

# STEPH SPEIRS

SUPPORTING ARTISTS TO DO GREAT THINGS

0435 757 407 | SPEIRS.STEPH@GMAIL.COM | [WWW.HELLOSTEPHSPEIRS.COM](http://WWW.HELLOSTEPHSPEIRS.COM)

## PROFESSIONAL PROFILE

I am a passionate arts professional, with extensive experience producing and supporting artists in arts, festivals & events environments. I also maintain an independent arts practice as a theatremaker, dramaturg and composer.

My professional values are **curiosity, encouragement & enthusiasm, efficiency & adaptability.**

## EDUCATION

**Associate Degree in Music Composition**  
Box Hill Institute (current)

**Master of Arts & Cultural Management**  
University of Melbourne (2018)  
**Research specialisation:** festival management & cultural policy.

**Bachelor of Performing Arts**  
Monash University (2007)

## REFERENCES

**Nicole Beyer**  
**Executive Director** (former)  
Theatre Network Australia (TNA)

**Penny Miles**  
**Executive Director** (former)  
Circus Oz

**Hadley Agrez**  
**CEO & Program Director**  
Melbourne International Jazz Festival

(contact details available on request)

## CREATIVE PRODUCING & PROGRAM MANAGEMENT

### SELECTED ROLES

**2022-current** | **Executive Producer**, Australian Performing Arts Forum (TNA)  
**2021** | **Producer Artform & Industry Development**, Circus Oz  
**2019** | **Producer**, [Melbourne International Jazz Festival](#)  
**2018-19** | **Festival Producer**, [Drama Victoria Theatre Festival \(DVTF\)](#)  
**2018** | **Executive Producer**, [Fringe Wives Club](#)  
**2017** | **Producer**, [Moosehead Awards](#)  
**2016-17** | **Associate Producer**, [Token Events](#)  
**2017** | **Producer & Lead Artist**, [Remedium](#)  
**2014** | **Consulting Producer**, [Tripped \(Attic Erratic\)](#), Melbourne Fringe  
**2010-12** | **General Manager**, [Attic Erratic](#)  
**2008** | **Festival Creative Director**, ADFest ([Monash Student Theatre](#))

### RESPONSIBILITIES

- Stakeholder relationships
- Budget management
- Planning, logistics & scheduling
- Marketing strategy & tactics
- Research, evaluation & documentation

### SELECTED ACHIEVEMENTS

- **Programming & curation:** curated program of artists for the Circus Arts Incubator at Circus Oz. Significantly more applications were received than expected, with places available for only one in two applicants, so selection criteria and inclusion lenses were applied to separate & rank applications.
- **Arts sector analysis:** undertook in-depth research project on the Melbourne circus classes sector, including industry trends, market & competitor analyses, product comparisons and financial modelling. Full findings from the final report went to Board and Executive, and I also presented findings to members of the wider circus classes sector.
- **Cultural policy research & sector consultation:** completed Master's Thesis focusing on working conditions and experiences of short-term arts festival workers in Australia & the UK. Gathered qualitative data via interviews and focus groups. Awarded first class honours for final submission.
- **Artist application support:** designed and implemented application & selection process for the Circus Arts Incubator. All applicants were offered feedback sessions following selection announcement and I delivered 25+ individual feedback sessions over 2 weeks.
- **Program evaluation:** drove an evaluation partnership with Dr Clare Hall from Monash University to document program outcomes and impacts. Future programs secured funding as a result of high quality evaluation and reporting from that pilot year. (Melbourne International Jazz Festival)
- **Detailed reporting & documentation:** Prepared comprehensive handover reports for 10+ festival contracts, documenting processes, evaluating outcomes against goals & providing recommendations for future festivals.
- **Project management & budgeting:** Over a decade working independently as a producer and arts manager in which I have managed 20+ budgets (\$10,000-\$800,000) in Excel, for funding, Board/Executive, departmental, projects & touring.
- **Produced award-winning shows:** Produced shows have been recognised with awards from Melbourne Fringe, Adelaide Fringe & MICF, and nominations from Perth Fringeworld, Edinburgh Fringe & Green Room Awards
- **Partnership negotiation:** secured \$34,000 of all-new funding for Drama Victoria Theatre Festival in 2019

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## ARTIST DEVELOPMENT & SUPPORT

### SELECTED ROLES

2022-current | **Program Manager**, Theatre Network Australia (TNA)  
2022 | **Industry Judge**, Stonnington Council Youth Services  
2018-20 | **Artist Coach & Mentor**, [various artists & practitioners](#)  
2019 | **Professional Mentor (Festival Directors)**, [Mudfest \(UniMelb\)](#)  
2018 | **Co-Producer**, [Romeo Is Not The Only Fruit](#) (Malthouse)  
2017 | **Panellist**, Festival & Event Staff Network Industry Panel  
2016-18 | **Arts Industry Workshop Facilitator**

### SELECTED ACHIEVEMENTS

- **Workshop facilitation:** I have designed and facilitated arts workshops for emerging artists over many years. As a resident artist at the 2018 MUST artist boot camp, I facilitated a week of workshops for 30+ young theatre makers from Monash University.
- **Co-designed artist development:** worked with circus artists to co-design professional development opportunities as well as delivering individual mentoring & consultation. (Producer Artform & Industry Development, Circus Oz)

- **Designed & delivered university arts internship programs in two workplaces:**
  - With Drama Victoria Theatre Festival I implemented a new intern placement program that was offered to theatre and education students from our four partner universities.
  - At Melbourne Fringe I introduced an operations internship in partnership with [JMC Academy](#).
- **Artform & sector development for the circus sector:** designed and delivered the Circus Arts Incubator program that supported over 100 circus artists to train, develop, rehearse & collaborate. (Producer Artform & Industry Development, Circus Oz)
- **Mentoring:** I have mentored emerging artists & arts workers throughout my career, privately and through mentorship programs at Monash University and University of Melbourne.

## FESTIVAL & VENUE OPERATIONS

### SELECTED ROLES

2016-18 | **Operations Manager Festival Hub**, [Melbourne Fringe](#)  
2016 | **Assistant Venues Manager**, [Melbourne Intl. Comedy Festival](#)  
2016 | **Volunteers & Venues Coordinator**, [Melbourne Writers Festival](#)  
2015-16 | **Manager (Site Crew & FOH)**, [Garden of Unearthly Delights](#)  
2015-16 | **Venue & Technical Manager**, [Easey Street Concert Hall](#)  
2014-15 | **Operations Manager**, [Greenwich Comedy Festival \(UK\)](#)  
2014-15 | **Venues Manager**, [Bristol Comedy Garden \(UK\)](#)  
2014-15 | **Assistant Venue Manager & FOH Manager**, [MICEF](#)

### RESPONSIBILITIES

- Policy development & contracts
- Team & stakeholder management
- Process documentation, reporting & handovers

## LIVE PRODUCTION & FESTIVAL COORDINATION

### SELECTED ROLES

2019-20 | **Production Coordinator**, [Melba Spiegeltent](#) (Circus Oz)  
2016 | **Program Coordinator**, [Melbourne Fashion Festival](#)  
2016 | **Artist Services Coordinator**, [Melbourne Fringe](#)  
2014-15 | **FOH Manager**, [Assembly Festival](#) (UK)  
2013 | **Festival Coordinator**, [Short+Sweet Arts Festival](#) (Theatre)

### RESPONSIBILITIES

- Production, stage & site management
- Production teams & volunteer management

### SELECTED ACHIEVEMENTS

- **Event management:** At Melba Spiegeltent I worked closely with artists, technicians and producers to facilitate presentation of over 250 shows and events.

### SELECTED ACHIEVEMENTS

- **Managing festival venues:** Three years as Hub Operations Manager at Melbourne Fringe in which I interfaced between production, artists and venue staff across 9 venues. In 2016 and 2017 I also assisted the Artist Services team during registration to support artists and venues in preparing for the festival.

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