional, remote and rural communities.

Through online arts business advice and coaching, Creative Business Advisors will build the competency and capability of artists and arts workers across Queensland, to increase employability.

Creative Business Advisors will utilise their extensive professional expertise to develop and deliver an online program of advice and coaching for Queensland individuals and organisations working in the arts and cultural sector.

Creative Business Advisors will be arts and cultural industry leaders, with a well-defined expertise in an identified discipline and a desire to support emerging and established artists to progress and thrive. Creative Business Advisors will be selected to address the following identified disciplines:

- Producer – Live Music
- Producer – First Nations (Performing Arts)
- Business and leadership
- Grant writing and fundraising
- Social impact
- First Nations cultural competency
- Arts marketing and digital competency
- Cultural tourism

Creative Business Advisors will be employed by a RASN Provider up to 31 December 2021.

THE ROLE

As a Creative Business Advisor you will:

- Provide high calibre advice, coaching and support to individuals and organisations that develop their capability, knowledge and networks.
- Develop and deliver targeted advice and coaching programs in regional Queensland (predominantly online) in partnership with your host RASN provider.

- Be outcomes-focused, and passionate about assisting artists and arts workers to thrive.
- Be part of a state-wide hub of Creative Business Advisors with diverse specialist experience, providing services to artists and arts workers across Queensland.
- Engage with program evaluation, provide accurate ongoing reporting on engagement with artists and arts workers and outcomes achieved.
- Foster a workplace culture that supports and promotes the interests of First Nations people and actively engage through our work to contribute to better outcomes for First Nations people.

KEY POINTS:

- A Creative Business Advisor is employed and hosted by a RASN provider and works as part of a state-wide hub, providing support in their discipline to artists, arts workers and organisations across Queensland.
- Creative Business Advisors do not need to be based in regional Queensland, but must be able to provide evidence of successful remote or digital program delivery. Some travel to regional Queensland may be required for this position.
- Creative Business Advisors will work remotely across Queensland and will be required to provide their own equipment (e.g. computer, phone, internet) and a safe work environment to be able to fulfil their employment requirements.
- Flexible working arrangement (part-time, job sharing) may be considered for these positions, however full time appointments would be highly desirable.
- Any travel expenses will be negotiated with the RASN provider.
- A probationary period of three months will apply to external appointees.
- In the instance of a consultancy contract, evidence will be required of Workers Compensation insurance as required by law (if in doubt please consult WorkCover Queensland), Public Liability and Products Liability insurance, and Professional Indemnity insurance.

SKILLS, EXPERIENCE AND KNOWLEDGE

Creative Business Advisors will bring:

- Thorough knowledge of the arts and cultural sector, including evidence of leadership and success in one of the identified disciplines.
- Demonstrated ability to plan and deliver bespoke and high quality coaching and advice programs.
- Demonstrated ability to work with, and understand the needs of regional Queensland artists, arts workers and arts organisations.
- Demonstrated ability to communicate ideas clearly, listen carefully to understand issues and provide sound advice accordingly.
- Demonstrated ability to engage, motivate and empower individuals.
- Demonstrated capability in online program delivery.
- Experience in evaluation and reporting.

Regional Arts Services Network (RASN) www.rasn.org.au

The Regional Arts Services Network (RASN) is a network of regional arts service providers who work together to deliver on-the-ground arts services in communities across the state. Driving regional development across regions and working with the local arts sector, the community and key stakeholders, they help to determine key arts and cultural priorities for specific regions.

RASN is an initiative of the Queensland Government through Arts Queensland, with an established approach to the delivery of state-wide arts services, who work in a self-determined model which is led by regional partners and the sector.

Eight service providers form the state-wide network:

- Red Ridge (Western Queensland)
- Queensland Music Festival (North Queensland)
- Central Queensland University (Central Queensland)
- Empire Theatre Projects (South-West Queensland)
- Creative Alliance Queensland (South-East Queensland North)
- Access Community Services (Ipswich and Logan)
- Arts Nexus (Far North Queensland)
- Waratah Nicholls, hosted in Cooktown through a partnership arrangement with Arts Nexus and the Cook Shire Council (Cape York and the Torres Strait)

Citizenship/Visa Requirements

To be appointed to a permanent position, you must be an Australian citizen, have permanent residency status or a visa permitting you to work permanently in Australia. For temporary appointments, you must have a visa permitting you to work for the length of the temporary appointment.

Further information about the Creative Business Advisor disciplines

- The **Creative Business Advisor, Live Music**, will support emerging and established artists working in live music to create sustainable careers through understanding career pathways, navigating industry practices, building professional networks and developing business skills.
- The **Creative Business Advisor, First Nations (Performing Arts)**, will bring their experience as a Producer to support emerging and established First Nations performing artists to build business and artistic capacity, produce and lead creative projects, grow networks, build audiences and create sustainable careers.
- The **Creative Business Advisor, Business and Growth**, will support individual artists, micro businesses and small to medium companies to increase sustainability by developing business acumen, improving skills in finance and governance and understanding and embracing business transformation.
- The **Creative Business Advisor, Grant Writing and Fundraising**, will support individual artists, micro businesses and small to medium arts organisations to diversify income streams through advising on business case development, strategic approaches to revenue generation and retention, attracting sponsorship and writing winning grant applications.
- The **Creative Business Advisor, Social Impact**, will support individual artists and small to medium arts organisations to harness the potential for the arts to achieve social outcomes. Advice and guidance will support skills development in building successful cross-sector partnerships, tailoring arts practice to social settings, building a business case, articulating the value of arts practice, evaluation and outcome reporting.
- **Creative Business Advisor, First Nations cultural competency**, will work with non-First Nations artists, arts workers and small to medium arts organisations to improve knowledge of

regional arts

SERVICES NETWORK

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protocols for working with First Nations artists, ICIP and contracting, and to improve their cultural competency and skills in commissioning First Nations artists, collaborating and consulting with communities and increasing opportunities to share First Nations cultures with broader audiences.

- The **Creative Business Advisor, Arts Marketing and Digital Competency**, will provide advice and guidance to individual artists, arts businesses and established arts marketing professionals to build profile and brand, engage and grow audiences, achieve businesses outcomes, and gain understanding of the potential for digital innovation and adaptation in the creation, promotion and presentation of work.
- **Creative Business Advisor, Cultural Tourism**, will advise businesses on cultural tourism growth opportunities within and across the state, supporting organisations to identify regional strengths, maximize First Nations cultural tourism opportunities, and provide advice that strengthens business development and planning for events, products and experiences that promote and showcase regional identities.