

THE UNCONFORMITY

Position Description – Chair, Board of Directors

About The Unconformity

The Unconformity is a leading regional arts and cultural organisation based on the West Coast of Lutruwita/Tasmania. It creates ambitious contemporary arts and cultural experiences that connect local communities with artists, audiences and ideas from across Australia and beyond.

The organisation is entering an important next phase of development. The Chair will play a critical role in providing strategic leadership, strengthening The Unconformity's external influence and networks, and supporting its long-term sustainability and impact.

The Opportunity

The Unconformity is seeking an experienced senior leader to serve as Chair of its Board of Directors for a three-year term.

The successful candidate will ideally have senior leadership experience and strong relationships across government, philanthropy, business or the cultural sector, together with an understanding of, or genuine commitment to, the role of arts and culture in regional communities.

We welcome senior leaders from a broad range of sectors, including tourism, regional development, business, government, sport and other culturally connected industries.

Key Responsibilities

Board leadership and governance

The Chair will:

- Lead and chair effective Board meetings, ensuring good governance, accountability and strategic decision-making.
- Work with the Board to set and maintain strategic direction and oversee delivery against organisational priorities.
- Lead the Board in reviewing financial performance, working in close partnership with the Treasurer and Finance & Governance Committee to stress-test scenario-based biennial budgets
- Support constructive and effective relationships between the Board, CEO and other key stakeholders.
- Ensure appropriate specialist advice is obtained where required, including legal, financial or other professional advice.

CEO leadership and organisational oversight

The Chair will:

- Establish a strong, constructive and appropriately bounded relationship with the CEO.
- Act as a strategic mentor and sounding board to the CEO, partnering with the Finance & Governance Committee to optimise executive leadership capacity, support director wellbeing, and foster a healthy governance-to-operations relationship

- Lead the CEO performance review process and contribute to consideration of executive remuneration.
- Work with the Board and CEO to ensure the organisation has the leadership, capability and resources required to deliver its strategy.

Advocacy, influence and external relationships

The Chair will be a senior ambassador for The Unconformity and will:

- Build and/or maintain high-level government relations and advocacy, with the ability to position regional cultural initiatives as key economic enablers and secure innovative co-investment, capital grants, or blended finance initiatives.
- Build and leverage relationships that increase The Unconformity's profile, influence and opportunities.
- Advocate for remote communities and regional economic development - particularly on the West Coast of Tasmania - utilising your capability to leverage Tasmania's tourism, visitor economy, and regional networks to benefit the West Coast.
- Support the organisation's engagement with State and Federal governments and understand the broader funding and policy environment.
- Act as an appropriate spokesperson for The Unconformity in media, public forums and at significant organisational events.

Funding and partnerships

The Chair will contribute to the organisation's financial sustainability by:

- Developing and leveraging relationships with philanthropic, government, business and other funding networks.
- Making strategic introductions and opening doors to potential partners, funders and supporters.
- Navigating high-stakes corporate relationships, particularly with regional primary industries, while upholding ethical fundraising boundaries, community trust, and artistic integrity.
- Supporting major funding, grant and partnership opportunities.
- Bringing an understanding of the funding environment and the ability to influence and advocate at senior levels.

Skills and Experience

The successful candidate will bring a combination of leadership, influence, strategic capability and sound judgement.

We are particularly interested in candidates with:

- Senior executive, Board or organisational leadership experience.
- Strong governance, strategic planning and decision-making capability.
- Experience leading, supporting or overseeing a CEO or senior executive.
- The ability to understand complex organisational, financial and risk issues and identify when specialist advice should be sought.
- Strong relationships across government, politics, philanthropy, business, community or the cultural sector.

- Demonstrated ability to advocate, influence and represent an organisation with credibility.
- Experience developing partnerships, securing funding or working within complex funding environments.
- An understanding of organisational sustainability and the challenges facing organisations operating in a changing funding environment.
- An understanding of, or genuine interest in, the arts and cultural sector.
- A connection to, or appreciation of, remote and regional communities, with a preference for a connection to the West Coast of Lutruwita/Tasmania.
- The capacity to bring new networks, perspectives and opportunities to The Unconformity.

Personal Attributes

The Chair will be:

- Strategic and future-focused.
- Collaborative, an effective listener and directive in decision making.
- Comfortable leading and operating across government, business, community and cultural environments.
- An advocate who can communicate The Unconformity's purpose with clarity and confidence.
- Able to exercise sound, independent judgement.
- Comfortable working with complexity and uncertainty.
- Committed to regional communities and the role of arts and culture in creating social, cultural and economic value.

Commitment

This is a significant leadership role requiring contribution beyond attendance at scheduled Board meetings.

The Chair will be expected to make time for:

- Board preparation and meetings;
- regular engagement with the CEO;
- strategic and governance matters;
- government, funding and stakeholder relationships;
- media and public representation;
- organisational events and community engagement; and
- other matters arising in the leadership of the organisation.

The role requires availability for in-person engagement in Tasmania, particularly for key Board, government, media, community and organisational activities.

Diversity and Inclusion

The Unconformity believes diversity strengthens its Board, organisation and artistic practice.

We welcome applications from people of all backgrounds, experiences and perspectives, and encourage candidates to consider the broad range of skills, perspectives and networks they could bring to the role.