



Plug In ICA is seeking a recognized leader in contemporary art to build on its legacy. This is your opportunity to have an indelible impact.

About Plug In ICA

Plug In ICA is a globally acclaimed, award-winning centre for contemporary art, recognized for its 50-year legacy of innovative programming. As Canada's oldest recognized Institute of Contemporary Art, Plug In offers a dynamic range of exhibitions, publications, seminars, workshops, youth programs, screenings, performances, and events. The organization serves as a vibrant hub for research and engagement, dedicated to expanding cultural perspectives, advocating for diversity, and fostering creativity among artists, writers, and curators.

Role Summary

The Executive Director/Curator will provide visionary leadership to Plug In ICA, overseeing its artistic programming and strategic direction. This role involves curatorial expertise, team management, community engagement, and financial oversight to maintain the institution's position as a leader in contemporary art.





Key Responsibilities

Leadership and Strategic Direction

- Provide overall leadership and direction for Plug In ICA.
- Develop and maintain relationships with funders, institutions, and cultural professionals locally, nationally, and internationally, which may include committee participation.
- Promote equity, diversity, inclusion and accessibility across all organizational operations and programming.
- Collaborate with stakeholders to shape and implement a broad, inclusive vision.

Artistic Programming and Curatorial Oversight

- Lead and oversee short- and long-term exhibitions, publications, and public initiatives.
- Lead and manage Plug In Editions and collaborate with staff on production activities.
- Ensure programming reflects contemporary art trends and engages diverse audiences.

Fundraising and Financial Sustainability

- Lead and collaborate with the Grant Writer to prepare and submit funding requests and reports.
- Lead fundraising efforts for operations, capital, and special projects.
- Cultivate and maintain current and past relationships with donors to ensure responsible stewardship of past gifts, collaborate with development to secure new funding, and ensure timely completion of stewardship reporting.
- Oversee all financial operations, including accounting, bookkeeping, budgeting, auditing, and risk management, in collaboration with the Operations Manager.

Human Resources and Organizational Culture

- Direct HR management, including recruitment, staff development, performance management, and workplace culture.
- Foster a positive and inclusive environment for staff and volunteers.
- Ensure compliance with employment standards and conflict resolution practices.
- Lead a collaborative, communicative, and innovative team in a unionized environment, achieving financial and nonfinancial objectives.
- Lead efforts in diversity, equity, accessibility, and inclusion to ensure programs are representative and inclusive, reflecting the evolving cultural, economic, and political landscape that shapes artists' and audiences' needs across Canada.

Governance and Board Collaboration

- Work closely with the Board of Directors to align organizational activities with strategic goals.
- Actively participate in board committees, contributing to policy development and long-term planning.
- Provide regular updates on performance, finances, and strategy to the Board.
- Serve as a liaison between the Board, staff, funders, and other stakeholders.





Requirements

Education

- A graduate degree in Fine Arts or a related field is preferred; an undergraduate degree combined with significant relevant experience will be considered.

Knowledge and Experience

- In-depth knowledge of contemporary art, visual culture, and relevant trends.
- Extensive documented experience in curating exhibitions and writing and editing publications.
- Demonstrated ability to plan and deliver complex programs.
- HR experience, including managing staff performance and fostering workplace culture.

Skills and Competencies

- Proven leadership, creativity, and integrity.
- Excellent interpersonal, verbal, and written communication skills, including public speaking.
- Expertise in financial management, organizational leadership, and decision-making.
- Strong analytical and problem-solving abilities.
- Effective collaboration and team-building skills with diverse groups and sectors.
- Sensitivity to detail and accuracy.
- Proficiency in Microsoft Office and familiarity with process improvement methodologies.

Asset

- Proficiency in Canada's two official languages.

Equity and Diversity Commitment

Plug In ICA is committed to fostering an inclusive workplace culture. We encourage applications from candidates who identify as members of equity-deserving groups, including but not limited to women, Indigenous peoples, persons with disabilities, racialized persons, and individuals within the 2SLGBTQIA+ community.

We strive to create a barrier-free hiring process and welcome accommodation requests during recruitment and selection.

For more information on our employment practices, visit <https://plugin.org/>.





Application Process

To apply, please email your cover letter and CV to board@plugin.org with the subject heading “Search Committee.” Applications must be submitted by midnight (12:00, Central Time), February 14, 2025.

Land Acknowledgement

Plug In ICA is situated on Treaty 1 Territory. Plug In ICA is located on the territories of the Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and the National Homeland of the Red River Métis. We honour and respect the history of this land and remain committed to addressing the history of racism, colonization, and violence that underwrites its occupation.

Plug In ICA is a not-for-profit public art gallery and Institute of Contemporary Art. Federally Registered Charity #119095016RR0001.

