



PO Box 1081 Darlinghurst NSW 1300
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Queer Screen Limited

Position:	Chief Executive Officer
Reports to:	Queer Screen Board of Directors
Direct reports:	Up to 8 direct reports (during festivals)
Contract:	Ongoing, Sydney-based. Competitive salary + super (based on experience)
Terms of employment:	Full-time/part-time depending on festival timings

Key measures of success

Diversifying and growing revenue streams (including philanthropic revenues), delivering two successful and diverse festivals (as measured by Member and audience feedback and survey results), maintaining a balanced budget, ensuring continuity of industry events, and upholding the Queer Screen's values.

About Queer Screen

Formed in 1993, Queer Screen has been a successful Sydney-based charity organisation, celebrating the diversity of sexualities and gender identities through inclusive and respectful queer storytelling on screen, sharing and spreading creativity, inspiration and pride. Our team at Queer Screen has proudly produced and curated the Mardi Gras Film Festival ("MGFF") for over 30 years and has added Queer Screen Film Festival to the annual lineup since 2013.

As a vital part of Australia's LGBTIQ+ cultural landscape, Queer Screen is committed to fostering community engagement and providing a platform to elevate the voices of emerging and established, queer filmmakers. We are seeking a dynamic and visionary CEO to lead the organisation, overseeing all aspects of operations and ensuring the continued growth and success of our festivals and broader initiatives.

Role Overview

The Chief Executive Officer (**CEO**) will be the primary leader of Queer Screen, (in consultation with the Board), responsible for driving its commercial success, expanding its profile, and ensuring the organisation's long-term sustainability. The CEO will work closely with the Board of Directors, staff and key stakeholders to align Queer Screen's

artistic and commercial objectives in delivering exceptional film festivals to the LGBTIQA+ community.

While the role will be responsible for high-level oversight of the festival programming, the CEO will delegate day-to-day programming decisions to the Programming Manager, focusing more on organisational growth, revenue generation, stakeholder management, and liaising with the Head of Partnerships to ensure obligations to our partners are delivered on successfully.

Key Responsibilities

Leadership & Strategy

- Lead and implement the strategic vision and direction for Queer Screen, working in collaboration with the Board to gather input and refine and execute long-term plans and report on achievements against the strategy.
- Develop and manage organisational priorities, ensuring a balanced focus on both artistic goals and financial sustainability.
- Oversee the organisation's culture, championing Queer Screen's core values of diversity, creativity, inclusivity, inspiration and pride.
- Foster a high-performance, innovative work environment and ensure that staff are motivated, engaged, and aligned with Queer Screen's mission.

Financial Management & Growth

- Develop and manage annual budgets and financial forecasts, ensuring financial sustainability and operational efficiency.
- Identify and secure diverse revenue streams, including philanthropy, growing membership, additional grants, donations and other commercial opportunities.

Marketing

- Responsible for the look and feel of the festival, overseeing festival branding and development and delivery of festival art (in consultation with the Board).
- Maintain and develop appropriate marketing channels, media partnerships and publicity materials to promote all of Queer Screen's activities, festivals and industry initiatives, though this will be in conjunction with marketing staff.

Programming Oversight

- Support the Programming Manager, as necessary, to deliver high-quality programming, aligned with Queer Screen's mission and values, escalating any programming which could cause reputational risk, to the board.

Stakeholder Management & Advocacy

- Cultivate and maintain relationships with key stakeholders, including sponsors, donors, government bodies, corporate partners, film industry leaders, and community organisations.
- Represent Queer Screen at industry events, media engagements, and public speaking opportunities to advocate for LGBTIQ+ representation in film and strengthen the organisation's public profile.
- Ensure Queer Screen's commitment to diversity, accessibility, and inclusion is reflected in its programming, staffing, and organisational practices.

Operational Oversight

- Oversee all day-to-day operations of Queer Screen, ensuring efficiency and smooth execution of the organisation's activities.
- Ensure effective marketing and communications strategies are in place to raise awareness of Queer Screen's festivals and initiatives, driving ticket sales, attendance, and brand recognition.
- Provide guidance and support to employees and key volunteers.

And any other duties needed to help drive Queer Screen's vision, fulfill our mission, and abide by Queer Screen's values.

Key Selection Criteria

- Significant experience in a senior leadership role within the arts, entertainment, or non-profit sector, with a focus on both commercial and artistic outcomes.
- Financial management skills, with a proven track record of managing budgets to achieve financial sustainability and growing new or diverse revenue streams.
- Exceptional leadership and interpersonal skills, with the ability to inspire and engage staff, partners, and stakeholders.
- A deep understanding of the LGBTIQ+ community, cultural trends, and the role of queer cinema in social change and representation.
- Experience in strategic planning and managing competing priorities.
- Excellent communication, negotiation and public speaking skills.

Desirable

- Experience in festival or event management, ideally in a film festival context.
- Familiarity with the international film sector, (preferably LGBTIQ+ films) including key stakeholders, funding sources, and trends in film distribution and exhibition.

- A passion for and commitment to the LGBTIQ+ community and diversity and inclusion.

Employment Terms

- Permanent, part-time position with periods of full-time work around festivals. Exact hours to be discussed in the context of the requirements of the role.
- Competitive salary based on experience, plus superannuation and other benefits.

How to Apply

Interested candidates should submit a resume and cover letter outlining their experience and suitability for the role to secretary@queerscreen.org.au. Position description for this new role is indicative and candidates should consider how they would shape the role.

Applications close: Monday 12 March at 9am.

Enquiries can be emailed to secretary@queerscreen.org.au