

# Shorefast

## Who We Are

Shorefast was established to contribute to the economic and cultural resilience of Fogo Island, Newfoundland, creating a model for contemporary rural communities. Activities are focused at the intersection of business, art, community and nature.

Shorefast operates a social enterprise model where surpluses from business activity are reinvested in community programs. Entities under this unique corporate structure Fogo Island Arts, Environmental Stewardship, Foodways, heritage restorations, and community engagement, alongside for-profit business ventures such as Fogo Island Inn, Fogo Island Workshops, and Fogo Island Fish.

## The Opportunity

The **Director, Programs**, will be based on Fogo Island, NL. We are collectively navigating a period of great change and exciting possibility. Shorefast, with its suite of businesses and locally-based programs, is uniquely positioned to act as a contagious example for community-engaged economic, cultural, and social development. We are seeking a thoughtful, relationships-focused leader to foster cross-functionality within our team and help shepherd our changemaking into its next chapter.

## What You'll Do

### Strategy and Program Development

- Responsible for delivery of Shorefast programming strategy and deployment of on-island initiatives
- Design of program delivery: devise methods to increase program participation and key site visitation, and work with team to build data to measure impact of programs
- Keep abreast of similar organizations in NL and nationally/internationally to understand how Shorefast fits into competitive set and build relationships to advance our work; identify and bring forward potential partnership/collaboration opportunities
- Actively participate in the local and provincial networks: this includes, but is not limited to, contemporary art community with peer organisations and relevant networks, artists, gallerists, collectors, funders and other institutions supporting the work of contemporary artists; university and colleges that are partners and offer programming that aligns with Shorefast's work, whether environmental, cultural, or artistic;
- Work with colleagues to shape emerging Shorefast programs; curate residencies and associated programming ongoing
- Work with colleagues in philanthropy in generating applications for grants and other funding sources to support Shorefast programs

### Program and Team Management

- Responsible for oversight and management of all Shorefast community programs
- Lead with hospitality: ensure colleagues are collaborating with and supporting residency participants, enabling them to have an inspiring residency experience and/or to produce ambitious new work.
- Monitor quality of program delivery and guide team with adjustments to delivery as necessary; guide team in streamlining processes, developing SOPs, etc.
- Lead recruitment/hiring for Shorefast Programs team, in conjunction with colleagues; work with team members to develop in their roles
- Manage yearly budget/strategic plan creation and adherence to yearly budget throughout season.

### Community + Stakeholder Engagement

- Working with colleagues, identify and cultivate relationships within the community to develop an understanding of Shorefast's work and how it can support community for future generations. Identify areas where Shorefast needs to engage with specific stakeholders
- Identify, create, and help maintain community partnerships
- Communications content: contribute ideas, develop content ideas, recommend approaches to support dissemination of information regarding Shorefast programs and impact.

## Qualifications you'll bring

- University degree in Arts related field (other education considered)
- 5+ years in arts administration
- 5+ years of progressively more responsible management experience
- Demonstrated ability to work independently in a remote or hybrid working context.
- Proficiency with Microsoft Office, Adobe, and/or other productivity, design, and data tools.
- Experience delivering written and oral presentations in settings.
- Demonstrated relationship management, critical thinking, analytical, quality business writing, and effective communication skills.
- Strong coordination and organizational skills
- Ability to collaborate and function effectively on a highly motivated, innovative, and entrepreneurial team.

### What we offer

- Competitive Salary
- Health & Dental benefits
- Training and development opportunities
- Dining & Discount perks
- A dynamic culture that encourages and rewards the entrepreneurial spirit

### To Apply:

Submit a cover letter & resume to [careers@shorefast.org](mailto:careers@shorefast.org) or subject line “Director, Programs”

Deadline for Applications: **UNTIL FILLED**. We are grateful for all applications but only those selected for an interview will be contacted.

Questions about this position may be directed to: [careers@shorefast.org](mailto:careers@shorefast.org)

About Shorefast: [www.shorefast.org](http://www.shorefast.org) | [www.fogoislandinn.ca](http://www.fogoislandinn.ca) | [www.fogoislandworkshops.ca](http://www.fogoislandworkshops.ca) | [www.fogoislandfish.ca](http://www.fogoislandfish.ca) | [www.fogoislandarts.ca](http://www.fogoislandarts.ca)

About Shorefast & Fogo Island: [Strange and Familiar](#)