



**NATIONAL FILM
AND SOUND ARCHIVE
OF AUSTRALIA**

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CHIEF CURATOR CANDIDATE PACK

The National Film and Sound Archive of Australia acknowledges Australia's Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the lands on which we work and live and gives respect to their Elders both past and present.

NFSA STATEMENT OF REFLECTION

Invitation from the CEO

As we move further into the digital age, an audiovisual archiving institution like the National Film and Sound Archive (NFSA) becomes an essential part of our culture.

Digital media, the prevalence of streaming platforms, gaming, and all the other myriad and ubiquitous forms of audiovisual cultural expression require the NFSA to continually evolve in order to best represent the habits, interests and creative practices of contemporary Australians.

Since commencing in the CEO role in 2021, I have been focused on best fitting the NFSA to respond to this brief. NFSA is a mature organisation, with a collection that began in 1935, and a formal identity and home since 1984. But it is in the last few years that the NFSA has experienced some of the most significant developments that will impact on its relevance and direction for a long time to come. The institution has benefited from two funding increases granted by the Australian Government. The first, announced in 2021, was a grant of \$41.9 over four years to assist in ramping up the digitisation of at-risk material, particularly magnetic formats. This critical funding created the Audiovisual Australia (AVA) program which over the next five years will ensure that at-risk collection items are digitised not only from the NFSA collection, but from seven other National Collecting Institutions. The second uplift was announced in 2023 and provides an ongoing increase in NFSA’s operational funding, allowing us to confidently fulfil the institution’s purpose as set out the *National Film and Sound Archive Act 1984*. The awarding of this funding and the ability of the organisation to significantly elevate our digitisation activity allows us to demonstrate our leadership in audiovisual preservation nationally, and internationally.

As a member of the NFSA’s Senior Executive team, the Chief Curator will strengthen the NFSA’s position as a leader in the national and international galleries, libraries, archives and museums (GLAM) sector through thoughtful and innovative approaches to collection, preservation and interpretation.

We seek an innovative and partnership-driven Chief Curator, with experience in the audiovisual industries and a broad understanding of audiovisual history and output. The Chief Curator will ideally bring strong national networks, knowledge of current audiovisual practice and research, and a passion for telling Australian stories.

This year we celebrate our 40th anniversary as an independent cultural organisation, an ideal time to welcome a new Chief Curator to lead and contribute to discussions on what the NFSA might achieve for all Australians.

We welcome your interest in applying for the role.

PATRICK MCINTYRE
CHIEF EXECUTIVE OFFICER



SECTION 1

National Film and Sound Archive

About NFSA

The National Film and Sound Archive of Australia is one of the eight National Collecting Institutions, alongside peer organisations such as the National Gallery of Australia, the National Library of Australia, the National Museum of Australia and the Museum of Australian Democracy at Old Parliament House.

The collection itself dates back to 1935, making it one of the world’s oldest audiovisual collections.

Under the National Film and Sound Archive Act 2008, it is charged with maintaining an unbroken record of Australian audiovisual culture and creativity by collecting, preserving and making accessible artifacts in a broad range of formats, from film and magnetic tape, to compact discs and complex digital objects, to sets, props, costumes and documentation. The collection provides a fascinating and detailed social history of the country. The materials contain a multitude of stories and knowledge, including news and current affairs, art and science, advertisements and game shows, sporting matches and video games, drama, comedy and documentary. The extensive holdings of Aboriginal and Torres Strait Islander provenance are particularly rare, significant and valuable.

NFSA is a key part of the Australian audiovisual industries, promoting the work of artists and producers as well as preserving it for future generations. The institution also facilitates access to the collection for the purposes of academic research, exhibitions and displays presented by peers in the galleries, libraries, archives and museums (GLAM) sector, and re-use by media practitioners including documentary makers and broadcasters. Online and at its headquarters in Canberra, content, learning and public programs teams, in collaboration with curatorial staff, provide new ways of engaging. Recent estimates put the number of views of NFSA collection materials at more than 121M per annum, making it one of the country’s most relevant and hard-working cultural assets.

With a large-scale push to digitise the collection for long term preservation now in train, and with the advent of new digital tools to more effectively search the collection, NFSA is entering a new phase of exponentially increasing potential.

**CORPORATE PLAN AND
STRATEGIC DIRECTION
DOWNLOAD HERE**



Our Story and Vision

OUR PURPOSE

The NFSA tells the national story by collecting, preserving and sharing audiovisual media, the cultural experience platforms of our time.

OUR GOAL

In the digital age, the NFSA should be Australia’s most dynamic and valued cultural organisation.

PRIORITIES

Our three specific priorities from 2022 to 2025 are:

- Relevance**
- A collection that tells the national story in all its diversity
 - A reliable and established leader and collaborator with partners in the Galleries, Libraries, Archives and Museums (GLAM) sector, and public screen and commercial media industries here and overseas, contributing to and promoting the value of Australia’s screen and cultural ambitions and achievements
 - An institution that evolves with industry and audiences, adapting our collecting to reflect new technologies and content
- Reach**
- A collection that is readily discoverable
 - A collection that is widely used and enjoyed
- Revenue**
- A loved and trusted institutional brand with a growing audience
 - An energised, original, forward-thinking and effective organisation



‘(The NFSA) have the earliest feature film (*The Story of the Kelly Gang*), and the oldest surviving recorded sound (*The Hen Convention*). It’s an absolute treasure trove!’

MARGARET POMERANZ
FORMER NFSA AMBASSADOR

‘I think as humans we connect to a soulful existence. So the NFSA is grabbing the remnants of that soulful existence, putting them together, safeguarding them, and sharing them.’

ABBIE CORNISH
ACTOR

‘The cooperation between the National Film and Sound Archive and the Cinémathèque Française is one of the highlights of the Australia Now France program, presenting not only the diversity and quality of Australian cinema through two unique retrospectives, but also the Archives’ exceptional work in collecting, preserving and promoting Australian film.’

GILLIAN BIRD
AUSTRALIAN AMBASSADOR TO FRANCE

‘Please convey my thanks to all involved at NFSA. Your team have battled budget shrinkages to ensure Australian audio visual history is saved for future generations. Your work is appreciated by all Australian audio visual creators and increasingly, audiences around the world.’

PHILLIP NOYCE
FILMMAKER

‘It was so important, what NFSA had done, which truly has put FLOATING LIFE into the scene again, to create the opportunity for more Australians to either revisit or to see the film for the first time, both in Arc and ACMI, and in so many other places in the world. The importance of NFSA cannot be underestimated, and in the paucity of today’s film as an art form and cultural preservation environment, it is even more precious.’

CLARA LAW AND EDDIE L.C FONG
FILMMAKERS

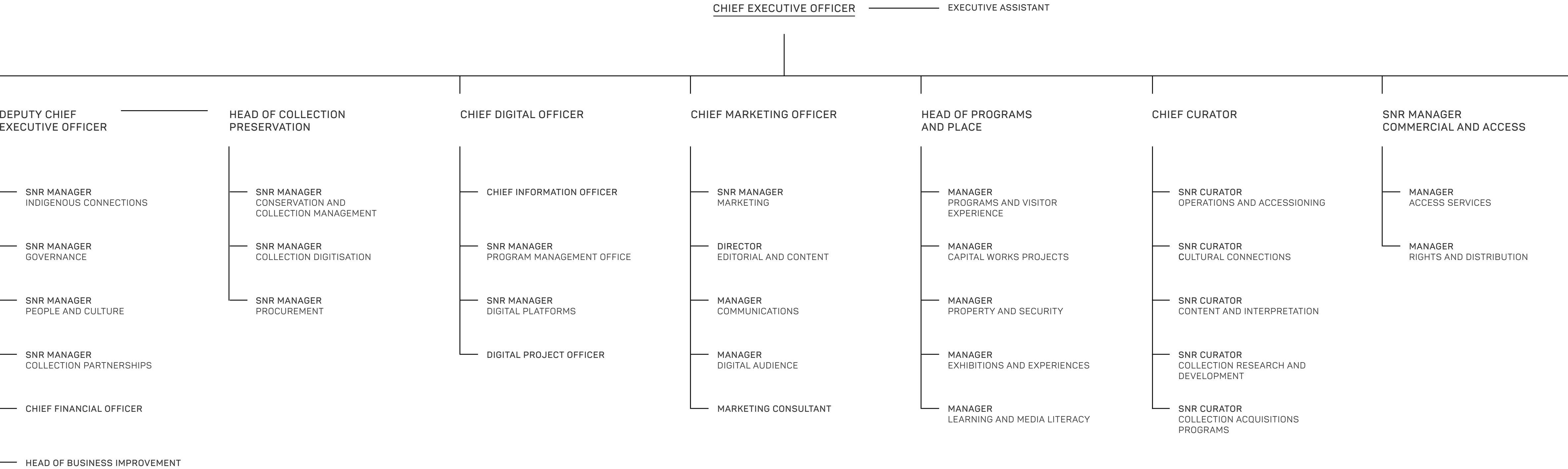
‘As a young filmmaker, I would visit the Film and Sound archive in Canberra and watch material that I could not get anywhere else. This was before the internet. The archive was a cool place full of foreign and Australian films. It was special. It is humbling to have my work included. It makes me feel I have lived a life. Collaborated with wonderful people. Been assisted by many. I hope my work inspires others to be brave and persist.’

CATE SHORTLAND
FILMMAKER

SECTION 2

Chief Curator Job Profile

Organisational Structure



The Role

Reporting to the CEO, the Chief Curator leads the NFSA’s collecting and accessioning activities, and collaborates across the institution on collection interpretation, programming and research. The Chief Curator has lead responsibility for the development of the national audiovisual collection.

The successful candidate will be an established leader in the Australian audiovisual industries as a curator, practitioner, producer, academic or executive. They will have a sound understanding of and commitment to archival practices, standards and objectives.

The Curatorial and Accessioning Section is one of the largest teams in the institution. Five roles report to the Chief Curator, with another 37 roles in the branch. The Section is also growing, following a recent increase to the NFSA’s annual funding. Accordingly, the Chief Curator will have a strong track record in developing, inspiring and motivating large teams to deliver high quality outcomes.

Applicants will be expected to have a pre-existing interest in the work of the NFSA, and a firm understanding of the NFSA’s role as the custodian of the national audiovisual collection. In addition, or alternatively, applicants will offer a highly developed appreciation and knowledge of audiovisual arts and technologies together with a commitment to the ongoing preservation and development of Australian culture. They will bring developed professional networks from the media, arts, cultural, policy or educational sectors.

Dating to 1935, the national audiovisual collection is a record of Australian artistic, industrial and technological achievement, and of the social and cultural impacts of audiovisual media. Today, the NFSA collects and preserves digital forms such as video games, podcasts, virtual reality, web and social content; alongside recorded music, cinema, news and current affairs, home movies, sporting, scientific and artistic recordings across a range of formats; and physical artifacts such as costumes, posters, entertainment hardware and ephemera.

On top of our collecting activity, the NFSA also makes these artifacts available for reuse to artists and producers, for research purposes, and in the form of public and educational programs, screenings, publications and online content.

The Chief Curator is a principal spokesperson for the institution, and will be conversant with a wide range of topics relating to Australian audiovisual industries, including leading practitioners, technological and industrial issues, cultural significance and international positioning.

This role is unique in the Australian cultural landscape, and a variety of different career pathways may lead to it. Interested applicants are encouraged to contact REA for a confidential discussion about the role and their potential candidacy.



Key Responsibilities

**LEADING DEVELOPMENT
OF THE NATIONAL
AUDIOVISUAL COLLECTION**

- Developing and implementing acquisition and accessioning strategies and activities to ensure that the national audiovisual collection is developed sustainably and that it represents the Australian story in all of its complexity and diversity.
- Maintaining and strengthening trust and relationships with current and potential institutional and private collection donors.
- Embracing the opportunities presented by new technology to improve the way in which the NFSA develops and cares for the collection.

**LEADING COMMUNICATION
ABOUT THE COLLECTION AND
NFSA’S ROLE AS A CUSTODIAN**

- Representing and enhancing the profile of the NFSA, the collection and the NFSA’s custodianship among stakeholders in the audiovisual industries, media, professional networks, peer cultural institutions and practitioners, the education sector, donors, clients and other partners.

**COLLABORATING ON
COLLECTION INTERPRETATION**

- Maintaining and sharing insightful, in-depth and expert knowledge of the collection.
- Collaborating with teams across the organisation on the development and delivery of institutional programming and publishing activity.
- Providing thought leadership in relation to audiovisual creativity and achievement, including reflection on historical impacts as well as anticipating future developments.

**COLLABORATING ON
COLLECTION PRESERVATION**

- Supporting institutional compliance with international audiovisual archiving standards and contributing to the evolution of these within the NFSA in response to cultural and technological changes.
- Overseeing the selection of priority materials for preservation and identifying materials for deselection and disposal in accordance with institutional policies.

LEADING DELIVERY

- Managing the Curatorial and Accessioning Section to deliver high quality outcomes that contribute to NFSA goals.
- Mentoring and developing a skilled curatorial and accessioning workforce that is resilient and meets current and future needs for the NFSA.
- Providing accurate and insightful advice and information about the NFSA collection and section activities.
- Maintaining a commitment to ongoing business improvement.
- Budget management.

Key Professional Relationships

REPORTS TO

CEO

SUPERVISES

Senior Curator, Operations and Accessioning
Senior Curator, Cultural Connections
Senior Curator, Content and Interpretation
Senior Curator, Collection Research and Development
Senior Curator, Collection Acquisitions Programs

INTERNAL COLLABORATORS

CEO

- Senior Manager, Access and Licensing

Deputy CEO

- Senior Manager Indigenous Connections
- Head of Collection Preservation

Chief Marketing Officer

- Editorial and Content Director
- Senior Manager, Marketing
- Manager, Communications

Head of Programs and Place

- Manager, Public Programs
- Manager, Learning and Media Literacy

Chief Digital Officer

EXTERNAL

Industry Practitioners and Partners, Media, Funding Partners, Cultural Owners, Educators, Researchers



Desired Attributes

The successful candidate will bring enthusiasm, ideas and a delivery mindset to the role. They will be:

INFORMED

- Deep knowledge of at least one aspect of the Australian audiovisual sector (e.g. video games, broadcast).
- A broad understanding of Australia’s audiovisual history and output, including knowledge of key moments, historical periods, developments and trends.
- Familiarity with the Australian audiovisual landscape, including the funding framework, key creators and stakeholders, eminent and emerging leaders, practitioners and commentators.
- GLAM sector sensibility, including a commitment to responsible collecting, familiarity with archival practice, appreciation of the cultural sector, understanding of archival research and scholarship.

AN ACCOUNTABLE LEADER

- High level written and oral communication skills, including the ability to represent the NFSA in public forums, to influence a range of stakeholders and to negotiate to achieve outcomes.
- Demonstrated capacity to translate organisational strategy into operational goals.
- Proven capacity to motivate and inspire a team to deliver strategic outcomes, and the ability to harness expertise across the workforce to meet NFSA goals.
- The ability to develop and manage staff of varying levels and capabilities.
- Experience in planning, budgeting, project management and reporting to meet organisational goals.
- Proven ability to provide timely, accurate and insightful advice to CEO and Board.
- Demonstrated commitment to business improvement and innovation, including the ability to embrace new technologies, systems and processes to improve outcomes.
- A high degree of integrity, personal drive and professionalism, coupled with the ability to engage with risk and lead to a team to adapt through periods of change.

AN EFFECTIVE COLLABORATOR

- Highly developed capacity to maintain a network of relationships with internal and external stakeholders to support delivery of NFSA's goals.
- A partnership-driven approach to achieving workplace outcomes, including the ability to bring stakeholders along, to invite input and to encourage buy-in.
- Proven capacity to achieve collaborative results in an institutional work environment.

Key Selection Criteria

- 1. A deep knowledge and appreciation of the Australian audiovisual sector: its history and output, key moments and trends.
- 2. Familiarity with key audiovisual creators and stakeholders, eminent and emerging leaders, practitioners and commentators.
- 3. GLAM sector sensibility, with an understanding of archival practice, research and scholarship.
- 4. Proven capacity to translate organisational strategy into operational goals in an institutional work environment.
- 5. Outstanding organisational, leadership and project management skills.
- 6. High-level interpersonal, presenting and influencing skills.
- 7. A proven collaborator and a leader of positive cultural change.
- 8. Relevant tertiary-level qualifications or significant experience in a related field



SECTION 3

Applications

How to Apply

Thank you for your interest in NFSA.

NFSA welcomes and encourages applications from people with disability, the LGBTIQ+ communities, from Aboriginal and/or Torres Strait Islander people, and people from culturally and linguistically diverse backgrounds.

HOW TO APPLY

Your application must include the following:

- 1. A covering letter of no more than two pages.
- 2. A statement of no more **four pages** outlining your suitability for the role, demonstrating your experience and approach in relation to the selection criteria on page 16 and how your personal attributes accord with those outlined for the position.
- 3. A concise CV providing personal details, qualifications, and work history.
- 4. The names and contact details, including email addresses, of three referees who may be contacted for a confidential report (your permission will be sought before referees are contacted).
- 5. The earliest date on which you would be available to commence in the role.

LODGING YOUR APPLICATION

Applications are due **before midnight on Friday 29 March**.

Before lodging an application, you are encouraged to contact:

Vanessa Duscio
Partner, REA Consulting
+61 409 977 312
vanessa@rea-consulting.com

Richard Evans
Partner, REA Consulting
+61 417 336 507
richard@rea-consulting.com

All enquires are treated confidentially.

To apply please email your application, consolidated and saved within a single PDF document to vanessa@rea-consulting.com and richard@rea-consulting.com

PROCESS AND TIMELINE

- NFSA expects to conduct first round interviews in April with a Selection Panel, including the CEO.
- Second-round interviews will be held in person in Canberra or Sydney.
- Shortlisted candidates will be required to complete a presentation for the Panel.
- Comprehensive reference checks.
- The preferred date of commencement is 1 June 2024.

LOCATION

The position can be based in Canberra or Sydney. Our Canberra headquarters are on Ngunnawal Country. The Acton building is a unique and distinctive piece of Canberra’s architectural heritage. Our Sydney office is centrally located on Gadigal land in Pyrmont. This position will be required to travel.

CONTRACT

This is a full-time position.
This position is offered on an ongoing basis. One-off relocation contribution is available should it be required.

Appendix

BACKGROUND AND BROAD RESOURCES

- [Collection National Film and Sound Archive of Australia](#)
- [Collection Policy National Film and Sound Archive of Australia](#)
- [NFSA Acquisition Highlights of 2022 National Film and Sound Archive of Australia](#)
- [Growing the NFSA collection – What and How Much We Collect National Film and Sound Archive of Australia](#)
- [Film Australia Collection National Film and Sound Archive](#)

ONGOING PROGRAM EXAMPLES

- [NFSA Restores Collection National Film and Sound Archive of Australia](#)
- [NFSA Sounds of Australia National Film and Sound Archive of Australia](#)
- [Vinyl Lounge National Film and Sound Archive of Australia](#)
- [Oral History National Film and Sound Archive of Australia](#)

CURRENT AND RECENT PROJECTS

- [Radio 100 NFSA National Film and Sound Archive of Australia](#)
- [The Library at the NFSA National Film and Sound Archive of Australia](#)
- [WINHANGANHA: A new work by award-winning poet and artist Jazz Money National Film and Sound Archive of Australia](#)





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