

## **La Mama Theatre – General Manager**

**Location:** Carlton, VIC

**Employment Type:** 0.8 EFT

**Applications Close:** 2 November 2025

**Start Date:** January 2026

**Salary:** \$64,000 per annum (0.8 FTE; \$80,000 FTE)

### **About La Mama Theatre:**

Since 1967, La Mama has been a home for artists, a cradle for new ideas, and a cultural force shaping Australian theatre. As we reopen in February 2026, we are embarking on an exciting new chapter and seeking a visionary **General Manager** to help lead our organisation into the future.

The General Manager will work closely with the Artistic Director/CEO and Board to implement our revitalised strategy, ensuring La Mama remains a vibrant, resilient, and inclusive space for artists and audiences alike.

### **The Role**

This pivotal leadership role combines strategic oversight, operational management, financial stewardship, and people leadership. You will manage La Mama's operations, lead a small but dynamic team, oversee budgets, secure and manage funding, and build strong relationships with stakeholders, artists, and the community.

### **Key Responsibilities**

#### **Strategic and Operational Leadership**

- Work collaboratively with the Artistic Director/CEO and Board to implement La Mama's Strategic Plan.
- Ensure the effective delivery of policies, systems, and processes that enable organisational excellence.
- Monitor performance against strategic objectives and report progress to the Board.

#### **Financial Management**

- Oversee financial planning, management, and reporting in consultation with the bookkeeper and external accountants.
- Prepare annual budgets and quarterly financial reports for Board and stakeholders.
- Ensure compliance with financial regulations and reporting requirements.

## **Governance and Compliance**

- Support the Board in fulfilling governance responsibilities, including AGM preparation, Impact Reports, and regulatory compliance.
- Maintain compliance with all legal and statutory requirements (CAV, ROCO, Fundraising Registration, etc.).

## **People and Culture**

- Lead and manage operational staff, including recruitment, rostering, contracts, and professional development.
- Foster a respectful, inclusive, and supportive workplace culture that prioritises equity, wellbeing, and accountability.
- Ensure appropriate HR systems and policies are in place.

## **Funding, Partnerships, and Stakeholder Engagement**

- Lead preparation of funding applications, acquittals, and partnership reports.
- Build and maintain strong relationships with funding bodies, donors, partners, and stakeholders.
- Oversee evaluation and data collection to measure and communicate La Mama's impact.

## **Key Selection Criteria**

- Senior management or executive leadership experience in the arts, not-for-profit, or cultural sector.
- Strong financial management skills and experience preparing budgets and reports.
- Proven ability to lead, motivate, and develop teams.
- Demonstrated experience in fundraising, grant management, and stakeholder engagement.
- Strategic thinker with the ability to translate vision into operational outcomes.
- Excellent communication and interpersonal skills.
- Understanding of governance requirements and compliance obligations.

## **Desirable Traits and Experience**

- Experience in independent theatre or live performance sectors.
- Familiarity with and commitment to cultural equity practices.
- Strong project management and organisational skills.
- Innovative, adaptable, and solutions-focused mindset.
- Commitment to artist development and community engagement.
- High emotional intelligence and collaborative leadership style.

**Why Join La Mama?**

This is a rare opportunity to shape the future of one of Australia's most iconic independent theatres. You will play a central role in fostering creativity, supporting artists, and contributing to a vibrant cultural landscape.

La Mama is committed to being an **equitable and open employer**. We value diversity and encourage applications from people of all backgrounds, including First Nations people, people with disability, LGBTQIA+ individuals, and people from culturally and linguistically diverse communities.

**How to Apply**

Please submit your CV and a cover letter addressing the key selection criteria to CEO/Artistic Director Caitlin Dullard ([caitlin@lamama.com.au](mailto:caitlin@lamama.com.au)) by November 2.

Interviews will be held November 17 and 18. Role begins January 2026.