



## CHAIR SEARCH :: Xara Choral Theatre

### **About Xara [www.xara.ca](http://www.xara.ca)**

Xara is Canada's leading creator of narrative-based choral theatre performances. In a professional, collaborative environment, the ensemble gives life to sung stories that are a feast for the senses and heart-felt explorations of identity, community, and culture.

Based in Kji'puktuk/Halifax on unceded Mi'kmaq territory, Xara tours regularly to various regions of Canada. In July, 2020 Xara will be one of only 24 choirs in the world to present at the World Symposium on Choral Music in New Zealand.

### **About the Chair Role**

The chair of Xara Choral Theatre Society focuses on the core functions of the organization to enable it to achieve its long-term vision. Along with a committed board of directors composed of community members and performer representatives, the chair will support the organization through a creative, externally facilitated strategic planning process during their term.

The role of Chair for Xara Choral Theatre is one of oversight, ensuring that the Society's fiscal, operational, fundraising, marketing, human resources, and programmatic/artistic strategies are effectively implemented across all segments of the organization.

### **Unique Focus for the Chair's Term**

Xara Choral Theatre was founded by womxn\* who wanted their feminism to inform their artistry and the culture of their organization. This is still our foundation but over the last 8 years, the growing focus of Xara's artistic work has been sustained collaborations with Indigenous artists. Although the general membership of the society is primarily of settler heritage, building nation-to-nation relationships through art-making is now at the core of what we do.

The most significant focus for the organization during the term of the incoming chair will be a large-scale, externally facilitated strategic planning process. Its mandate is to re-envision Xara's organizational structure so that it reflects both our feminism and a decolonized form of governance. We aim to create a safe space for the Indigenous artists we work with, make the organization more permeable to BIPOC artists and potential staff/board/volunteers, and to nurture the creation of new artistic projects which reflect these values. Ultimately, our aim is to find ways to decolonize our organization and still thrive within our current context.

*\* We use the term "womxn" to affirm that gender is non-binary.*



## Responsibilities

### *Strategic Vision and Leadership*

- Serve as an ambassador of the organization and advocate for its mission to internal and external stakeholders
- Support and advise all contractors, including the Artistic Director, the General Manager, and the Communications Manager
- Cultivate a strong and transparent working relationship with the Board and ensure open communication about the measurement of financial, programmatic, and impact performance against stated milestones and goals.
- Support the implementation of any changes to the organizational structure or governance that are determined by the intended strategic planning process.

### *Strengthening infrastructure and operations*

- Facilitate collaboration and strengthen internal communications with staff, board members and the general membership.
- Oversee the fiscal life of the organization including reviewing long and short range financial plans, ensuring sound financial controls are in place; facilitate the development of financial priorities in keeping with the mandate of Xara Choral Theatre.

## Qualifications

- Strong commitment to the arts and social justice
- At least 15 years of overall professional experience and an interest in organizational development and governance
- Prior nonprofit experience is preferred; arts management / arts related
- Excellent communicator and relationship builder
- Successful track record of recruiting and retaining a diverse team

This is a volunteer, term position of 2 years with the option to renew. Xara Choral Theatre is a registered charity. Estimated time commitment averages 10 hours per month. Position start date September 18, 2019.

If you are interested, please contact us at [manager@xara.ca](mailto:manager@xara.ca).