

# Generator Leadership Posting

Note: in this version of the document, links are underlined and highlighted in green. Key points are highlighted in yellow.

[Listen to an audio recording of this leadership posting here.](#)

**Generator is seeking new leadership to bring a strong vision for the next chapter of our work building the capacity and resilience of the independent performance sector.**

**We are inviting bold, creative applications and are particularly interested in proposals for co-leadership and shared decision-making models.**

Generator recognizes that producing is a creative practice. We reject the binary that separates ‘boring, efficient office worker’ from ‘passionate, clueless creative’ and embrace the exciting, fertile, and collaborative space where arts management and live performance meet. We prioritize applications from folks from equity-seeking groups, including those who identify as Indigenous, Black, People of Colour, Trans, Nonbinary, Queer, Disabled and intersections of those identities. We enthusiastically invite submissions from individuals from a diversity of performing arts practices.

Please note Generator’s office space is only accessible by stairs. [You can read more about office accessibility on our website here.](#) Please refer to the ‘Generator Office & Remote Work’ section of the Application Package for details about our office status.

## About Generator

Generator was founded as STAF (Small Theatre Administrative Facility) in 1991, and has existed in the current model since 2015.

### Generator’s Current Mission

**Generator is a mentoring, teaching, and innovation incubator that expands the skills, tools, and competencies of independent artists, producers, and leaders.**

Our current programs include Artist Producer Training, ArtistProducerResource.com, Resident Companies and Company Collaborators, and Financial Literacy.

## Who We Serve

**Generator serves Toronto's independent performance community.** We primarily work with individual artists, producers, collectives, and non-profits who:

- Complete or work on 1-2 live performance projects/year (including workshops)
- Have a small budget for annual operating costs and 0-3 staff or year-round contractors
- Receive - at most - project-based funding or one level of government operating/composite funding

## Why We Serve Who We Serve

The division between art and business has led to generations of artists who think they aren't good at 'the business side,' and that they never will be. We are committed to building the next generation of artists who control all their means of production. They have confidence when they perform *and* when they build their budgets. They have mastered the tools required for all elements of their art, and apply creative thinking to all that they do.

**As we look to Generator's future, the Board is committed to the 'WHY' and 'WHO' of who we serve, but we are open to, and inviting, change in 'HOW' we serve this community.**

More information about Generator's current programs, vision, and history, can be found in the Application Package.

## Leadership Structure

Historically, Generator has been led by a single individual. We are excited to explore decentralized leadership models, and we **invite applicants to be creative with their proposals.** Applicants may apply:

- together, as a group;
- individually;
- individually, with the intention to build a collective team; or,
- individually, indicating in their application that they are interested in co-leadership.

The Board and Hiring Committee recognize that support will be needed to envision, and transition to, a new leadership structure, and they are committed to providing that support.

## Salary Information

The current budget for all salaried staff, designed to meet the needs of our current programming, is \$96,000. This is currently split between one full-time person (35 hours/wk) at \$55,000 and three part-time employees who work 12-14 hours/week.

Incoming leadership will not inherit this staff structure, and we encourage applicants to look to a structure that works for them and supports their vision for Generator.

Please see the Application Package for more information about personnel budget and how the staff has delivered programming historically.

## Who Should Apply?

We are looking for applicants who:

- have experience producing live performance
- have a strong understanding of developing and delivering content for in-person and online learning
- have strong networks in Toronto's local performance ecology
- are versed in ethical and sustainable producing practices—especially the kind that don't demand that artists plug every leak with self-exploitation

We are committed to bringing a strong lens of social justice to the organization's strategic direction, and are prioritizing IBPOC artist producers and other members of equity-seeking groups who can bring their living and learned experience to guide Generator's next iteration.

## Key Responsibilities

**Mission and Strategy:** Work with the Board and staff to ensure that the mission is fulfilled through programs, strategic planning, and community outreach.

**Programs:** Oversee the development, execution, and evaluation of Generator's programs.

**Financial Performance and Viability:** Develop resources sufficient for ensuring the financial health of the organization.

**Operations:** Oversee and implement resources appropriate to the needs of the organization.

**Board Governance:** Work with the Board in order to fulfill the organization's mission.

An overview of the current Lead Producer's job portfolio and a full job description can be found in the Application Package.

## Qualities & Experiences

[View an interactive representation of qualities and experiences for future leadership, generated by board, staff, and Strategic Advisors at Generator \(created on Prezi\), here.](#)

[You can view alt text for the presentation here.](#)

## Dates

**June 16:** Original due date (5pm ET)

**June 26/27:** Interview process begins

**July 7:** Extended due date - call for submissions closes (5pm ET)

**July 17:** Interview process continues

**July 22-August 1:** Offer made

**September 7:** Potential Start Date (flexible)

Please note these dates are subject to change.

## Application & Hiring Process

**In the first round of interviews, we will be looking to understand applicants' vision for Generator. For the second round, we will be looking at how that vision can be carried out.**

All interviews will be conducted on Zoom.

## Hiring Committee

Applications will be reviewed by all Board members, all members of Generator's Strategic Advisors, Generator staff, and the members of the Hiring Committee. The Hiring Committee is: Karthy Chin (Strategic Advisor/Program alumni), Sedina Fiati (Strategic Advisor/Staff), Robyn Grant-Moran (Program alumni), Ryan G. Hinds (Strategic Advisor/Program alumni), ted wizel (board chair), and Kristina Lemieux (current Lead Producer - non-voting member).

## Second Round Interviews

Second round interviewees will be paid to develop and deliver a presentation about how they would take Generator's limited resources and put them to use in support of their vision. This will include a programming proposal. Interviewees will have two and a half weeks to complete this exercise. It will be paid at a set fee of \$500, assuming 10 hours of work at \$50/hour.

In the second round, interviewees will also be asked to provide the names of up to three references (someone you report to, someone who reports to you, and another of your choosing). In addition to the Hiring Committee, all Generator staff members, board members, and Strategic Advisors will be invited to these presentations.

## How To Apply

If you need accommodations to make this application happen, please reach out to [info@generatorto.com](mailto:info@generatorto.com), and a staff member will be able to support you through the application process via email, phone call, and/or video chat.

Video and/or audio applications are welcome.

## Opportunities to Learn More (coming soon!)

We have a number of opportunities to learn more about the leadership search and the organization from [Generator staff, board, and Strategic Advisors](#):

- ['Ask Me Anything' on Instagram Stories](#) - Thursday, May 27, 5-6:30pm ET - with Lead Producer Kristina Lemieux - *past* - [view 'Q&A' highlight at instagram.com/generatorto](#)
- [Info/Q+A Session on Facebook Live](#) - Tuesday, June 1, 5-6pm ET - with Strategic Advisors Ryan G. Hinds and Nidhi Khanna and Lead Producer Kristina Lemieux - *past* - [view video on Facebook here](#)
- [Info/Q+A Session on Instagram Live](#) (@generatorto) - Thursday, June 3, 6-7pm ET - with Strategic Advisor and staff member Sedina Fiati and Lead Producer Kristina Lemieux - *past* - [view video on IGTV here](#)
- 'Open House' on Zoom - Monday, June 7, 4-5pm ET - with members of Generator's staff, board, and Strategic Advisors - *past*

Interested applicants are also welcome to book a time one-on-one to learn more about the organization and this transition:

- Book a 30-minute phone call with Strategic Advisor Karthy Chin - Tuesday, June 8, 2-8pm ET or Friday, June 11, 1-7pm ET - *past*
- Book a 30-minute phone call with Strategic Advisor Ryan G. Hinds - Monday, June 7, 4-6pm ET or Thursday, June 10, 4-6pm ET - *past*
- Book a 30-minute phone call with Lead Producer Kristina Lemieux - Friday, June 4, 12-3pm ET or Thursday, June 10, 11am-4pm ET - *past*

The links above require a Google email address to book; if you would like to book another way please email [info@generatorto.com](mailto:info@generatorto.com) for support. You can find bios for everyone named above here. Please note that these conversations are for information purposes only, and will have no bearing on the decisions of the hiring committee.

### **What to Include in Your Application**

**Please submit your applications using our AirTable form.** We'd like you to include a **statement** (2-3 pages), a 5-7-minute video or voice memo, or a combination thereof (the idea is to engage the Hiring Committee for around 10 minutes).

### **Please address the following:**

1. How will you bring your **values and vision to fulfill Generator's mandate** (*please see 'Who We Serve' above*) and serve the independent performance community?
2. What do you believe **independent performing artists** will need in the next three years?
3. How do you prioritize **social justice and equity** in your leadership? We welcome using stories and specific examples to articulate these ideas.

Please also include an up-to-date **CV/resume** that highlights the experiences that most inform your approach to leadership. We welcome a CV/resume in written, video, and/or audio format.

There is also space to provide self-identification information and anything else you'd like to share.

We will follow up with all applicants, including those not selected for an interview.

## Questions

Please direct any questions to [info@generatorto.com](mailto:info@generatorto.com) and we will connect you with the best person to get you an answer.

## Application Package

Before applying, we ask applicants to [review the Application Package](#) in addition to the Job Posting above:

- [View the Application Package as a PDF here.](#)
- [Listen to an audio recording of the Application Package here.](#)

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Date Posted: May 19, 2021

Date Updated: June 23, 2021

This call for applications was written by ted witzel, Kristina Lemieux, and Annie Clarke, with input from Generator's staff, board, Strategic Advisors, and artist Angela Sun. Writing from this call and the associated application package draws on Generator's March 2021 Call for Strategic Advisors.

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The Generator office is located in Tkarón:to (Mohawk word for "where there are trees standing in the water"). The original caretakers include the Mississaugas of The Credit First Nation and other Anishinaabe nations, the Haudenosaunee Confederacy, the Wendat peoples and other nations acknowledged and unacknowledged, recorded and unrecorded.

We recognize their ongoing stewardship and seek meaningful relationships with local Indigenous artists and communities as we listen to and learn from their stories.

**Generator** Unit 204, 427 Bloor Street West, Toronto, ON M5S 1X7  
**generator.com** t. @generatorTO i. @generatorto f. facebook.com/GeneratorTO