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Employment Opportunity: Festival Director, imagineNATIVE Film + Media Festival.

DO YOU LOVE FILM? Do you have a passion for Indigenous arts and media? Do you want to be part of the largest Indigenous film and media festival in the world?

imagineNATIVE Film + Media Festival is seeking a dynamic and creative individual who is First Nations, Métis, or Inuk for a senior leadership role as Festival Director.

imagineNATIVE is an Indigenous charitable organization committed to a greater understanding of Indigenous peoples, cultures, and arts and to the development and promotion of Indigenous media artists and their work. This is an amazing opportunity to be part of one of Canada's most successful arts organizations and one of the leaders in Toronto's vibrant independent film festival scene. The role brings with it a high profile in the arts and Indigenous communities in Canada and internationally.

The Festival Director reports to the imagineNATIVE Board and is responsible for conceiving, developing and implementing the artistic vision and focus for the Film + Media Festival, year-round programming, and special artistic initiatives.

Key responsibilities include sourcing, securing, and planning film, video, audio, digital, and other programming in keeping with imagineNATIVE's mandate, artistic policy, and selection processes. Our ideal candidate is someone who primarily has knowledge of and contacts within the indigenous film festival and production scene worldwide, has experience working in that environment and is passionate about Indigenous-made media arts.

The Festival Director must be artist-first-minded and a team leader who works well through inter-departmental collaboration. The Festival Director oversees the Programming team, including the Programming Coordinator, Programming Manager, and Digital + Interactive team. Leads in the selection and formation of Festival Programmers, Curators, and Jury, in addition to any other contract or support roles associated with artistic initiatives. Working independently but in close collaboration with the Executive Director the roles and responsibilities of the Festival Director include, but are not limited to:

Festival Programming

- Develop and deliver Festival programming initiatives, including screenings, panels, gallery exhibitions, Digital and Interactive works and special events;
- Create a critical path and work back schedules to align programming goals with festival production, marketing, grant, and fundraising timelines;
- Oversee the complete submission process for film/video, audio, and digital media works;

- Review programming/artistic policy documents and submission forms annually, updating as necessary with input from staff and board;
- Select Programmers and ensures that the imagineNATIVE mandates and policies are adhered to with the selection of official programming for Festival and Tour and partner initiatives;
- Oversee process for final Festival selection of works, including artist engagement, final text, print source, permissions, exhibition copies, etc.;
- Establish Festival co-presentation partnerships;
- Develop and oversee annual Festival exhibition(s), selecting and-working with independent curators;
- Develop and oversee Festival special programming such as commissions, spotlights, panels/masterclasses, focuses, Art Crawl, etc.
- Maintain project budgets in keeping with approved allocations from Executive Director;
- Write, edit and give final approval for all text written about artistic programming for Festival Website, publications, and all associated marketing/promotional and communications collateral, including catalogue notes, curatorial texts, etc.;
- Serve as moderator or delegate moderation for screening intros, Q&As and other relevant programming as required during the Festival;
- Conduct print and video interviews on Festival programming as required/requested for marketing/promotional and artistic purposes;
- Ensure that all artist and screening fees are in keeping with IMAA/CARFAC standards
- Manage the Jury/competition of the Festival, acting as or appointing a nonpartisan facilitator;
- Guide and approve marketing campaign for the annual Festival, as well as support festival publicity;
- Provide oversight of artist travel and accreditation needs and processes, working closely with the Guest Services team;
- Work collaboratively with all departments, attending meetings and providing relevant programming information in a timely manner

Year-Round Programming and Administration

- Oversee year-round artistic programming selection, including for the Tour and all imagineNATIVE-curated co-presentations or special screenings, in keeping with the mandate;
- Develop and maintain relationships with Indigenous film and media artists and organizations, as well as non-Indigenous organizations, festival and industry partners at the local, national and international level;
- Build strategic relationships and partnerships that advances imagineNATIVE's mandate and to serve Indigenous media artists;
- Scout and track works in development and new works by Indigenous media artists, as well as larger industry trends;
- Represent imagineNATIVE at other festivals and relevant events locally, regionally, nationally and internationally in keeping with strategic direction and resource capacities;
- Manage Programming Team as their direct report, including Programming Manager, Programming Coordinator, and Digital + Interactive staff as well as any other film festival programming-related positions.

- In conjunction with the Leadership team, contribute to and maintain imagineNATIVE Year-Round Master Timeline;
- Participate in fundraising meetings as required;
- Contribute to strategic discussions for the imagineNATIVE Institute, in addition to participating in artistic decisions/discussions
- Work with the Executive Director and Operations Manager, on critical path documents;
- Collaborate with Executive Director, Associate Director, and other department leads with the implementation of strategic plans directions and program delivery;
- Contribute to the development of the annual budget as required;
- Contribute to research, prospecting, and stewardship of public and private sector supporters and funders;
- Attend Board meetings and annual strategic planning sessions as required;
- Lead and participate in Board Advisory Committees as required;
- Embody the organization's values internally as a team leader and externally as a representative of imagineNATIVE.
- Conduct annual performance evaluations for Programming team members
- Contribute to the relevant artistic components and Digital and Interactive Industry initiatives of annual operating/core grants, foundation grants, and private sector applications, including any final reporting;

Skills and Qualifications

- Knowledge about and experience in the Indigenous film, television and screen-based industries, festivals and the independent arts and media landscapes in Canada
- Knowledge of international Indigenous film and media arts an asset
- A demonstrated interest in Indigenous communities
- Great attention to detail and strong organizational, communication and leadership skills
- Strong effective writing and verbal communication and interpersonal skills
- Ability to work on multiple projects/initiatives simultaneously and meet deadlines
- Works well in a team and independently
- Positive, professional, solution-focused approach
- Excellent computer skills (G Suite, Monday.com., Excel, Microsoft Suite) and a willingness to be trained
- Financial proficiency and expense budget management experience

Requirements

- 5+ years of experience as a film producer, director, writer or programmer or film event planner - preferably for an arts/Indigenous organization(s)
- Must be able to work from home with own computer/laptop, phone, and reliable internet, if needed.

Additional Details

- Salary: \$70,000 - \$80,000 per annum for full-time (40 hours per week)
- 2 weeks paid vacation + 2 weeks paid time off for holiday closure
- Supplementary health benefits

- Submit CV/Resume and cover letter to: employment@imaginative.org with the subject "Festival Director" Position open until a suitable candidate has been found

imagineNATIVE is proud to have a dynamic and diverse staff, with the majority being Indigenous individuals. We are committed to achieving and maintaining a team that reflects and affirms the diversity of our society and works together to provide a discrimination-free environment characterized by respect and equity where people can realize their full potential.

Should you require any accommodations in the application process, please contact employment@imagineNATIVE.org