

Are you a dynamic arts professional committed to progressive leadership values and support for strengthening Saskatchewan communities through the arts? Would you love to lead a team that prioritizes collaboration, communication, adaptability, and flexibility? Are you excited by a well crafted spreadsheet, sound fiscal management, and a persuasive grant proposal? Are you committed to ongoing education around social justice and equity?

**We want to hear from you! Common Weal Community Arts is seeking an Executive Director.** This is a permanent position with a target start date of May 2, 2022 or earlier (negotiable).

Applicants are asked to provide **a single PDF submission of a cover letter and CV** which can be sent via email to [rpayant@commonweal.ca](mailto:rpayant@commonweal.ca).

In their cover letter, applicants should speak to their suitability in relation to the core competencies outlined in the [Executive Director Job Description](#) in addition to addressing the following:

- Your individual leadership values and approach to leadership, including favoured leadership model(s), as applicable.
- Your approach to managing a team of staff and understanding of wellness-based workplace practices.
- Your understanding of socially-engaged arts, community arts, and/or art for social change practices.
- Your understanding of decolonization, including alternative board and organizational models that reject exploitative institutional practices.
- Your experience with anti-racism work, 2SLGBTQ+ communities, and harm reduction practices (especially as it relates to substance users), which were determined as priority areas for Common Weal programming in our most recent strategic plan.

We encourage you to reference examples pulled from your experiences whenever possible to ground your responses to the above. Common Weal values experiences within and outside of paid work, including (but not limited to) training/education, volunteer work, activism, and arts practice.

Please note that **applicants who do not address the above will not be considered for the position.** The position will remain open until filled, with the first round of applicants being reviewed **February 11, 2022.**

**About Us:** Since 1992, Common Weal Community Arts has connected artists with communities on Treaties 2, 4, 5, 6, 8, and 10 to promote social change through creative expression. We strive to inspire ideas and empower people to tell their stories in their own voices by presenting projects that are diverse in artistic discipline and approach. We are a bridge between the artist and the community; the link that forges partnership and a legacy of social change. You can find out more about our work at [www.commonweal.ca](http://www.commonweal.ca).

**Mandate:** Common Weal Community Arts creates programming in collaboration with socially-engaged artists and Saskatchewan communities in pursuit of an equitable and just society.

**Annual Operating Budget:** Between \$400,000 and \$500,000, depending on ongoing projects.

**Organizational Culture:** At Common Weal Community Arts, we strive to make decisions that align with our values and embody the aim of broad social change. Common Weal has long been committed to providing our employees with a flexible work environment and valuing the individual working styles of our team. Staff are encouraged to set their own hours and work locations, including unlimited opportunities to work from home. Longterm, we're committed to pushing back against the "burnout culture" that exists across the arts sector by including conversations on personal and professional capacity in ongoing program development, modeling fair rates of pay for staff and artists, and encouraging a dialogue on mental health with our team.

**Approach to Equity:** Common Weal Community Arts recognizes that in Canada, legacies of oppression are perpetuated through, among other things, hiring practices. These practices are influenced by structures such as racism, cissexism, heterosexism, ableism, classism, and sexism. Within the arts, this results in the continued privileging of perspectives, preventing our sector from being truly equitable and just. We are currently invested in significant policy revision, focusing on creating working models that prioritize anti-colonial processes. One aspect of this is our intention to formalize policies that prioritize the hiring of those who have experienced systemic barriers to employment. This includes Indigenous people (especially those who are Indigenous to the territories covered by Treaties 2, 4, 5, 6, 8, and 10, where Common Weal is based); Black people; people of colour; two-spirit, queer, trans, and non-binary people; disabled people, including (but not limited to) those who experience mental illness and those with learning disabilities; working-class people, including (but not limited to) people who currently experience or have experienced poverty and/or homelessness; and women.

Members of equity groups will be prioritized for this position as long as they meet the minimum requirements. In a case where a candidate is a member of many equity groups and does not meet the minimum requirements, the hiring committee will consider whether the candidate could learn or develop skills in an efficient manner in the position to attain the minimum requirements. **We invite you to self-disclose in your cover letter or on your resume to identify as belonging to equity groups.**<sup>1</sup>

Common Weal Community Arts is committed to a workplace free of discrimination, violence, and harassment.

Should you have questions about this role, please contact:

Risa Payant, Executive Director  
rpayant@commonweal.ca  
(306) 737-0033

---

<sup>1</sup> This section borrows (with permission) from hiring policies written for UR Pride and by Saima Desai for *Briarpatch Magazine*.