

This is an identified Aboriginal Torres Strait Islander Position. Applicants must be of Aboriginal or Torres Strait Islander descent. Exemption is claimed under Section 14d of the NSW Anti-Discrimination Act 1977.

ACKNOWLEDGEMENT

Bangarra Dance Theatre acknowledges 65,000 years of First Nations history and pays its respect to Aboriginal and Torres Strait Islander Elders past and present. We recognise sovereignty was never ceded. Australia always was and always will be, Aboriginal and Torres Strait Islander lands.

Join Bangarra and play an important role in telling First Nations stories.

Why work with Bangarra?

- Be part of Australia's iconic First Nations performing arts company.
- A collaborative and innovative company culture where your contributions are highly valued.
- Work at the recently expanded, vibrant Walsh Bay Arts Precinct.
- Workplace culture that fosters personal wellbeing.
- Varied workload, working with multiple teams across the organisation.

POSITION OVERVIEW

Position: Artistic Associate

Position reports to: Artistic Director

Contract: 12 Months with option to extend (maximum 2 Years)

Location: Sydney, with national travel as required

COMPANY PROFILE

We are Bangarra Dance Theatre. We are a company of professional Aboriginal and Torres Strait Islander performers. We are storytellers. We are fire makers. As one of Australia's leading performing arts companies, we share our culture with Communities and audiences across Australia and the world.

We have been making our indelible marks on the Australian and international theatre landscape for over three decades. We are at home performing on Country, on Australia's most iconic stages and running education workshops and programs to nurture the next generation of storytellers.

We are for the hundreds of First Nations Communities across Australia - and for anyone who wants to be a part of our story.

Artistic Associate

Bangarra Dance Theatre is seeking an exceptional mid-career or established First Nations artist with a professional practice in dance, theatre, choreography, directing or related fields to join the company as an Artistic Associate, for a fixed-term one year contract (with possibility to extend for a second year – max 2 years total).

This unique career development opportunity is designed to support the next generation of First Nations artistic and cultural leaders. Working closely with Bangarra's Artistic Director and senior team, you will gain hands-on experience across artistic leadership, creative development, producing, community engagement, artist development and sector advocacy while contributing to the artistic vision of one of Australia's leading performing arts companies.

What You'll Do

Working closely with Bangarra's Artistic Director, you will contribute to the company's artistic vision while developing the skills, experience and networks required for future artistic and cultural leadership.

In this role, you will:

- Contribute to artistic planning, creative development, research and repertoire development across Bangarra's artistic program.
- Act as Assistant Director on selected productions, developments and creative projects.
- Participate in artistic decision-making processes, cultural consultation and artistic research that informs future company direction.
- Lead the planning, producing and delivery of Bangarra's *Dance Clan* program, supporting emerging First Nations choreographers and dance makers.
- Support artist development, mentoring initiatives and career pathways for emerging and mid-career First Nations artists.
- Gain hands-on experience in producing, touring, contracting, scheduling, budgeting, financial planning and artistic operations.
- Work across national and international artistic programs, residencies and engagement initiatives.
- Build and maintain relationships with First Nations communities, Elders, cultural leaders and Bangarra alumni.
- Participate in cultural governance processes, including Bangarra's Cultural Advisory Council, helping to ensure cultural protocols and safe practices are embedded across artistic work.
- Represent Bangarra at industry events, festivals and forums, contributing to the growth and visibility of First Nations performing arts nationally.
- Support youth engagement, NAIDOC Week activities and initiatives that strengthen pathways for future generations of First Nations artists.
- Contribute to special projects, stakeholder events, strategic artistic initiatives and cross-company programs.
- Develop your own artistic practice through dedicated creative development time, mentoring, studio access and an independent creative or research project.

Selection Criteria

Essential

- Mid-career to established First Nations artist with a professional practice in dance, theatre, choreography, directing or related fields.
- Demonstrated artistic achievement and leadership potential.
- Strong understanding of First Nations cultural protocols and community engagement.
- Experience working as part of a creative team – either through independent work creation, or as part of a performing arts company.
- Excellent communication, collaboration and relationship-building skills.
- Ability to manage multiple priorities in a dynamic creative environment.

- Must be Sydney based for duration of contract. Ability to travel with the company required.

Desirable

- Experience in artistic direction, rehearsal direction or creative leadership.
- Producing, project management or program leadership experience.
- Experience in community arts, education or youth engagement programs.
- Established networks within the First Nations performing arts sector.
- Demonstrated commitment to mentoring and developing artists.

What This Role Offers

This position provides a structured pathway into senior artistic leadership, offering:

- Direct experience in artistic direction within a leading First Nations arts company.
- Hands-on leadership across major artistic and community programs.
- Deep engagement with First Nations cultural and community networks.
- National and international sector exposure through industry representation.
- Mentorship from the Artistic Director and senior artistic team.
- Opportunity to shape future First Nations dance practice and leadership nationally.

This inaugural position is kindly supported by Ping and Zareh Nalbandian.

TO APPLY

Please email the following:

- A cover letter
- A full CV including the names of three referees (referees will only be contacted after consultation with you)
- Artistic leadership statement covering:

1. Your artistic practice and career journey.
2. Your experience working with community and cultural protocols.
3. How this opportunity would support your development as a future artistic leader.
4. Your vision for strengthening First Nations dance and performance in Australia.

(max. 3 pages)

by 9am Monday 2 November 2026. If you require any assistance with your application, please contact hr@bangarra.com.au

For further information, please email Vanina Fernandez, HR Business Partner, hr@bangarra.com.au

ACCESSIBILITY

At Bangarra, we walk together in a spirit of respect and belonging. We envision a world where every person — of all cultural backgrounds and lived experiences — feels safe, seen, and valued. We recognise that it is the right of every human being to participate fully, to respectfully contribute their voice, and to share their knowledge, creativity and spirit. We are committed to creating barrier-free pathways that welcome and empower people with disability to work, collaborate, and create alongside us — across every part of our organisation and the stories we share.

If you require any assistance with the application process or more accessible documentation, interview process or any support with these, please contact Vanina Fernandez, HR Business Partner, hr@bangarra.com.au.

We aim to make our workplace accessible to all, so if you have any specific requirements, please do note them in your application or in the interview process.