

# Kingston Pride – Festival Director 2025

<b>Job Title:</b> Festival Director	<b>Number of Positions:</b> 1
<b>Job Type:</b> Part-time with increase to full-time	
<b>Job Term:</b> February 5 <sup>th</sup> 2025 – June 30 <sup>th</sup> 2025	<b>Date Posted:</b> January 14 <sup>th</sup> , 2025
<b>Salary:</b> TBC	<b>Closing Date:</b> January 31 <sup>st</sup> , 2025
To apply for this position, please send a resume and cover letter to <a href="mailto:admin@kingstonpride.ca">admin@kingstonpride.ca</a> .	

## Opening Statement

Kingston Pride Inc. is a grassroots organization established in 1989 that works to promote awareness and inclusion of the 2SLGBTQIA+ community. Kingston Pride Inc. coordinates a wide range of activities to celebrate diversity in Kingston and the surrounding area. While events take place year-round, Pride Month is celebrated every June with the Pride Festival, Pride Parade, and other social gatherings.

Previously, the month-long Pride celebrations have been organized by dedicated volunteers. In the spirit of innovation with a goal of bringing national recognition to the Kingston Pride community, Kingston Pride Inc. is looking to hire a Festival Director to oversee the 2025 Kingston Pride Festival.

## Position Summary

The Festival Director is the key management leader of Kingston Pride Inc. The Festival Director is responsible for overseeing the administration, programs, and planning of the festival. Key duties will include (but not be limited to): fundraising, marketing, and community outreach. The position reports directly to the board of directors.

## Position Specifications

Compensation to be negotiated. The job term will commence in early-February 2025 and end in late June 2025 at the culmination of Pride Month in Kingston. The position will grant time off only in the case of Statutory Holidays with 5 days' vacation per annum.

## **Key Accountabilities and Responsibilities**

1. Board Governance: Works directly in coordination with the Board of Directors
  - a. Responsible for leading Kingston Pride Inc. in a manner that supports and guides the organization's mission as defined by the Board of Directors.
  - b. Responsible for communicating effectively with the Board and providing, in a timely and accurate manner, all information necessary for the Board to function properly and to make informed decisions.
  - c. Responsible for keeping their delegated tasks and execution of tasks organized.
2. Financial Performance and Viability: Develop resources to ensure the financial health of the organization
  - a. Responsible for the fiscal integrity of Kingston Pride Inc. This includes (but is not limited to) submission to the Board of a proposed annual budget and monthly financial statements, which accurately reflect the financial condition of the organization.
  - b. Responsible for fiscal management that generally anticipates operating within the approved budget, ensures maximum resource utilization, and maintenance of the organization in a positive financial position
  - c. Responsible for fundraising and developing other resources necessary to support Kingston Pride Inc.'s mission
3. Organization Mission and Strategy: Works with board and staff to ensure that the mission is fulfilled through events and programs, strategic planning and community outreach
  - a. Responsible for contributing to the implementation of Kingston Pride Inc.'s programs that carry out the organization's mission through 2025 Pride Festival proposals.
  - b. Responsible for contributing to strategic planning to ensure that Kingston Pride Inc. can successfully fulfill its mission into the future.
  - c. Responsible for the enhancement of Kingston Pride Inc.'s image by being active and visible in the community and by working closely with other professional, civic, and private organizations.
4. Organization Operations: Oversees and implements appropriate resources to ensure the operations of the organization are appropriate
  - a. Responsible for effective administration of Kingston Pride Inc.'s operations.
  - b. Responsible for assisting in recruitment and training of willing, competent, qualified volunteers.
  - c. With Board approval on a case-by-case basis, responsible for signing all notes, agreements, and other instruments made and entered into and on behalf of the organization.

## **Qualifications, Competencies**

- Transparent and high integrity leadership style.
- Post-secondary degree/diploma in business management or a related field
- Three or more years of related experiences in non-profit management
- Extensive knowledge of and experience with budget management including budget preparation, analysis, decision-making, and reporting.
- Knowledge of fundraising strategies and donor relations unique to non-profit sector.

## **Skills, Abilities**

- Ability to convey a vision of Kingston Pride Inc's strategic future to the Board of Directors, its donors, and volunteers.
- Effective collaboration and motivational skills to work with diverse Board Members, donors, and volunteers.
- Strong organizational abilities including (but not limited to), planning, delegating, program development, and task facilitation.
- Strong written and oral communication skills; strong public speaking ability
- Experience with conflict resolution and team building.
- Ability to remain calm during high stress situations and make proper judgement.
- Ability to retain confidentiality as stated in Kingston Pride's Safer Spaces agreement.
- Strong social media skills including the submission of posts, reels and tik toks.

## **Work Demands**

- Planning and operation of annual budget (in collaboration with the Treasurer).
- Establish employment and administrative policies and procedures for all functions and for the day-to-day operation of the non-profit.
- Serve as Kingston Pride Inc's spokesperson to the organization's membership, the media, and the public.
- Establish and maintain relationships with various organizations in Kingston and the surrounding area. Utilize those relationships to strategically enhance Kingston Pride Inc's mission.
- Report to and work closely with the Board of Directors to seek their involvement in policy decisions, fundraising, and to increase the overall visibility of Kingston Pride Inc. throughout Kingston and the surrounding area.
- Be present for the Annual General Meeting on a to be determined date in the fall to speak on their work and collaboration with the Kingston Pride Board Members.
- Oversee Board and committee meetings in relation to the 2025 Pride Festival on the third Wednesday of every month at 6:30pm.

- Oversee marketing and other communications efforts in relation to the 2025 Pride Festival.
  - Create a report of their work throughout their employment with Kingston Pride, including but not limited to sponsorships acquired, community relationships built and how they contributed to the success of the Pride Festival. This report must be presented at The Kingston Pride AGM.
  - Review and approve contracts for services upon the approval of the Chair or Vice Chair.
  - Supervise and collaborate with volunteers.
  - Other duties as assigned by the board of directors.

### **Benefits of working with Kingston Pride:**

#### Networking Opportunities

- Build professional relationships with local organizations, government representatives, and community leaders.

#### Community Impact

- Play a central role in creating a more inclusive, diverse, and welcoming environment for Kingston's 2SLGBTQIA+ community.
- Help elevate the visibility and recognition of Kingston Pride, contributing to a positive shift in community engagement and support for diversity.

#### Flexible Working Environment

- Flexibility in work hours and remote options, where possible.
- Defined Term (February to June), allowing for dedicated focus without long-term commitment.

#### Inclusivity & Support

- A safe and welcoming environment committed to supporting marginalized voices.
- Direct communication with the Chair, Vice Chair and Board Members.
- Letter of recommendation available upon request for the applicant for future employment opportunities after the Pride Festival.

### **Closing Statement**

For more information, visit our website at [www.kingstonpride.ca](http://www.kingstonpride.ca). Your resume and cover letter must clearly demonstrate how you meet the requirements of the position. We thank all of those who apply; however, only those selected for further consideration will be contacted. Kingston Pride Inc. is an equal opportunity employer, we encourage those from marginalized backgrounds to apply for this position. Accommodation for applicants with disabilities is available upon request to enable equitable participation in the recruitment process.