



WELCOME TO L2R

Reaching out from Melbourne's west, L2R is a dance-based not-for-profit organisation with a vision of a more inclusive world where people's lives are enriched through access to the arts. Working with young people, artists, schools and community organisations we:

1. Champion dance to create healthier and more connected communities
2. Mobilise fresh, real and authentic art-making with, by and for young people traditionally under-represented and or absent from mainstream culture
3. Nurture the next generation of artistic and Cultural Leaders and providing sustainable employment opportunities and pathways
4. Exemplify a thriving, adaptable, culturally relevant business.

L2R is in an exciting stage of growth and this role, General Manager, is key to our success.

Working alongside, in a co-pilot kinda way, Jacinda Richards (Artistic Director/CEO), we seek someone with organisational management and leadership experience who is a lover of the operational - the systems, processes and ways of working that make for a successful organisation.

Our new General Manager will be an awesome collaborator who is invested in our vision and purpose with an enthusiasm and commitment to deliver our bold and ambitious strategic plan, create meaningful social change and inspiring artistic outputs through the power of dance.

We are thrilled at the opportunity to work with a new and energetic individual who is passionate about the arts, conscious leadership and purpose driven community development.

We warmly welcome and strongly encourage applications from First Nations people and People of Colour.



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**L2R.
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POSITION

DESCRIPTION

L2R – GENERAL MANAGER

JOB TITLE:

General Manager

PRIMARY LOCATION:

L2R's HQ located at the Footscray Community Arts Centre – 45 Moreland Street, Footscray

REPORTING TO:

CEO/Artistic Director

POSITION TYPE:

Part-time (0.6 - 0.8 FTE), two-year contract with a six-month probation period, with potential for renewal

AWARD:

Social, Community, Home Care and Disability Services Industry Award 2010

Level 6. Pay point 1

REMUNERATION:

\$102,000 FTE - \$105,000 FTE + Superannuation. The negotiated salary will be commensurate with qualifications and experience

SUMMARY OF POSITION

The GM will work closely with L2R's CEO/Artistic Director and Board, to implement the Strategic Plan 2020 – 2025 with a focus on two strategic areas:

1. Hustle - Building organisational capacity.
2. Legends - Strengthening our organisation's leadership and cultivating more pathways into the arts.

The successful candidate will be experienced in arts and/or community sector management with a solid understanding of the funding landscape. You will be required to work strategically to identify new funding partners with a focus on government relations and diversification of income/investment streams.

You will have excellent communication skills and a demonstrated track record in successful grant-writing, acquittal and monitoring and evaluation. You will also be required to work collaboratively with L2R's team of four part-time staff members as we continue to develop new strategies and processes of effectively working with the community and a wide range of diverse stakeholders.



KEY OBJECTIVES OF THE ROLE:

1. HUSTLE - BUILDING ORGANISATIONAL CAPACITY

- Facilitate, implement and drive the organisation's annual plan and Strategic Plan 2020 – 2025, in collaboration with the Board of Directors and CEO/Artistic Director
- Develop and manage comprehensive HR policies and procedures with the CEO/Artistic Director and Board of Directors
- Facilitate and coordinate the organisation's monitoring and evaluation framework through the Culture Counts platform
- Lead in the development of department budgets, with relevant teams
- Support the CEO and CFO to deliver the annual whole-of-organisation budget
- Leverage new strategic funding, presentation and delivery partnerships including government, philanthropy and arts industry
- In collaboration with the CEO/Artistic Director,

maintain and expand L2R's private sector and philanthropic income streams with a view to building longterm relationships

- Manage grant writing, reporting and acquittals to funding partners
- Effectively oversee high quality and timely preparation of governance and statutory requirements
- Manage and maintain CRM and all databases and registers
- Oversee and negotiate all staff contracts
- Contribute to a dynamic culture of safe working, collaboration and inspiration
- Assist the Annual Training and Professional Development of staff and the artistic team
- In collaboration with the team, develop and implement marketing and publicity plans for L2R and its artistic outputs.

2. LEGENDS -STRENGTHENING OUR ORGANISATION'S LEADERSHIP AND CULTIVATING MORE PATHWAYS INTO THE ARTS

- Leverage existing and establish new creative partnerships to cultivate arts pathways and expand on creative opportunities for L2R members
- Assist with the development and growth of L2R's creative program to support and profile our dynamic emerging and professional artistic team

- Continue to build L2R's profile and strong presence within the arts, youth and community sectors.



PROFESSIONAL EXPERTISE + CAPACITY

The successful candidate has experience in organisational management and leadership including program design, people and culture and reflective practices. It is more important that you know what you don't know rather than suggesting you're an expert at everything - we are all learning!

You will have worked in organisational contexts before, ideally small to medium and bring a range of skills and expertise that match the role and responsibilities outlined in the position description.

PERSONAL ATTRIBUTES

The successful candidate is expected to be self-disciplined, motivated, innovative, culturally aware, up for a giggle and down for a wiggle! We work hard and have fun, we are looking for an awesome new collaborator for our team, artists and communities.

HOW TO EXPRESS YOUR INTEREST

1. Read the information above and visit the L2R website
2. Reach out to Recruitment Lead, Jade Lillie for a confidential discussion
3. Send a cover letter (two pages max) and CV to Jade Lillie by 11:59pm on Sunday 26th November via email: hello@jadelillie.com

Questions? Ask Jade.

We look forward to hearing from you.



ABOUT L2R:

L2R Dance is a well-established, not-for-profit organisation and registered charity based in Footscray, delivering dance programs across Melbourne's West

We are dedicated to providing free dance programs, training and development, arts leadership opportunities and sustainable pathways and employment for children and young people unable to access commercial dance and creative opportunities due to social and or financial barriers (perceived or real).

L2R advances culture through fun, free, and accessible arts and cultural activities, contributing to the nation's vibrant cultural life. Participants gather to perform, develop and socialise.

L2R draws from this history of hip-hop culture with its aims to empower and critique social issues that affect young people in Melbourne's West.

OUR PURPOSE IS TO INSPIRE POSITIVE VIBES THROUGH ONE LANGUAGE, DANCE!

OUR VISION IS A MORE INCLUSIVE WORLD WHERE PEOPLE'S LIVES ARE ENRICHED THROUGH ACCESS TO THE ARTS.

In 2009, Jacinda established L2R Dance (L2R) in the multicultural melting pot of Melbourne's Western suburbs. Starting from humble beginnings, L2R was born out of dance classes Jacinda ran at the Western English Language School (WELS) in Braybrook, Melbourne's West. The classes gave young people a fun and social aspect to their learning, offering opportunities to make friends and connect in a safe and supportive environment.

The organisation is based at Footscray Community Arts, the largest independent creative precinct in Melbourne's West.

Over the last decade, L2R has formed strong intergenerational relationships and watched participants follow their educational pursuits from primary school right through to university, empowering and inspiring them to give back to their local communities.

L2R moves physically, socially and culturally. L2R works with over 130 young dancers that represent over 29 different cultural and language groups, 20+ extraordinary emerging and lead artists, professional guest artists and creatives.



Each year we partner with multiple local councils, schools, community service organisations and presentation partners to deliver approximately 600 free dance workshops and creative projects.

Through our fee for service and registered social enterprise, we are proud to use dance as a platform to unite community and spread good vibes at some of Melbourne's biggest events and cultural celebrations, reaching an audience of over 500,000 in 2023.

L2R has also collaborated with iconic brands such as MECCA, M Power, the NGV, Bonds, and Platypus Shoes enabling 100% of the revenue from the collaborations and bookings to ensure a more inclusive world where peoples lives are enriched through access to the arts.

L2R is led by Jacinda Richards (CEO) and her passionate, small but mighty part-time team, Hēna Memishi (Artistic Associate), Lowell Demetita (Community Development Coordinator) and David Prakash (Youth Arts Coordinator) who work fiercely to amplify young people's voices through the power of hip-hop and street dance culture.

LINKS TO SUPPORTING DOCUMENTS VIA L2R DANCE WEBSITE:

Strategic Plan for 2020-2025 - Refreshed

Annual Report

L2R BELIEVES IN ONE LANGUAGE, DANCE!