



Job Posting

Talent Manager, Science Communications

About Spark

The purpose of Calgary's science centre is unwavering. Spark exists to make lives — and the world — better through an affinity for science. Through visits to Spark, and encounters with Spark in the community, people are lifted up by the positive power of curiosity, experimentation and creativity. Spark is a registered charity.

The outcome is profound. Spark helps people of all ages fuel up for the future because at Spark, science, technology and invention are embedded in cultural experiences. This creates new points of access to the disciplines at the core of innovation. Join the Spark team to transform lives and inspire the future.

Position Overview

Spark is currently recruiting a full-time permanent **Talent Manager, Science Communications**. The **Talent Manager, Science Communications** will be a leader in science communications with a proven ability to train, inspire and coach others, with strong program development and coordination skills. Working side by side with the HR Manager and reporting directly to Chief Experience Office, this position is responsible for building Spark's capacity to effectively communicate science – from intimate moments with visitors to highly produced on-stage spectacle - as it grows to be one of the top 10 most-worth visiting science centres in the world.

This position will work closely with the CEO and members of the senior leadership team to build and deliver a key strength in the science centre's growth agenda – the ability to communicate science in a time of proliferating misinformation and complexity. The team of science communicators will infuse all aspects of Spark's operations, from stage performances, to floor staff, to online personalities, to working with teachers and students. The Manager will recruit, train, schedule and coach a team of science communications professionals who set Spark apart. The **Talent Manager, Science Communications** will directly oversee a team of coordinators and science communications practitioners and this team may vary in size depending on the season.

Key Responsibilities

- Support the development and implementation of science communications expertise as it contributes to the organization's strategic vision.
- Work with Leadership Team members to recruit and train the talent needed to deliver on the Spark **Roadmap for the 2020s** and the goal to be a globally renowned science centre.
- Be a strong leader, strategic thinker, excellent communicator and agent of change whose effectiveness and expertise is focused on Spark's excellence in communicating science across all platforms and with personality and heart that connects guests and viewers to science in profound ways.

- Develop and implement professional standards for audience-first science communications training for Spark science guides. These are the people who deliver all Spark programs to people of all ages, both in-person and online. The audiences include visitors, members, tourists and school students.
- Create and maintain a continuous supply of original “moments” for guests in Spark’s two theatres, and four programmable gallery spaces.
- Develop and support the team of professional science communicators at the Calgary science centre.
- Develop and implement a continuous cycle of science communications training for seasonal staff.
- Understand and respond to talent needs of special projects and programs.
- Play a key role in developing and delivering public-facing science communications training.
- Monitor and maintain related budgets
- Ensure team activities are aligned with business and strategic goals of Spark as a whole.
- Model high performance, flexibility and kindness in a rapidly changing growth environment.

Qualifications & Knowledge

- 5+ years of relevant science communications and coaching experience, preferably with progressive experience managing teams and building team culture.
- Strong coaching skills balanced with sound people and process management.
- Understanding of visitor needs in an entertainment venue.
- A high level of creativity and quality with a commitment to professionalizing the field of science communications.
- Capacity for ambiguity/adaptability. A self-assured leader with their ego in check; an ability to handle ambiguity and pivot strategy due to changing dynamics internally and externally.
- An inspiring leader who cultivates a culture of high performance around them.
- Strong ethics and ability to manage creative teams.

Culture at Spark

Spark’s goal is to become one of the top 10 most-worth-visiting science centres in the world. Through skilled and confident programming, Spark will attract visitors from around the city, province and globe, and immerse them in emotive experiences as they explore ever-evolving, quirky and thought-provoking galleries. The skilled programming at this level of success will only be possible with an organization-wide commitment to effective performance. High performance at Spark is both defined and experienced by diverse cultures and proactively advances equity among all human beings as part of the definition of effectiveness.

Spark’s high performance culture is driven by a shared purpose. Team members are united by values and proud of the reputation we are building together. What does high performance look like at Spark?

- **Commitment to Purpose.** Everyone at Spark is a purpose driven leader. You are passionate about entertaining people of all ages in creative encounters with science, technology and engineering, and the output of your work reflects our values: collaboration, curiosity, courage, commitment, and creativity.

- **Commitment to Continuous Learning.** Your individual growth is driven by a desire to be a part of the team that makes Spark one of the best science centres in the world. Every day is a professional development day at Spark. You are expected to seek out learning opportunities and pursue professional growth. At times the growth may be uncomfortable, and you embrace it as part of the journey.
- **Agents of Change.** We are a culture of experimentalists. It is expected and encouraged for staff to make suggestions that can improve a program, presentation, process or service. It is also expected and encouraged for suggestions to be accepted and tried with a thank you for helping each other get even stronger.
- **Coaching Mindset.** Sparklers are committed to helping each other become even stronger in our roles. Upgrading each other's work is enjoyable and rewarding because teams are built on trust. Supervisor feedback feels like coaching, not criticism or punishment. Remember, you can say anything if you are kind, clear and non-judgmental. This is how high performance teams are built.
- **Winning and Losing as a Team.** We work together to drive action and results that are aligned with Spark's mission in the outside world. We encourage healthy debate and science-based decision making. Our relationships allow us to make big asks of each other and get big things done together with a sense of urgency and excellence. If someone appears to fail, you ask, "What did I do or not do to contribute to that, as it is my failure too."
- **Achieving Results.** Spark is dedicated to excellence in all aspects of communicating science and we carry that dedication to excellence in every aspect of Spark's work. We encourage each other to set stretch goals and work together across all departments to exceed them.

To Apply: Interested candidates can submit their cover letter and resume, in confidence, to careers@sparkscience.ca with "*Manager, Science Communications Talent*" in the subject line.

Closing Date: January 15, 2020

*We thank all applicants for their interest. **Only those selected for an interview will be contacted.***

Spark is committed to employment equity and diversity and encourages applications from all qualified individuals.