

# Sydney Dance Company

## Philanthropy and Government Relations Director



# Contents

- 3 Background Information
- 8 Our history
- 9 The Role
- 10 Organisation Chart
- 11 Key Criteria for Success
- 12 Key Responsibilities
- 13 Person Specification
- 14 Next steps
  - 14 *Terms*
  - 14 *How to Apply*
  - 14 *Selection Process*



# Background Information

## About Sydney Dance Company

Dance changes people. It's more than simply witnessing something beautiful or engaging with culture. To experience dance is to be positively altered. In performances at venues ranging from The Joyce Theater in New York, to the Shanghai Grand Theatre, the Théâtre National de Chaillot in Paris and at home at the Roslyn Packer Theatre and Sydney Opera House, Sydney Dance Company has proved that there are no passive observers in a contemporary dance audience.

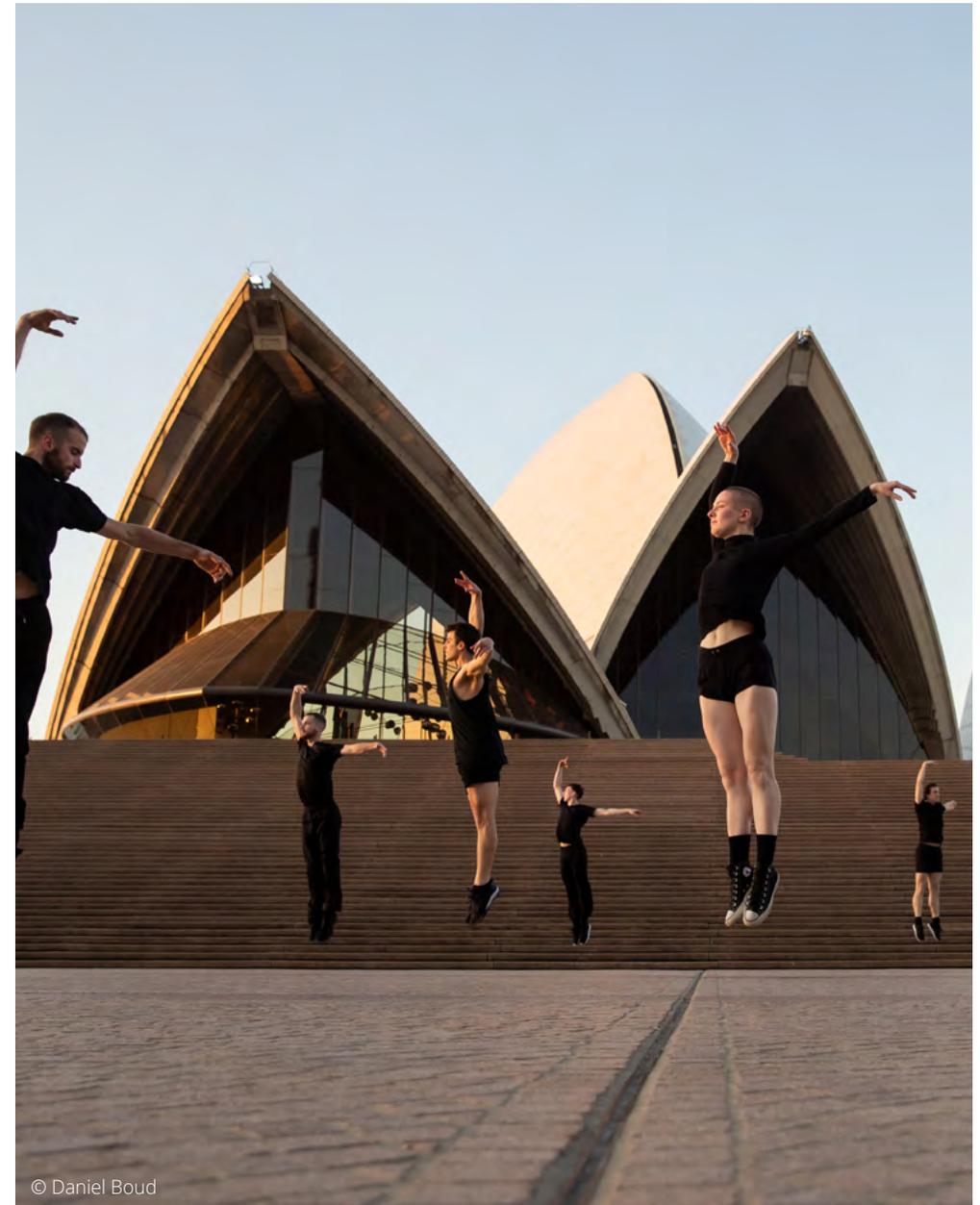
The reward of transforming audiences, and the raw pride of sharing Australian art with the world, has driven our ensemble of 17 dancers, led by Artistic Director Rafael Bonachela, to become one of the world's strongest forces in contemporary dance.

Alongside Bonachela's original works, our programs across recent years have featured guest choreographers such as Alexander Ekman, Jacopo Godani, Melanie Lane, Gideon Obarzanek, Gabrielle Nankivell and Cheng Tsung-lung, as well as collaborations with Sydney Festival, Australian Chamber Orchestra, Sydney Symphony Orchestra, Sydney Conservatorium of Music's Composing Women and composers Bryce Dessner, Nick Wales and the late Ezio Bosso.

Sydney Dance Company has a broad community beyond the practice and performance of our Company dancers. We believe in the universality of dance, and with over 80,000 attendances annually, we have the largest public dance class program in Australia, ensuring that each and every one of us can connect with the grace, strength and creativity of dance. Our nationwide education program offers a strategic curriculum targeting primary and secondary students through to career focused study for Pre- Professional Year dancers and university graduates.

Sydney Dance Company – a legendary force in contemporary dance – celebrated its 50th anniversary in 2019. Since 1986 the Company has been a resident of the purpose-built studios at The Wharf in Sydney's Walsh Bay Arts Precinct, on the land and over the saltwater of Gadigal Country.

Sydney Dance Company acknowledges the Traditional Owners of the many Lands on which we perform, learn and gather.



## Philanthropy at Sydney Dance Company

---

“Our Partners are crucial to what we do. They are our family. Dance is a collaboration, which involves a lot of trust, empathy and generosity. When trust and support are nurtured, creativity can begin” -

**Rafael Bonachela,  
Artistic Director**

---

With 25% of income raised through philanthropic support from individuals and foundations, the generosity of Sydney Dance Company's Partners has a huge impact on the organisations capacity to deliver exceptional contemporary dance experiences. Donations through the annual Partner Program and other targeted funds enable the Company to create and commission new work – the very essence of the Company – share this work on tour across Australia and around the world and, invest in the future of the artform through education, outreach and training opportunities for young, aspiring dancers.

## Specific Programs and Campaigns

### Carla Zampatti Commissioning Fund:

Bringing newly commissioned works of artistic excellence to the stage each year requires passion and commitment from a very special group of supporters, and from 2013, Carla Zampatti led the charge, hosting an elegant evening of dance and fundraising in her home. Over the last nine years this fund has supported 11 new works, 10 music commissions and toured to 74 locations across Australia and the world building reputation and increasing audience reach. Honouring Carla's extraordinary legacy, the Carla Zampatti Commissioning fund raises support for new commissions. In 2022, this will include support for Artistic Director Rafael Bonachela's new work, Summer, featuring Australian composer Kate Moore's Cicadidae, recorded by the Australian String Quartet, and costumes by Romance was Born; and a new creation by multi-award-winning Australian choreographer Stephanie Lake, in collaboration with audio-visual artist Robin Fox. Summer, is due to premier in 2023.

### Touring Fund:

Touring is such an important part of what Sydney Dance Company does as Australia's leading contemporary dance company. Since its inception, Sydney Dance Company has earned a deservedly international reputation and constant acclaim. Under the artistic direction of Rafael Bonachela since 2009, the Company is invited to perform not only across its home country, but also around the globe, from Europe to Asia, and North to South America. Without the generous support of the Company's donor family, this extensive Touring schedule would not be possible.

---

‘Those same world class dance pieces that we perform in Paris and New York, are the same ones we take to Mildura, Whyalla, Kalgoorlie, Gladstone. That for me is magic. Those people we reach who get to see something that they've never seen before, that is the real magic. The moment where our work inspires. That's what we're about.’ - **Richard Cilli,  
Rehearsal Director**

---

### Education Fund:

Sydney Dance Company's extensive Education and Access Program demonstrates real community impact, enriching the lives of young people and deepening relationships with regional communities across Australia who would not have had the opportunity to experience and engage with world class contemporary dance. Individual scholarships also support access to fulltime dance training in the Pre-Professional Year program for young aspiring dancers who would otherwise not have the opportunity to train with Sydney Dance Company.



© Richard Cilli



#### **Dancers' Circle:**

Sydney Dance Company proudly launched the Dancers' Circle in 2019 to celebrate its milestone 50th anniversary. Lead by Patron Julian Knights AO, this invitation only circle of donors directly supports the growth and development of the ensemble of dancers, during their time with the Company and beyond.

#### **Partner Program:**

The annual Partner Program provides support across the entire Company. It enables Sydney Dance Company to extend its reach, plan for the future, create and present new work and inspire future generations of dancers and audiences. It helps support the next generation of dance and choreographic talent to explore their creativity and build a career while securing the future of contemporary dance in Australia.

#### **Dance Noir:**

The annual Gala, Dance Noir puts the "fun" in fundraising. With its 10th anniversary event featured in Vogue Magazine, this visual spectacular is a night of fabulous dance numbers with a guest and prize list to match. In its first decade, this significant Company event raised over \$5m for the organisation and has introduced many new people to the Company.

#### **Trusts and Foundations:**

Trusts and Foundations play an integral role in helping Sydney Dance Company to achieve the community, education and creative works undertaken each year. Current partnerships include:

- The Balnaves Foundation: New Breed program principal partner
- Naomi Milgrom Foundation: Artistic Director's Commissioning partner (projects)
- Nelson Meers Foundation: supporting the Rehearsal Associate position

Other foundations include; Crown Resorts, The Hephzibah Tintner and Packer Family Foundations.

For more information see [www.sydneydancecompany.com/support-us/trust-and-foundations-2](http://www.sydneydancecompany.com/support-us/trust-and-foundations-2)

### Capital Campaign:

Since 1986, the Studios at Walsh Bay have been home to generations of renowned dancers and the foundation of performances that have brought worldwide acclaim for Australian culture. In 2016, the NSW Government committed to a major investment in a visionary rejuvenation of the Walsh Bay Arts Precinct. As one of the longest tenured residents of the historic Wharf, Sydney Dance Company played a pivotal role in this exciting project, seizing this opportunity to reconstruct their home and to create an environment that meets the needs of their dancers, patrons and the broad artistic community. To support this, the Company launched the highly successful Take a Step capital campaign, raising more than \$7.5m. The return to The Wharf in January 2021 heralded the next phase of Sydney Dance Company's history, with this campaign evolving to the Take a Seat campaign, responding to the new multi-purpose Studio space.

For more information see  
[www.sydneydancecompany.com/  
support-us/takeaseat](http://www.sydneydancecompany.com/support-us/takeaseat)

---

“The Neilson Foundation is pleased to have contributed to the rejuvenation of Sydney Dance Company's home at the Wharf. There is just one more step to take.” -  
**Kerr Neilson, The Neilson Foundation**

---

### Planned Giving:

Sydney Dance Company has received valued bequests from multiple friends of the Company since its foundation in 1969. With the Wharf project now complete, there is potential opportunity to grow awareness of this specific philanthropic legacy within the broader Sydney Dance Company community.

For more information on the current program [www.sydneydancecompany.com/  
support-us/planned-giving](http://www.sydneydancecompany.com/support-us/planned-giving)

**Here are some other useful links about Sydney Dance Company**  
Annual Reports  
<https://www.sydneydancecompany.com/about-us/annual-report/>



## Government Relations



Sydney Dance Company is assisted by the Australian Government through the Australia Council, its arts funding and advisory body, and is supported by the NSW Government through Create NSW. The home of Sydney Dance Company, is part of the Walsh Bay Arts Precinct, managed on behalf of the NSW Government by Create NSW.



In addition, specific Sydney Dance Company activities and initiatives are supported by all levels of government. Most recently this has included support from;

- Department of Foreign Affairs and Trade for international touring;
- Australia Government Restart Investment to Sustain and Expand (RISE) fund for digital initiatives; and
- City of Sydney for live music and performance events that drew audiences from the LGBTIQ+ and creative communities across Sydney.



# Our history

**1969**

Suzanne Musitz founds the Company, then known as The Dance Company (NSW).

**1979**

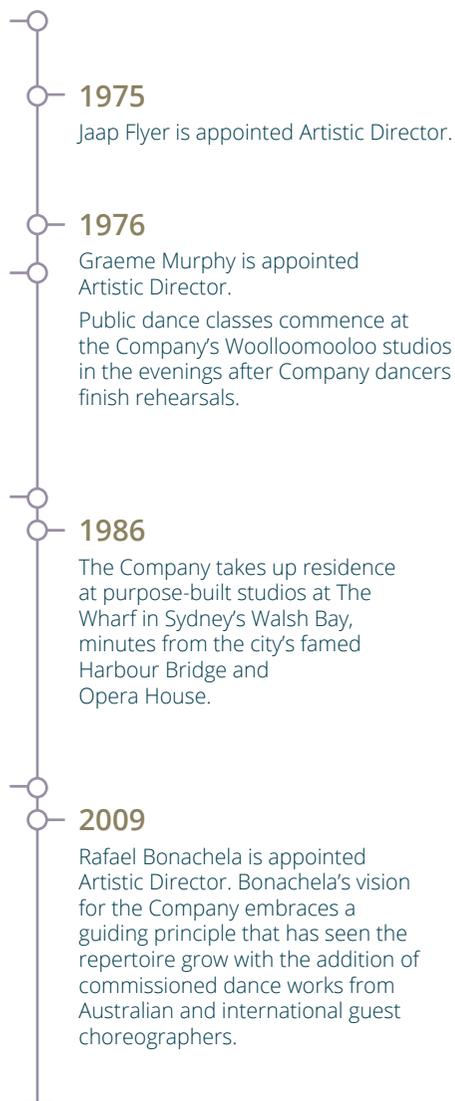
Murphy and his partner Janet Vernon introduce a defining name change to Sydney Dance Company and then lead it for a remarkable 30 years, creating 61 works for the Company.

**1981**

Murphy tours Sydney Dance Company internationally for the first time, starting in New York City. Several international tours follow; Sydney Dance Company is the first Western contemporary dance company to perform in the People's Republic of China.

**2007**

After an international search, Tanya Liedtke is appointed as the new Artistic Director of Sydney Dance Company. Prior to commencing in the role, tragedy unfolds with Tanya Liedtke dying in an accident.



**2013**

Sydney Dance Company wins a multitude of awards: Bonachela's 2 One Another: Winner of 2013 Australian Dance Awards, Rafael Bonachela: Most Outstanding Choreography, dancer Charmene Yap: Most Outstanding Female Dancer, Sydney Dance Company: Most Outstanding Performance by a Company.

**2015**

Sydney Dance Company wins Helpmann Award, Best Choreography, Best Dance Work for Frame of Mind by Rafael Bonachela.

**2019**

Sydney Dance Company celebrates its 50th Anniversary. Rafael Bonachela celebrates his 10th year as Artistic Director, a decade in which he has created 23 original works, presented 30 commissions by guest choreographers from around the world, and taken the Company into new territory. His Artistic Directorship consolidates and builds on the Company's reputation for showcasing boundary-pushing contemporary dance and reinforces its unrivalled position in Australia's cultural landscape and international cultural leadership.



# The Role

## Job Title

Philanthropy and Government Relations Director

## Location

Sydney, Australia

## Reports to

Executive Director

## Direct Reports

- Head of Philanthropy
- External Affairs Assistant

## Indirect Reports

- Philanthropy Manager
- Philanthropy Coordinator

## Hours

Full-time, with flexibility to work varied hours in response to the organisation's activities.

## Purpose

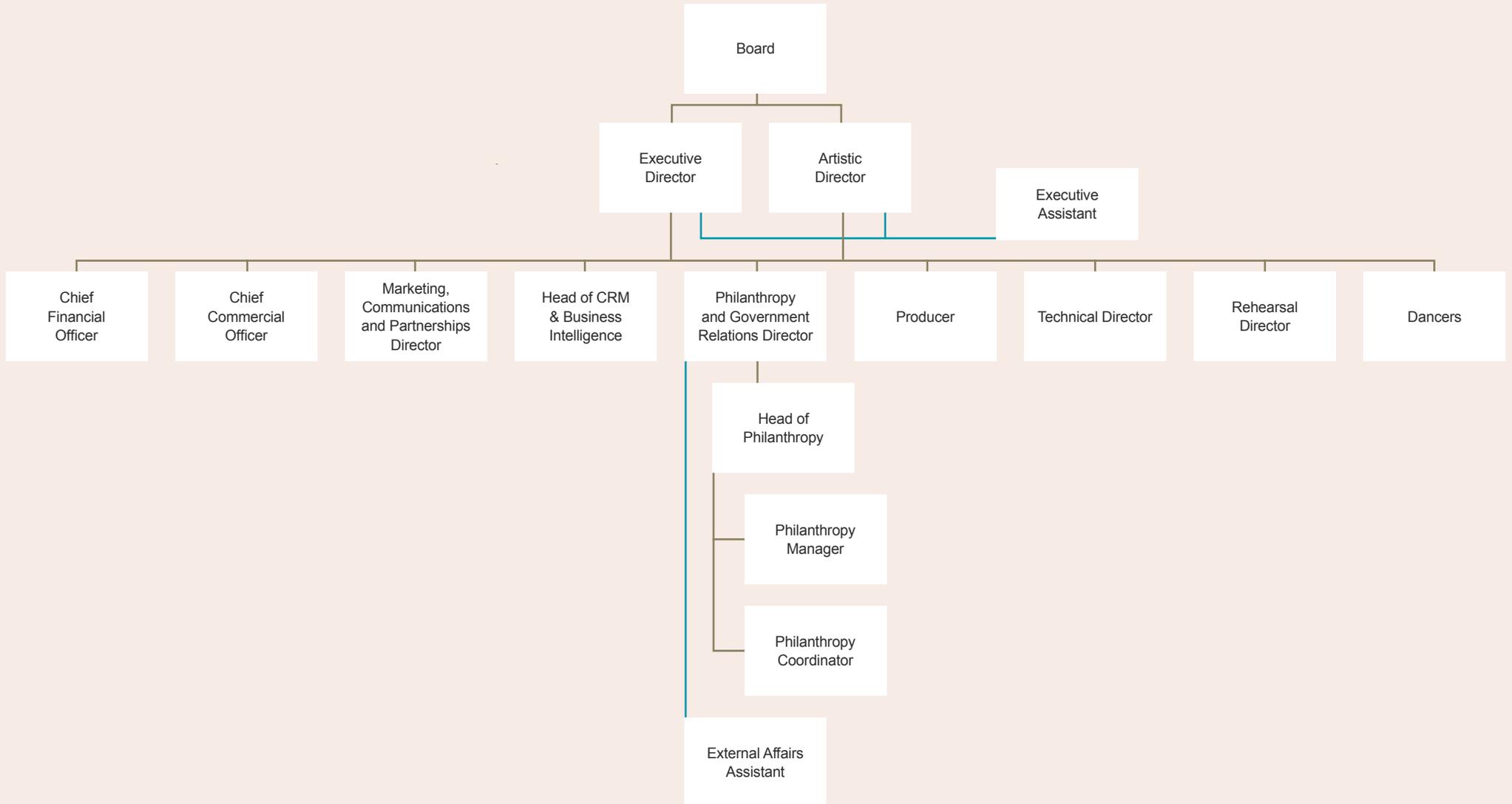
Reporting to the Executive Director, the Philanthropy and Government Relations Director is a crucial member of Sydney Dance Company's Senior Leadership Team, driving the development of strategy to support organisation goals and the shaping of its future.

The role takes the lead for Sydney Dance Company's non-performance and non-commercial earned income generation, which is central to the ongoing growth of the Company. This includes individual philanthropy, bequests, major gifts (including from trusts and foundations), fundraising events. With Company relationships at all levels of Government, this role also seeks and leads the development of Federal, State and Local Government advocacy and funding strategies.

Leading a small team responsible for the implementation and delivery of all philanthropic strategies, and supporting Government stakeholder management, this role crucially works closely with the Marketing, Communications and Partnerships Director, CFO and Head of CRM & Business Intelligence to drive strategic customer-focused and narrative-driven strategies to increase engagement, brand positioning and overall earned income. This role will have direct contact with the Board of Sydney Dance Company and external stakeholders at a high level.



# Organisation Chart





## Key Criteria for Success

*After 12 months in post, the successful candidate will have:*

- Established themselves as a well-respected representative of Sydney Dance Company, with strong and valued internal and external individual and organisational relationships.
- Developed a robust multi-year philanthropy strategy that delivers innovation and contributes to overall growth.
- Successfully transitioned major giving and key relationships from the highly successful capital campaign to supporting ongoing organisational goals.
- Together with the Executive Director, developed a multi-faceted Government Relations plan incorporating external and internal objectives and goals.
- Gained a deep understanding of Sydney Dance Company's strategy and organisational objectives, and actively contributed to the detailed development of the next multi-year (2025-2028) Strategic Plan.

# Key Responsibilities

## Strategic Development

- In alignment with the Company's strategic plan, develop a robust multi-year philanthropy strategy that contributes to overall growth in alignment, delivering innovation to existing offerings, expanding the donor pipeline, and identifying and developing new income streams.
- Drive the vision and planning for the implementation of this strategy, overseeing its successful delivery throughout the department and the broader organisation, driving a strong financial result, tightly and smartly managing the budget, ensuring all targets are met or exceeded and ensure ongoing review and monitoring for continuous improvement.

## Leadership

- Actively contribute to the development of wider organisational strategy, goals and objectives.
- Act as a well-regarded ambassador for Sydney Dance Company, representing the Company in a range of public forums.
- Lead, inspire and upskill the departmental team, including creating open channels for communication, synthesising information, identifying risks and opportunities, driving action and solving problems, and making decisions impacting multiple functions or involving trade-offs.
- Embed and provide ongoing encouragement of a culture of exemplary relationship management, both internally and externally, leading by example.
- Provide consistent, proactive, accessible, and transparent leadership across the Company, consistent with organisational values and objectives.
- Act as Interim Executive Director from time-to-time.

## Stakeholder Stewardship

- Develop, enhance, and sustain strong connections with donors and partners.
- Manage the solicitation and stewardship programs across the body of stakeholders, including the delivery of a program of hospitality events.
- With the Philanthropy team, identify potential new donors and assist in linking these donors to appropriate opportunities. Lead the cultivation and solicitation of major gifts from high level donors.
- Manage the engagement of the Board, Artistic Director, Executive Director, and other key Sydney Dance Company representatives in securing major gifts and grants.
- Ensure appropriate governance structures in place through the management of appropriate and best practice knowledge infrastructure, including oversight of the donor database in Tessitura.
- Uphold Sydney Dance Company policies and practices, including privacy and financial policies.

## Government Relations

- Together with the Executive Director, develop and manage a multi-faceted Government Relations plan across all levels of Government, incorporating external and internal objectives and goals.
- Identify and lead the scoping and response to specific Government funding opportunities to support the ongoing Strategic development of Sydney Dance Company.
- Develop key relationships across all levels of Government to the benefit of Sydney Dance Company.

## Advocacy and Reporting

- Ensure timely, appropriate, and high-level department reporting and analysis is in place which will assist in business monitoring and forecasting.
- Lead the development of key advocacy and reporting communications and documentation, including the annual Impact report.
- Provide accurate, timely and insightful reporting as required, including for Board, Board Philanthropy Sub-Committee, and external stakeholders.

# Person Specification

## Experience and knowledge

### Essential

- Extensive experience in Australian or global philanthropy, with a keen interest and understanding of the current philanthropic landscape and funding opportunities.
- Demonstrated success raising/mobilising large and multi-year funds in the not-for-profit sector with a multi-faceted strategic approach.
- Deep existing relationships and networks across the philanthropic sector, including within NSW.
- Exceptional relationship management experience and proven track record of building and maintaining long-term rewarding partnerships.
- Understanding of Australia Government processes and policies, with experience in development and delivery of relationship building and advocacy strategies.
- Tertiary qualifications or equivalent experience in a relevant discipline.

## Desirable Experience

- Experience in an arts organisation.
- High level of experience in the Tessitura CRM and its role in data driven decision making.
- Knowledge of the arts industry on a national and international level.

## Skills and abilities

- Superior time management skills and the ability to manage multiple competing priorities, with great attention to detail.
- High-level experience in data management, administration, and insight generation.
- Extensive reporting skills, including at Board and senior Government level.
- Demonstrated team leadership and development skills.
- Ability to work autonomously as well as constructively as part of a team and inter- departmentally across the broader organisation.
- Ability to work flexible hours including weekends and evenings.

## Attitudes

- High degree of emotional intelligence, tact and integrity.
- Ability to maintain strong and respectful relationships with the Company's donors, supporters, stakeholders and prospects.
- Resourceful, passionate and driven professional looking to make a significant contribution to the next phase of an iconic Australian performing arts organisation's development.
- Alignment with Sydney Dance Company's organisational values, initiatives and policies.

Sydney Dance Company encourages applications from Aboriginal and Torres Strait Islander people, people with a disability, mature age workers, people from diverse cultural and linguistic backgrounds and lesbian, gay, bisexual, transgender, intersex and queer (LGBTQI+) people.



# Next steps

## Terms

To discuss salary parameters please call **Jocelyn Kelty**, Director, Richmond Associates, Australia Office.

- 10% superannuation
- 4 weeks annual leave
- Phone and Laptop
- Complimentary tickets to Sydney Dance Company productions, subject to availability

## How to Apply

### Applications should include:

1. A comprehensive curriculum vitae, giving details of relevant achievements in recent posts as well as your education and professional qualifications.
2. A covering letter that summarises your interest in this post, providing evidence of your ability to match the criteria outlined in the Person Specification.
3. Details of your latest salary and notice period.
4. Names of 2 referees, together with a brief statement of the capacity in which they have known you and an indication of when in the process they can be contacted (we will not contact your referees without your express permission).

Telephone contact numbers (preferably daytime and evening/mobile) which will be used with discretion

## Selection Process

The applicants with the most relevant experience will be invited to have initial exploratory discussions with Jocelyn Kelty, Director, Richmond Associates, Australia Office.

Richmond Associates interviews are scheduled to take place from **20<sup>th</sup> - 23<sup>rd</sup> June**. Panel interviews with Sydney Dance Company will take place on or around **30<sup>th</sup> June 2022**.

Closing date for applications is Friday 17<sup>th</sup> June 2022.

Please send your application to the Richmond Associates, Australia Office:

✉ [info@richmond-associates.com](mailto:info@richmond-associates.com)  
☎ +61 2 8218 2185