

BIBT - Call for co-directors, info session
Online
Monday, February 6, 2023 - 12PM ET

Introductions

Buddies is located on the traditional territory of the Haudenosaunee, the Wendat, the Cree, and the Mississaugas of the Credit. We've been in this beautiful building in the village for almost thirty years.

Overview of the Package + Questions

In broad strokes - begins with an overview of Buddies, where we are at, some aspirations for the recruitment process. Page nine has an overview of the recruitment process, plus some information on community call-ins from May 2020.

Starting on page 8/9 - We've had a good two-ish years to really think about how we want to move forward, and some of the changes we want to see. The package has been compiled in consultation with various stakeholders (staff, previous staff, community members). The process is aimed to focus on skills development and building throughout the process for all involved - hence the google form that replaces a cover letter, community dialogues, etc.

With the google form - recommend copying the questions into a google doc and spending some time with them. Thinking about how your skill sets match up to what we're looking for in the package. The questions are due February 19.

After that, the hiring committee will be selecting ten candidates to move forward into the following steps. After that selection is made, folks will be invited to an intergenerational dialogue session, bringing in a variety of community stakeholders - artists, patrons, folks we work with. This will be a facilitated community information session for folks to discuss Buddies, and what they want it to be. This will move into the next round - developing and artistic vision, and will help make a shortlist for a final interview round. Working towards an offer being made at the end of April/ beginning of May, and then moving into onboarding. The start date and onboarding schedule is something that can be negotiated.

Question -> Will people not selected still be able to attend the intergenerational dialogues?
We will likely want to focus those sessions a bit more, but will give it some thought.

Google form has a limit of 400 words per answer. Rather than having to guess at what can be included in a cover letter, this is a bit more directive. A good opportunity to also show how you express yourself in writing, as a potential leader at the organization. At this point the hiring committee will mostly be evaluating based on hard skills, but communication is important here too.

Hiring committee of 6-8 people, pulling folks from the board as well as the broader queer theatre community. Folks with backgrounds in accessibility work, disability advocacy, artists we've

worked with, folks who've gone through our new work development programs, and folks who have a broader sense of the theatre sector. Touching upon quite a few of the programming and operational activities that we do at Buddies.

Always good to bring your own context - what's important for the reader to know about where you're coming from - might weave in something about belief, cultures, relations, or what's on your mind. Whatever happens, the application process is work, but we believe it can also be a good opportunity for self-inquiry.

Question -> If my answers are over 400 words, will you be able to see them?

Yes, we won't be adhering to a strict word count. As well, if you want to edit answers after submitting, you can submit the form again, and we will look at the latest submission.

Going through the questions:

- 1. Are you applying as an individual or a team? Why are you interested in joining the leadership team at Buddies?*

Two people can apply together. They would still be joining Daniel, not replacing him.
- 2. What do you think is the future of queerness / queer culture in Canada, and how do you think artistic voices from diverse queer communities need to be supported?*

Chance to share your vision.
- 3. How are you a community builder? What are the artistic and queer communities to which you have ties, and/or how will you build on the networks and relations to which you are already connected?*

This position requires a lot of work with community. But the question acknowledges that people have had different opportunities to develop social capital. How do you plan to build/further your networks?
- 4. Are you resourceful and/or entrepreneurial and/or have a solid track record with grantwriting? Please describe your appetite and experience with finding money, developing donors, and cultivating partnerships.*

Bringing in money allows a lot of work to happen at Buddies. Be honest and authentic, knowing that it's a co-leadership role. "Appetite" is an opportunity for this kind of work. If sharing experience, be specific with examples.
- 5. Optional: In what way(s), if at all, would you like to have personal artistic space in the programming and activities at Buddies? E.g. producing your script, directing your own show, etc.*

Optional, but if you have desires here, a great time to let us know. Doesn't need to be specific.
- 6. Upload your CV or resume.*

No page limit here, sections are fine and great, but just be mindful of the attention span of the committee. Could highlight grant writing, for example, or what experience feels relevant to the application. Really depends on your own context.
- 7. What does your cv/resume not tell us about you that you would like us to know?*

Question -> In the end, there will probably be one or two others co-directing with Daniel?

Yes - though there will likely be other opportunities for hiring and/or committee work at Buddies, so it's a good opportunity to introduce yourselves.

Question -> Reading about compensation; one co-director could be at \$70,000 per year, vs a split for part-time co-leads. Do people have to apply as a team, or is it possible that people could be paired together during the process?

It can be hard to put two people together who've never worked together before, and have them co-create on equal footing. We will avoid suggesting pairing, and feel confident that people will be able to suggest their own collaborations. In the scenario that we did want to suggest two people, there would be more of a process to discuss.

Question -> Has Daniel done a breakdown of what he loves to do at Buddies, so we can determine if there's a complementarity?

Daniel has been picking up a lot of work as both the roles of artistic director and managing director, since they left. All of the functions described in the package have their own nuances. Each department can also be broken down/shared in a number of ways. Daniel enjoys development, communications, partnerships, and community-building aspects.

Question -> New hires

New hires made during the interim period have been on shorter-term contracts. We do have permanent employees in production/finance/communications and development; supporting roles, like associate roles in programming, have been more contract-based.

Question -> Challenges or opportunities for the position and the company.

The very first category named in the package is the strategic change that is happening, so take a look at that. The work with the third party review committee, governance, and development, are things that are important. But a reminder that it is a collaborative leadership model, so you don't have to do all of this, if your strengths are elsewhere.

Any further questions can be directed to [hiring@buddiesinbadtimes.com](mailto: hiring@buddiesinbadtimes.com)