

## FINAL Job Advertisement

### Inside Out Film Festival

#### Executive Director

Founded in Toronto in 1991 as an LGBTQ film festival, Inside Out is now the largest event of its kind in Canada, spanning multiple cities with year-round programming. Inside Out exists to challenge attitudes and change lives through the promotion, production and exhibition of film by and about LGBTQ persons of all sexual and gender identities, ages, races and abilities. Celebrating its 30<sup>th</sup> anniversary in 2020, Inside Out has brought Toronto's LGBTQ community together in celebration of the best queer film from Canada and around the world. Through its annual Festivals in Toronto and Ottawa, filmmaker initiatives, youth engagement and year-round events and screenings, Inside Out is engaged every day in challenging attitudes and changing lives.

Inside Out is currently seeking an **Executive Director (ED)** to build on its national and global impact and challenge attitudes and change lives through the promotion, production and exhibition of film by and about LGBTQ persons of all sexual and gender identities, ages, races and abilities. Reporting to the Board of Directors, the ED is responsible for the strategic leadership and successful operations of Inside Out. Internally, the ED ensures a human resources management policy that supports an inclusive culture for the exceptional staff team and the committed volunteer community that support the organization. The ED is also responsible for board governance, and the fiscal and operational management of the organization, including budgeting, forecasting, reporting, project management, and process improvements. Externally, the ED establishes and maintains effective partnerships with a wide range of stakeholders, strategic partners, members, and corporate, government, and individual supporters. Through the successful oversight and execution of festivals, screenings, initiatives and events, the ED ensures Inside Out connects industry and communities and acts as a place for celebration and conversation. As Inside Out's principal spokesperson and advocate, the ED will continue to build and grow the Inside Out brand, profile, and reputation through messaging that resonates with a wide variety of stakeholders, and by promoting storytelling as a tool for empowerment, education, and social justice.

Candidates for this Executive Director role have operational and strategic leadership experience, business acumen, and a demonstrable track record of working with and supporting equity, diversity, and inclusion activities. Experience working with a Board of Directors, managing a senior leadership team, financial management skills, and developing and executing a strategic plan are all considered strong assets. As the ideal candidate, you are a community

builder, an experienced fundraiser, and are at ease fostering and maintaining strong partnerships nationally and globally. You are knowledgeable about arts, culture and film, and are versed at using various digital technologies for information, communication and engagement activities. As the organization's advocate and spokesperson, you should have the comfort and fluency to serve as an ambassador and manage media relations. The leadership style and attributes which will benefit the successful candidate include being inclusive, transparent, and accountable; adaptable, flexible and versatile; a strong communicator and networker; and collaborative, motivating and encouraging.

Candidates must have a deep commitment to the LGBTQ communities. Proven history of passion, behaviour and action that shows a commitment to equity, diversity, and inclusion is required.

To learn more about this impactful leadership opportunity with Inside Out, please submit a comprehensive resume along with a cover letter in confidence to Jane Griffith and Sam Walton at: [sam@leadersinternational.com](mailto:sam@leadersinternational.com)

*Inside Out is committed to a positive, supportive and inclusive environment. Inside Out welcomes and encourages applications from all qualified individuals, including, but not limited to women, Indigenous persons, racialized persons, persons with disabilities and persons of a minority sexual orientation and/or gender identity. Canadians and Permanent Residents will be given priority.*

*In accordance with the provincial legislation, accommodation will be provided by Leaders International and Inside Out throughout the recruitment, selection and/or assessment process, upon request, to applicants with disabilities.*