



POSITION

DESCRIPTION

L2R – PROGRAMS MANAGER

JOB TITLE:

Programs Manager.

PRIMARY LOCATION:

L2R's HQ located at 2/105 Whitehall Street, Footscray.
Other on-site locations as required.

REPORTING TO:

CEO/Artistic Director.

POSITION TYPE:

Part-time 2 days per week (0.4FTE). 12-month contract with a three-month probation period.

AWARD:

Social, Community, Home Care and Disability Services Industry
Award 2022.

Level 3.1 to 3.3

EMPLOYMENT PACKAGE:

- The successful candidate will be offered:
- Competitive salary + superannuation
- Flexible work arrangements to support work life balance
- Professional development, mentoring, and training opportunities.
- Employee Assistance Program (EAP) providing free and confidential wellbeing support.
- Gifted leave during the summer break period, in addition to standard annual leave entitlements.

REMUNERATION:

\$79,236 + \$80,265 pro rata commensurate with experience.

APPLICATIONS DUE:

By 11:59pm Sunday 30th November.

HOW TO APPLY:

Applicants must follow the Application Process outlined below.

First Nations People, and People of Colour, are strongly encouraged to apply for this position.



2/105 Whitehall Street Footscray VIC 3004, Australia
Naarm / Wurundjeri Country

+61 (0)417 101 514

**L2R.
ORG.
AU**



SUMMARY OF POSITION:

L2R Dance seeks a vibrant and experienced Programs Manager to play a lead role in overseeing L2R's free dance programs and teaching artists. The successful candidate will work collaboratively with L2R's CEO/Artistic Director to create our annual training and development series across all levels of the organisation, ensuring best practice and the continued deepening of Hip Hop and Street Dance knowledge — while also inspiring positive vibes through one language... Dance!

The Programs Manager will work closely with L2R's CEO/Artistic Director to implement the Strategic Plan 2026–2030, with a focus on four strategic areas:

1. **Community Enrichment:** Community connected and enriched through dance.
2. **Pathways Strengthen:** Pathways within and beyond L2R cultivated.
3. **Diversity and Representation:** Diverse voices and art forms celebrated and amplified.

The prospective candidate should have experience in the arts, youth, and/or community development sectors, with a strong understanding of the landscape. As L2R's Programs Manager, you will be responsible for a strengths-based community engagement approach that involves collaboration and coordination to foster positive community connections, increasing access, participation, and connection to the Hip-Hop and Street Dance community across the organisation.

You will build strong relationships with a range of stakeholders — including schools, not-for-profits, parents, and guardians — providing high-quality community engagement and guidance within the organisation. Central to your role is ensuring children and young people remain at the core of L2R and that more young people have supported access to our programs.

The Programs Manager will have a passion for working with young people, particularly those from newly arrived, migrant, refugee, and intersectional backgrounds. The ideal candidate will enjoy engaging with dynamic young people, be highly motivated, possess excellent time management skills, and demonstrate a collaborative spirit when working with our four part-time staff and twenty emerging and professional teaching artists. You will ensure that L2R continues to provide a service that reflects the changing needs of children and young people in Melbourne's west.

THE PROGRAMS MANAGER WILL BE A LEGEND WHO IS INVESTED IN L2R'S VISION AND PURPOSE, EAGER TO SUPPORT L2R IN ITS NEXT STEPS OF STRATEGY AND DEVELOPMENT, AND COMMITTED TO CREATING MEANINGFUL SOCIAL CHANGE AND INSPIRING ARTISTIC OUTPUTS THROUGH THE POWER OF DANCE.



KEY OBJECTIVES OF THE ROLE:

- Support the CEO/Artistic Director to create, facilitate, and drive L2R's Community Engagement Plan.
- Work collaboratively with local schools to increase access, inclusion, and participation.
- Work effectively with community and cultural leaders to develop greater awareness of L2R and reach new and diverse communities.
- In collaboration with L2R staff, strengthen and develop new and existing relationships with like-minded organisations and service providers to build engagement and participation.
- Maintain and expand delivery partnerships to support young people in transitioning into sustainable pathways, including training, further education, and employment.
- Foster and develop relationships with a diverse range of children, young people, and their families — including First Nations, newly arrived, migrant, disabled, gender diverse and low-socioeconomic communities.
- Establish strong relationships with the wider Hip Hop community (local, national, and global) to support the work of L2R Dance.
- In collaboration with the General Manager, ensure impact measurement and evaluation frameworks are embedded across the organisation, effectively capturing program outcomes and supporting data collection.
- Lead and manage all excursions and performance opportunities for L2R program participants.
- Lead a collaborative and high-performing team of teaching artists, overseeing their supervision, performance management, professional development, and working arrangements.
- Manage the upkeep and maintenance of the CRM and all databases and registers related to L2R's free dance programs.
- In collaboration with the CEO/Artistic Director, strengthen and develop L2R's Community Dance Manual and approach to practice, honouring the lineages of Hip Hop and Street Dance.
- In collaboration with the CEO/Artistic Director and General Manager, develop and deliver L2R's annual training and professional development for the Board, staff, and artistic team, with a focus on practice and honouring Hip-Hop and Street Dance lineages.
- Contribute to the planning, development, and community engagement of the annual showcase for L2R's free ongoing programs.

KEY SELECTION CRITERIA:

ESSENTIAL:

- An experience-led approach to working with diverse artists, young people and their families, with an understanding of barriers to access and inclusion
- Experience in a similar position within an arts organisation or the community sector, and/or a tertiary qualification in arts management.
- Excellent written and verbal communication skills, with highly developed computer literacy, including proficiency in Microsoft programs — particularly Microsoft Excel.
- Demonstrated experience in the development, facilitation, and evaluation of a wide range of programs and activities for young people, while motivating and encouraging active youth participation.
- A deep understanding of Hip-Hop and Street Dance teaching principles and practices for effective community development and engagement, while honouring lineage.
- Demonstrated experience working with artists and communities traditionally underrepresented in mainstream culture.
- Demonstrated experience implementing projects and achieving outcomes within set budgets and time frames.

DESIRABLE:

- A connection to Melbourne's west.
- Experience in implementing monitoring and evaluation frameworks.
- Proficiency in digital project management tools (e.g. Monday.com) to support task tracking and team collaboration

PERSONAL ATTRIBUTES:

- In addition to the above criteria, applicants for the Programs manager role are expected to be self-disciplined, motivated, innovative, culturally aware, up for a giggle and down for a wiggle!

HOW TO EXPRESS YOUR INTEREST

1. Read the information above and visit the L2R website.
2. Reach out to General Manager, Lucy Pitt for a confidential discussion.
3. Send a cover letter (one page max) and CV to Lucy@l2r.org.au by 11:59pm on Sunday 30th November 2025.

QUESTIONS? ASK LUCY!

WE LOOK FORWARD TO HEARING FROM YOU

ABOUT L2R:

We are L2R Dance, Australia's only youth street dance not-for-profit. We are led by the ambition of our young people and this shapes the moves we make on dance floors, in community and across the arts sector in Australia.

Our work is founded in the rich history and evolution of hip hop and street dance, fuelled by our young artist's voices and story-telling reflecting the vibrant culture of Melbourne's West. Since 2009 we have worked with over 24,400 young people aged between 6 – 25 and delivered 4,288 free dance classes across the West. L2R proudly champions dance to create healthier and more connected communities generating meaningful social, community and financial change across the region.

We are a not-for-profit and social enterprise using dance as a powerful vehicle for social change, community belonging, physical and mental wellbeing and leadership development.

Proudly, 100% of our income goes directly to ensuring all young people can access free dance opportunities across Melbourne's West; as well as providing employment pathways and professional development for emerging artists.

**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.

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 170 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 people's lives are enriched through access to the arts.

L2R is led by Jacinda Richards (CEO) and her passionate, small but mighty part-time team, Hëna Memishi (Creative Producer), Jeevika Rajagopal (Marketing Manager), Lucy Pitt (General Manager) and Gian De Felipe (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!