



# Artistic Director Candidate Pack

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# Acknowledgement of Country

Everywhere Windmill wanders we walk softly, we speak respectfully, we hold integrity, we collaborate and create while honouring the truth of reconciliation and the true history of this country. We know that the land on which we create our work is sacred. We know there were many tribal family clans here before us and we now sit beside them.

We acknowledge the tribal family clans who are known today as the Kurna Meyunna, the first peoples of this place. We respect all Aboriginal and Torres Strait Islander people from across this sacred land which is known today as Australia.

Written by Karl Winda Telfer, Burka – Senior Cultural and Spiritual Custodian.  
Mullawirra Meyunna – the Dry Forest People, Southern Country



# Invitation from the Chair

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As a leading producer of theatre for young audiences and families, Windmill is a proud contributor to a thriving Australian arts ecology.

Our artists and our work remain at the centre of everything we do. Now more than ever, we believe in the importance of creativity and culture to bring people together to reflect and celebrate the human experience.

The recruitment of a new Artistic Director for Windmill Theatre Company represents a pivotal moment in our 20-year history.

The artistic program and vision has been led with outstanding success by Artistic Director, Rosemary Myers. As Rosemary's important role changes and grows with the evolution of our company, for the first time in 14 years the appointment of a new theatrical Artistic Director promises a new era and an exciting opportunity to evolve our work through a fresh creative voice in a leadership role.

With the success of Windmill Pictures, Rosemary Myers will move aside from the creation of theatre-based work to concentrate

solely on screen work for the company. Now, with the theatre and screen arms working side by side under separate artistic directorships and producing work simultaneously, the company's output and engagement will significantly increase.

We seek a surprising and inventive Artistic Director with a passion for creating profound new theatrical stories and experiences for young audiences. Building on the company's strong foundation, a genuine commitment to artists, audience development, education, and digital engagement is essential.

A future-focused company, the appointment of the Artistic Director is a major milestone that will ensure the ongoing invigoration and relevance of Windmill's practice.

We welcome and invite your interest in applying for this important role.

**Richard Harris**  
Chair



# About Windmill

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## WINDMILL PRODUCTION COMPANY

Based in Adelaide on Kaurna Country, South Australia, Windmill Production Company (Windmill) creates live theatre, film and television for children, teens and families. The company's home and rehearsal space are located within the Adelaide College of the Arts in the heart of the city's West End arts district.

Empowered by a dynamic culture and fueled by shared ownership of its vision, Windmill is a unique convergence model of live theatre and screen works.

Windmill operates across two unique entities – Windmill Theatre Company and Windmill Pictures.

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## WINDMILL THEATRE COMPANY

Windmill Theatre Company (WTC) creates original contemporary live theatre. Our all-original work is made in South Australia, from scratch. We commission writers, directors, designers and performers to create shows over rigorous creative development periods. We premiere the work in Adelaide before touring it to audiences in regional towns and major cities around the country and across the world.

Since 2002 WTC has created and presented 64 productions, including 37 commissions of original, contemporary Australian theatre.

WTC is celebrated for a house-style that has strongly resonated with its target markets from preschoolers through to teenagers. The consistent quality of the work, high production values and its ability to surprise and delight has positioned the company as a leading international producer of excellent theatre. As such, the company regularly performs in landmark Australian venues, companies and festivals including Sydney Opera House, Arts Centre Melbourne, Perth's Awesome Festival, Sydney Theatre Company, Belvoir Theatre, Queensland Performing Arts Centre and more.

As one of Australia's most successful international exporters of arts and culture, WTC has established demand for touring productions to leading festivals and in key markets including the United States, Canada, China, New Zealand and the United Kingdom.

The award-winning work tackles important ideas and is inspired by the vibrancy and inventiveness of young audiences. As always, the company is driven to create theatre that is ingenious and surprising with an edge of subversion.

Artists remain the backbone of the company's creative practice and building sustainable careers is a key driver behind the company's ambitions.

Alongside the live theatre work, an extensive education program continues to be a crucial element of Windmill's practice. Initiatives including artist residencies, teaching resources, in-schools workshop programs, a ticket equity program and innovative digital platforms, are all designed to facilitate direct dialogue between artists and audiences. This discourse around the artistic process develops creative literacy amongst our audience and extends the enriching experience of art.

# About Windmill

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## WINDMILL PICTURES

Windmill Pictures is a new entity formed in 2017 which develops and produces film, television and other screen projects including adaptations of Windmill's live theatre repertoire.

As the dominant artform of our times, the screen has helped shape our live theatre work. Through our new convergence model, Windmill is excited to embrace theatrical imagination to shape unique screen content engaging more children and young people in our work at the coalface of their cultural interactions.

All Windmill Pictures projects are funded separately to our live theatre work through screen industry sources. Windmill Pictures' current major project is a live-action, puppeted television series, *Beep and Mort* for ABC Kids with support from Screen Australia, the South Australian Film Corporation and distributed internationally by ABC Commercial.

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**Download recent  
Annual Reports [here](#).**





“Windmill has built a reputation for artistically adventurous and emotionally complex shows for young and family audiences.”

THE SYDNEY MORNING HERALD

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The best children's  
theatre company in  
the country.

THE AUSTRALIAN

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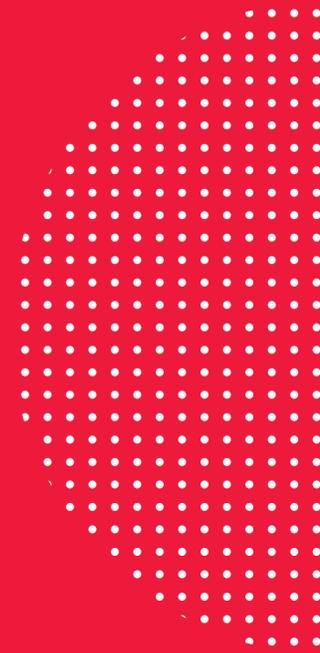
"Australia is a global leader in theater for young audiences – delivering experiences that don't just educate, but also entertain, with often dark and provocative source material that doesn't patronise its viewers."

THE NEW YORK TIMES

.....

"It's fascinating when you think about Windmill's body of work. It is often the story of the outsider in society. And it says it's okay to be that person... Windmill celebrates that."

NOEL JORDAN, FESTIVAL DIRECTOR,  
EDINBURGH INTERNATIONAL  
CHILDREN'S FESTIVAL





Windmill is a company that never talks down to younger people. It never sends a message that adults have all the answers.

AMBER MCMAHON, ACTOR

“I think there’s a great kind of boldness to Windmill’s work. The way it allows adult ideas into play... Windmill, I think, shows us what more is possible. Just simply the challenge they set when they say, ‘this is where else you can put theatre’ and ‘this is who else you can play to.’”

EAMON FLACK, ARTISTIC DIRECTOR  
BELVOIR ST THEATRE

“Underneath all of the colour, and the glitter, and the dancing, and the puppets, and the spectacle are these profoundly real stories about growing up and identity. And I think that those stories for young people are not only unique and special, but necessary.”

JAMIE HIBBERT, SENIOR DRAMA TEACHER  
PULTENEY GRAMMAR SCHOOL

# Windmill by Numbers

Worldwide live theatre audience (and counting) **985,918**

New Works **37**

Total Productions Presented **64**

Cities **287**

Countries **30**

Performances **3,246**

Artists employed each year **95**

Cinema Screenings (since 2002) **2,800**

Families Attending Free Arts Education Workshops **9,000**

Community Access Program **50,000**

# Vision

To take our audiences on adventures to unexpected places.

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# Mission

We make original theatre for young audiences and take it to the world.

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# Values

## **ORIGINALITY**

All brand new Australian content commissioned from scratch.

## **BOLDNESS**

Packed with imagination and surprise, our work is risk-taking and form-breaking.

## **SUBSTANCE**

Tackles issues important to our time, audience and culture.

## **ART**

Aesthetics meets ideas backed by high level stagecraft.

## **COLLABORATION**

Diverse creative teams of excellent established and emerging artists.

## **ACCESSIBILITY**

A range of targeted initiatives to ensure everyone can experience our work.

# Governance

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Windmill's well-established Board holds an extensive breadth of knowledge across both the corporate and public sectors and is an enabling force of strong governance and entrepreneurialism.

In July this year, Windmill Theatre Company transitioned from a Public Corporation to a company limited by guarantee registered as a charity with the ACNC. The new entity was incorporated under the Corporations Act (aligning it with Windmill Pictures), where previously it was incorporated under the Public Corporations Act. This new structure simplified corporate governance

as both Windmill Theatre Company and Windmill Pictures operate under the same legislative framework.

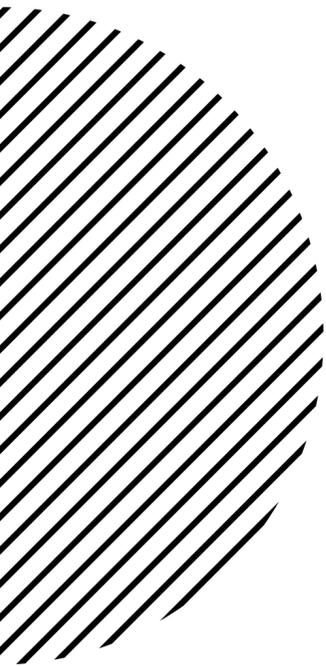
Windmill's Chair, Bruce Spiers, will end his tenure in October, following nine years on the Board which yielded a significant period of growth, with current director, Richard Harris, to step into the role. Richard Harris is currently the Executive Producer of Minderoo Pictures. Richard brings decades of experience in the Australian screen and creative industries to the board, including as CEO of the SA Film Corporation and Head of Business and Audience Development at Screen Australia.

The Windmill Board meets at least six times per year and is responsible for governance which includes oversight of the strategic planning and delivery process of the artistic program and screen projects, workplace health and safety, stakeholder management and managing risk and compliance.

Increasing diversity on and off the stage and screens will be an ongoing focus as the company reflects the rich diversity of contemporary Australian communities.

## WINDMILL BOARD

Bruce Spiers (Outgoing Chair)  
Richard Harris (Incoming Chair)  
Ruth Ambler  
Rosey Batt  
Sophie Doyle  
Deonne Smith  
Chris Stewart  
Clare Watson



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Windmill has maintained a strong financial position despite the pandemic as we continue to create, present and tour original live theatre work and expand screen projects.

The company has successfully retained a minimum general reserve of \$350,000 (in accordance with our four-year Strategic Plan 2021-2024) in addition to an 'International Touring and Special Projects Fund' that enables investment in major projects and will assist the resumption of international touring.

In 2021 Windmill became a NPAPF company providing improved financial security and the ability to forward plan with confidence. Windmill also secured multi-year Playing Australia funding for 2021 to 2024 supporting us to continue the expansion of our national tours across an extensive regional network of presenters.

Over the next two years, program revenue expectations will continue to increase as national and international touring returns to pre-pandemic levels.

From 1 July 2022, Windmill operates as a company limited by guarantee registered with the Australian Charities Not-for-profits Commission (ACNC). It is anticipated that this will provide improved access to philanthropic funding opportunities.

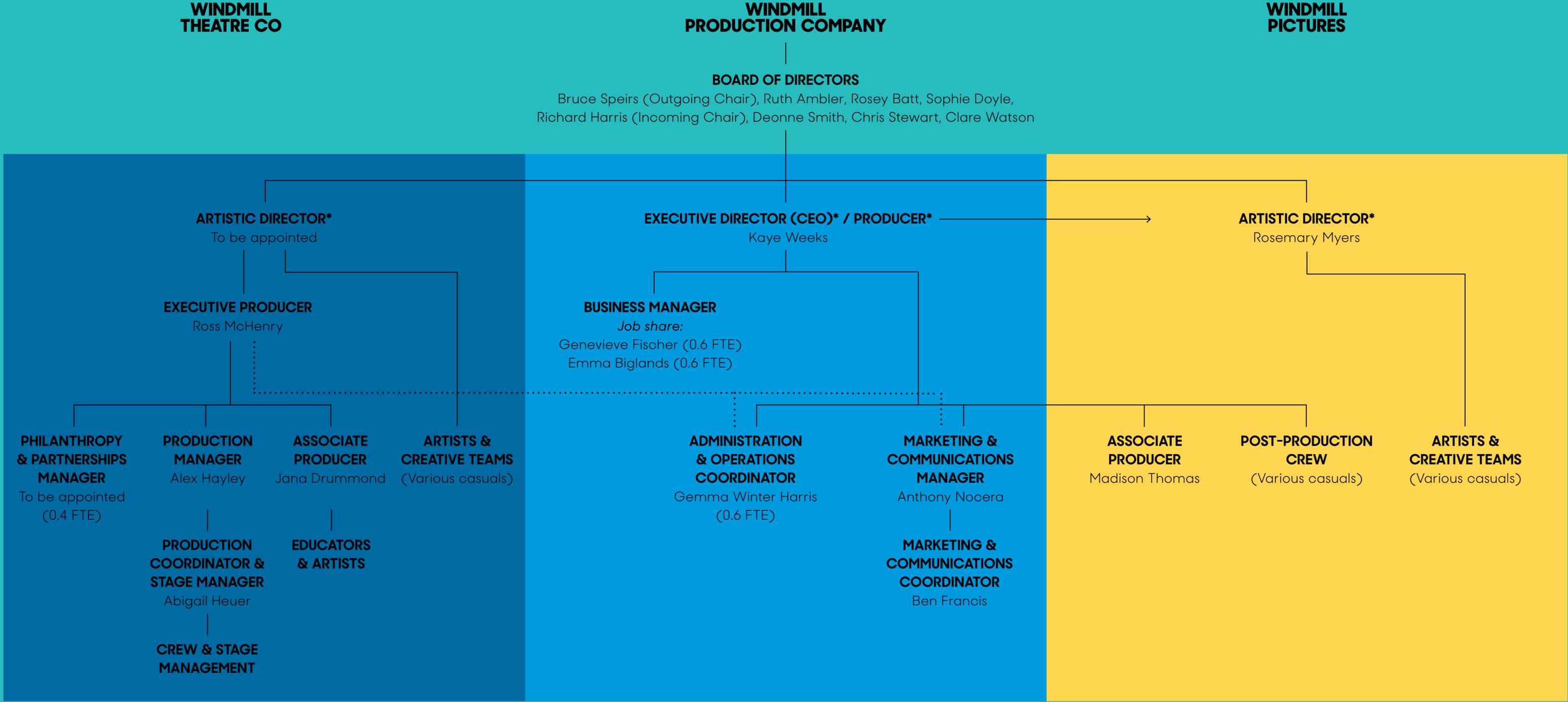
The separately funded screen arm, Windmill Pictures, brings in diverse income streams from screen industry funding bodies. The first television project Beep and Mort premieres on ABC Kids in October 2022, and season two is currently in development. Income for further seasons as well as international distribution deals and associated commercial

activities will continue to fund Windmill Pictures and the development of future screen projects.

The company maintains its operations and is dependent on the continuing support of various Governments by way of annual and multi-year grants, including the Australian Government through the Australia Council for the Arts, Playing Australia fund, Screen Australia and the SA Government through the Education Portfolio, subject to meeting certain requirements.

# Funding

# Organisational Chart



# The Role – Artistic Director

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The Artistic Director of Windmill Theatre Company works closely with the Executive Director (Kaye Weeks) and the Artistic Director of Windmill Pictures (Rosemary Myers) to jointly set the strategic direction of Windmill Production Company.

Reporting to the Windmill Board, the Artistic Director works in partnership with Windmill Theatre Company's Executive Producer (Ross McHenry) to create the artistic vision and leadership for Windmill Theatre Company, developing and delivering the objectives of the board-approved strategic plan.

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The Artistic Director is responsible for formulating and delivering Windmill Theatre Company's artistic program, meeting the following broad performance criteria to:

- Articulate and deliver a strong, unified artistic vision for the future of Windmill Theatre Company.
- Develop and implement an artistic program that continues to strengthen and evolve Windmill Theatre Company's reputation as a leader in theatre for young audiences.

- Develop and direct new work with high production values for children, teenagers and families.
- Deliver productions and projects within budget, as approved by the Windmill Board.
- Develop artistic collaborations to drive innovation and excellence across all Windmill Theatre Company work.
- Drive positive stakeholder relationships within the company, industry, and wider stakeholders including funding partners.





# Key Responsibilities

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## ARTISTIC LEADERSHIP

- In consultation with the Windmill Board, Executive Producer, Executive Director, Windmill Pictures Artistic Director and the wider team, develop the Company's multi-year strategic plan including artistic vision, mission and goals.
  - Devise an annual program of theatrical activity for WTC in consultation with the Executive Producer, including:
    - The development of a unique annual program of performances and activities, within an agreed net programming budget and resource allocation.
    - Creative development and direction of new work with high production values that takes account of audience appeal across local, interstate and international markets.
    - Assembling outstanding creative teams to develop and deliver new work.
    - Leading diverse casting of all productions including both new and existing works in repertoire.
  - Creating a profile for South Australian artists and sustainable career pathways for the local arts industry.
  - Working with the Executive Producer to foster and actively engage touring opportunities of WTC productions both nationally and internationally, showcasing Windmill's unique storytelling and high standard.
  - In conjunction with the Executive Producer, negotiate mutually beneficial artistic collaborations and co-productions.
  - Develop other projects and artistic initiatives in the best interests of WTC.
  - Meet the artistic targets within Windmill's National Performing Arts Partnership Framework agreement including all KPIs.
  - Together with the Executive Producer, oversee artists and creatives working on WTC Education and Learning Program activities to extend access and participation to the world of theatre for young audiences.
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# Key Responsibilities

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## STRATEGIC LEADERSHIP & STAKEHOLDER ADVOCACY

- Work with the Executive Producer to set the strategic direction of WTC and successfully balance artistic innovation, audience development and commercial imperatives within an agreed budget.
- Work closely with the Executive Producer to present regular budget, forecast, strategic and operational reports and recommendations to the Board.
- Advocate for and represent the interests of WTC to key decision makers

- within relevant state and federal governments and funding bodies.
- Ensure that annual funding obligations are met in accordance with Windmill's objectives and current strategic plan.
- In consultation with the Windmill Board, act as the main spokesperson and public face on all WTC artistic and program-related matters, maintaining positive relations with the media, public and stakeholders.
- Contribute to the development and communication of an

- annual program that enhances Windmill's identity and brand, and is capable of producing positive artistic, audience, community and financial outcomes.
- Be pro-actively engaged in identification and successful procurement of sponsors and major donors that align with the brand, values and strategic drivers of Windmill.
- Represent WTC to national and international presenters and festivals, attending key conferences, productions and events as required.
- Act as a leader within the South Australian arts community.



# Key Responsibilities

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## PEOPLE & CULTURE

- Foster and model a contemporary organisational culture that values the highest standards of artistic vision and leadership and in doing so draw the very best from artistic and administrative company members, creative teams, collaborators and partners.
- Ensure Windmill's artistic program and operations are exemplary models of best practice relating to diversity, equality and inclusion.
- With the Executive Team, maintain the ongoing development

and implementation of Windmill's Work Health and Safety Management System, to ensure compliance with the company's policy and procedures.

- Build and instill an inclusive and proactive culture to ensure the artistic team is engaged, working to organisational values, objectives, and delivering on team and individual results.
- Maintain frequent and open lines of communication with the Windmill Pictures team to ensure all staff are well informed and abreast of WTC activities.



# Essential Attributes

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- A record of outstanding artistic leadership at a senior level and experience in professional performing arts programming for children and young people, on time and within budget.
- Experience in creating and directing new work of the highest standard, and in delivering productions and tours at a range of scales and with diverse groups of collaborators.
- Extensive knowledge of current trends and developments in performing arts practice.
- Extensive knowledge of the arts in Australia, its major players, producers, presenters and venues.
- An ability to identify, motivate, lead, negotiate and gain respect from a broad range of professional artists in the performing arts.
- A proven record of experience in dealing with all levels of government and wider organisational stakeholders.
- Previous strategic planning experience.
- A commitment to realising the diversity of contemporary Australia through the performing arts.

# Key Selection Criteria

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1. A vision for the future of Windmill Theatre Company, its artists and young audiences.
2. A sound knowledge of the performing arts sector and theatre-making, and its major players.
3. A proven ability in energetically delivering artistically and commercially successful programs.
4. Leadership and strategic acumen.
5. Fluency in effective communication and stakeholder management.
6. A positive contribution to both organisational and people culture.

## **LOCATION**

The full time position is based in Adelaide, Australia.

## **CONTRACT**

The initial contract is three years and may be extended by mutual agreement.

Adelaide is consistently voted one of the world's most liveable and affordable cities, and in 2021 was ranked the third most liveable city in the world\*.

South Australia's reputation as an arts and culture centre is well-known. The sector is characterised by a rich diversity of practice and practitioners, unique and historic assets and facilities, world-renowned festivals and collections, and state-of-the-art creative industries.

With a growing population of 1.3 million, Adelaide hosts the Adelaide Festival, Adelaide Fringe, WOMADelaide, and major arts and cultural hubs

including the Art Gallery of South Australia and Windmill's flagship home venue, the Adelaide Festival Centre.

South Australia is also celebrated for its premium wine regions, such as the Barossa Valley, Adelaide Hills, McLaren Vale and the Coonawarra – some less than an hour from the city centre.

Spectacular nature-based destinations Flinders Ranges, Kangaroo Island, the Fleurieu Peninsula and the iconic Australian Outback – are all on Adelaide's doorstep.

\*The Economist Intelligence Unit's Global Liveability Index for 2021. This followed seven years ranked in the world's top five.



Explore  
[southaustralia.com](https://southaustralia.com)

# About Adelaide



# Applications

Thank you for your interest in **WINDMILL THEATRE COMPANY**

Windmill is committed to a diverse and inclusive workplace. Windmill encourages applications from diverse backgrounds including First Nations Peoples, people from culturally and linguistically diverse (CALD) backgrounds, people who identify as LGBTIQ+ and people with disabilities.

## How to apply

**Your application must include the following:**

1. A covering letter of no more than two pages.
2. A statement of no more than four pages outlining your suitability for the role, demonstrating your experience and approach in relation to the selection criteria and how your personal attributes accord with those outlined for the position.
3. A concise CV providing personal details, qualifications, and work history.
4. The names and contact details, including email addresses, of three referees who may be contacted for a confidential report (your permission will be sought before referees are contacted).
5. The earliest date on which you would be available to commence in the role.

## Lodging your application

Before lodging an application, you are encouraged to contact:

**Vanessa Duscio**

*Partner, REA Consulting*

+61 409 977 312

vanessa@rea-consulting.com

**Richard Evans**

*Partner, REA Consulting*

+61 417 336 507

richard@rea-consulting.com

To apply please email your application, consolidated and saved within a single PDF document to [vanessa@rea-consulting.com](mailto:vanessa@rea-consulting.com) and [richard@rea-consulting.com](mailto:richard@rea-consulting.com)

**Applications are due before close of business on 7 October 2022.**

## Timeline

Windmill expects to conduct interviews from late October to early November.

