

**WEST  
AUSTRALIAN  
BALLET**



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BALLET**



**ARTISTIC  
DIRECTOR**

**APPLICATION PACK**





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# WELCOME



Thank you for your interest in the role of Artistic Director of West Australian Ballet. As we approach our 75<sup>th</sup> anniversary we are excited to find a dynamic and inspiring person to continue the artistic leadership that has seen our company grow both in size and reputation over these preceding decades and live up to our purpose to *enrich people's lives through dance*.

With a strong supporter base, secure funding from Government, a talented company, and housed for over 15 years in a heritage ballet centre which has become a hub for ballet for thousands of West Australians, it is an exciting time for us to welcome a new creative individual to shape our artistic future. We look forward to having you share your vision for West Australian Ballet.

**Ingrid Puzey**

Chair West Australian Ballet



West Australian Ballet has been telling our local stories through dance for the past 73 years. The company has had eleven artistic directors who have built an eclectic repertoire and reputation of fearless creativity and artistic excellence.

As the co-leader of the company, I look forward to sharing the exciting path forward as we continue to build our future. It will be great to engage in the ideas and vision that you will share for our unique company and our dynamic artform. I look forward to welcoming a new artistic leader to the company at this exciting time as we celebrate our history and shape our next chapter.

**Lauren Major**

Executive Director



# ABOUT US



Established by Madame Kira Bousloff in 1952, West Australian Ballet is the first ballet company formed in Australia still in existence today.

Since its formation West Australian Ballet has developed an impressive reputation for a strong balance of classical and contemporary repertoire and delivered performances at the highest level. Its repertoire continues to develop steadily; classical ballet forming the foundation for the Company's vocabulary, reflecting a unique West Australian perspective. This is done through presenting heritage and commissioned full length narrative classical ballets and shorter works, that encompass a variety of choreographic styles.

The Company is based in Perth and resides at the West Australian Ballet Centre in Maylands. It offers an extensive program of dance throughout the year, with four to five major seasons in Perth, regional touring throughout Western Australia, choreographic workshops, an extensive education program and other community activities. West Australian Ballet tours nationally and internationally; and enjoys an artistic partnership with the West Australian Symphony Orchestra.

West Australian Ballet pays tribute to the traditional custodians of the land upon which we live and dance, the Whadjuk people of the Noongar Nation, and our respects to culture and Elders past and present.



## OUR PURPOSE

To enrich people's lives through dance.

## VISION

We will ignite hearts and minds, build profound connections, and share our stories with a broad audience, driven by our belief in the ability of dance to shatter barriers and inspire transformational change within our community and beyond.

## VALUES

Excellence

Inclusivity

Innovation

Integrity

## OUR GOALS

### Fostering Artistic Excellence

- **Showcase our Regional Heritage:** Present captivating and innovative works that reflect our unique West Australian identity, and heritage including a special celebration of our 75th anniversary in 2027.
- **Enrich through Collaboration:** Form partnerships that enhance our repertoire, and support the development of the broader arts sector.
- **Support Careers in the Arts:** Empower artists and arts workers to achieve their highest potential and sustain long, fulfilling careers in the arts.

### Ensuring Financial Resilience

- **Optimise Organisational Structure:** Refine our organisational structure and cost base to ensure sustainability.
- **Optimise Funding and Income:** Collaborate with government and partners for best access to funding opportunities, and ensure we are maximising our opportunities for self-generated income.
- **Strengthen Partnerships:** Build lasting corporate and philanthropic relationships to support future growth.

### Expanding Reach and Inclusivity

- **Engage Diverse Audiences:** Create accessible and varied opportunities for people of all stages of life, cultural backgrounds, and locations to engage with dance.
- **Celebrate Cultural Diversity:** Programs and performances that honour the diversity of our State, including support for the continuation of our RAP journey.
- **Strategic Performance Planning:** Implement a structured approach to scheduling performances in optimal locations to meet our audiences.

### Nurturing a Vibrant artistic Culture

- **Measure and Amplify our Impact:** Regularly evaluate the impact of our performances and community work, scaling successful programs into more metropolitan and regional areas, and taking our productions and programs to regional WA and beyond.
- **Foster Engagement and Career Pathways:** Develop our internal support and partner with external organisations to create engagement opportunities and career pathways within and beyond our company.
- **Enhance Marketing and Audience Development:** Improve our marketing content and infrastructure to enhance the customer experience and boost engagement with diverse audiences.

## MEASURES OF OUR SUCCESS

West Australian Ballet is an aspirational centre for artistic excellence, celebrating our unique place and our heritage, and attracting a high calibre of artists to work with us.

West Australian Ballet creates work, both on and behind the stage, and in the community, that enables widespread interaction with our transformative and enriching artform. West Australian Ballet is proactive in our RAP journey, meeting and exceeding our objectives.

West Australian Ballet has a healthy balance sheet that enables the achievement of our artistic vision, the long-term viability of the Company, and supports our people to have fulfilling and sustainable careers.

West Australian Ballet makes data informed decisions about where our impact is greatest and most sustainable for our sector. We make our customer's journey easy and pleasurable. We partner to create pathways into and out of the Company.





# ABOUT THE ROLE

West Australian Ballet is calling for applicants for the role of Artistic Director. The Artistic Director and Executive Director jointly lead WAB, both reporting to the Board. It is essential that the two Directors work collaboratively with respect, co-operation, and a commitment to being effective co-leaders.

The AD sets the artistic vision for WAB through staging works from the Ballet canon and commissioning inspiring new works. The AD manages and selects the dancers of the company and the artistic staff, has oversight of the Performance health team to ensure the best physical and wellness outcomes for the company's artists. They are a member of the Senior Leadership Team and liaise across departments. The AD is the public face of the company and upholds the artistic reputation for the organisation, engaging with all the various stakeholders from private, corporate and government areas.

# ABOUT YOU

The Artistic Director is an inspirational and respected person with outstanding artistic and leadership qualities. The ideal candidate is a confident, articulate, and empathetic leader, with a bold and compelling vision that will advance the company along the path reflecting our purpose, vision, values, and goals. They should also demonstrate the ability to have nurtured talent, through their career as a dancer, choreographer, or balletic leader.

They also have an understanding or interest in the artistic ecology of Western Australia, and the importance of our First Nations peoples along with the rich diversity of cultures that make up contemporary WA. Alongside the Executive Director you will grow the appreciation of Ballet and lift WAB to new heights as we head towards our 75th anniversary and beyond.





## BOARD OF DIRECTORS







# THE ROLE

The West Australian Ballet Artistic Director is responsible for the artistic leadership of the organisation. They work with the Board and alongside the Executive Director to develop the Company's shared vision and values.

The Artistic Director has primary responsibility to implement the artistic vision through the commissioning, planning and selection of quality repertoire which offers a program of diverse and high-quality offerings to Western Australian audiences. They work for the continuous development of the Company's dancers technical and artistic quality to ensure the Company's ongoing success and high reputation.

This is a full-time role, based at the West Australian Ballet Centre in Perth, Western Australia, for an initial contract period of three (3) years. Applications are welcome from Australian and International candidates. International candidates must be able to prove eligibility to obtain an Australian Working Visa.

Salary and other conditions will be negotiated with the successful candidate.





# KEY RESPONSIBILITIES

- Develop an artistic vision and goals for the Company in consultation with the Executive Director, leadership team, Board and other relevant stakeholders in line with the Mission, Vision and Strategic Plan.
- Lead the commissioning, programming and appointment of creative teams for all West Australian Ballet productions and projects and deliver productions and projects within the agreed budgets.
- Ensure that repertoire and program contribute to, support, and build on the Company's brand and reputation and reflect the Company's Vision, creating accessible and varied opportunities for people to engage with dance.
- Effectively lead and manage the artistic staff, visiting creatives, and dancers so that high levels of morale, professional standards, and creativity are maintained.
- Identify and develop artists, and creative collaborations, across the sector to enable the nurturing of talent and the telling of stories that reflect our unique West Australian identity.
- Be an internal and external advocate for the Education and Community Engagement department and contribute to the development of appropriate education / access programs in consultation with the Head of Education and Community Engagement.
- Play a key advocacy role for the Company and the art form with major stakeholders, and the broader dance and arts community.





# KEY ATTRIBUTES

- A recognised and respected member of the ballet world with extensive knowledge of current ballet and dance practices.
- A reputation for artistic quality as an Artistic Director, choreographer, rehearsal director, or dancer.
- An extensive network of respectful and positive relationships with national and international creatives, and cultural leaders in ballet and the arts community.
- An understanding of West Australian Ballet's history, and interest in building a dynamic future based on its success and reputation.
- An empathetic leader, who builds high performing teams and develops potential in artists.
- A champion of collaborative working environments.
- Appreciation for the commercial realities of repertoire decisions and return on investment including an understanding of intellectual property and copyright.
- An understanding of/or experience in commissioning, creating and/or curating imaginative Programs.
- Play an active, positive and effective role in fundraising for the Company.
- An understanding of reporting to a Chair and Governance Board.





# KEY WORKING RELATIONSHIPS

- The Board of West Australian Ballet
- The Executive Director of West Australian Ballet
- All West Australian Ballet staff
- Creatives and artists who collaborate with West Australian Ballet
- Funding bodies including Creative Australia and the West Australian Government
- Industry partners such as West Australian Symphony Orchestra and Perth Festival
- Sponsors, donors and patrons
- Artistic Directors of other arts organisations, local, national and international
- Media



# HOW TO APPLY

To apply, send a concise CV, including contact details for three referees, with a covering letter of no more than three pages addressing why you are an ideal candidate for the role, and how your vision will build the future success of the Company. Please send all this material via email to [2thepointe@consultant.com](mailto:2thepointe@consultant.com)

Applications close Midnight on Saturday 10th May 2025



WEST AUSTRALIAN  
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*To the*  
**POINTE**  
INTERNATIONAL BALLET CONSULTANTS, LLP