

Monday, April 10, 2023

## Native Audience & Community Development Consultant

Company: Gibney  
Location: New York, NY  
Compensation: \$50/hour

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### ESSENTIAL DUTIES

The Consultant will help Gibney develop its Native audience engagement and community building efforts. The ideal candidate possesses knowledge of local Native communities, historical and present, and is interested in connecting with regional and national Native community members. The Consultant's work will primarily consist of research, strategic planning, and outreach.

### PROJECT PARTNER: ROSY SIMAS DANSE

The primary commitment of Rosy Simas Danse is to create and present innovative interdisciplinary Native contemporary art that connects artists and audiences. Rosy Simas Danse was founded in 2012, out of an artistic vision of Rosy Simas, to support the creation and presentation of Native contemporary dance. Choreographer and Transdisciplinary artist Rosy Simas has been creating dance and presenting the work of other artists since 1992. Still led by Simas, today, Rosy Simas Danse presents and tours works to audiences across Turtle Island.

Key members of Project Partner Rosy Simas Danse include: Rosy Simas (Seneca), Artistic Director ([www.rosysimas.com](http://www.rosysimas.com)); and Sam Aros Mitchell, Performer and Community Engagement Specialist ([www.samarosmitchell.com](http://www.samarosmitchell.com)).

### RESPONSIBILITIES

#### OUTREACH (40% of time)

Increase Gibney's direct engagement with Native audiences living in New York City and surrounding areas

Develop Native and BIPOC audience members to participate in the creation and presentation of a new work by Rosy Simas Danse which will be presented at The Theater at Gibney Center located in Lower Manhattan at 280 Broadway, New York, NY 10003, in April 2024.

#### RESEARCH (30% of time)

Identify Native community leaders

Connect with and gather information from regional performing arts presenters practicing engaged in similar audience building initiatives, to create specialized and focused approaches to engage with Native communities.

#### STRATEGIZE (30% of time)

Work with Gibney staff to support the creation of a strategic engagement plan for new and continued Native audience involvement, both in relationship to Gibney's existing resources and potential new offerings

Develop ideas for new programs that engage Native community members

Build relationships and develop a communication approach with local Native community members

Develop strategies and tests for engaging with Native community members at Gibney Center

Establish research methods, such as survey, opinion poll, or questionnaire and designs means for collecting data

Develop and assist in conducting surveys and focus groups to determine community preferences, interests, communication, requirements, etc.

### IDEAL QUALIFICATIONS

Possess knowledge of local Native communities, historical and present

Connection with an interest in engaging members of local and regional Native communities and organizations

A passion for and commitment to social justice and equity work

Commitment to building community through the arts

Collaborative and inquisitive mindset

Some experience developing and/or executing community engagement strategies and/or programs

Strategic thinker with the ability to see the bigger picture and think critically to develop unconventional solutions

General appreciation for the arts and specific interest in contemporary performance

### COMPENSATION & BENEFITS

The total fee is up to \$10,000 for the 12-month contract. The time commitment is to be approximately 15 hours per month at an hourly rate of \$50 billed monthly. Payments will be made the first week of each month for work performed during the previous month.

#### NONPROFIT EMPLOYMENT CONSIDERATION

Gibney is a mission-based nonprofit performing arts organization. Working in this sector can be personally rewarding with intrinsic benefits and distinct opportunities for growth. However, the compensation will never match that of the private sector or more highly resourced art forms. Candidates for employment are advised to carefully consider their decision to work in this field before seeking or accepting employment at Gibney.

#### EQUAL OPPORTUNITY STATEMENT

Gibney provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type because of race, color, religion, sex, sexual orientation, gender identity or expression, the status of being transgender, age, national origin, marital status, citizenship or veteran status, disability, or any other characteristic protected by law. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Gibney is strongly committed to providing reasonable accommodations of disabilities during the application and hiring process. If desired or needed, please contact our HR team at [hr@gibneydance.org](mailto:hr@gibneydance.org).

#### APPLICATION INSTRUCTIONS

To be considered for the position, please submit your application to: Karen Kitchen, Gibney Center Producing Consultant at [karen@gibneydance.org](mailto:karen@gibneydance.org). Your application should include a brief cover letter, resume, and three (3) references. Applications will be accepted until the position is filled.

All expressions of interest and conversations will be held in the strictest confidence; references will not be contacted without the candidate's permission. Incomplete submissions will not be considered nor will submissions that are sent via postal mail, fax, or phone. Thank you.

More information here: <https://gibneydance.org/employment-opportunities/>

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Gibney  
890 Broadway 5th Floor  
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6468376809  
[gibneydance.org](http://gibneydance.org)

For more information:  
Karen Kitchen  
[karen@gibneydance.org](mailto:karen@gibneydance.org)

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