biennaleofsydney

BIENNALE OF SYDNEY

The Biennale of Sydney acknowledges the Traditional Owners of Country, in particular the Gadigal people on whose land the Biennale of Sydney is located. We recognise their continuing connection to land, waters and culture and pay our respect to Elders, past, present and emerging.

The Biennale of Sydney is one of the leading international contemporary art events. It plays an indispensable role in Australia's engagement with the world, and a meaningful role in the life of the nation. The Biennale presents the most dynamic contemporary art from around the globe in venues across Sydney with exhibitions that ignite and surprise people, sparking dialogue, cultivating connections and inspiring action through meaningful, shared arts experiences. The Biennale of Sydney amplifies the voices of artists and tell the stories of our global communities, as they drive momentum for lasting cultural change.

Established in 1973, it is the third oldest biennial in the world after Venice and São Paulo and the largest exhibition of its kind in Australia. The Biennale of Sydney has commissioned and presented exceptional works of art by more than 1,900 national and international artists from more than 100 countries.

WORKING FOR THE BIENNALE OF SYDNEY

The Biennale of Sydney is home to a collaborative, respectful and values-driven team, united by a shared belief that contemporary art should be accessible to everyone. Together, we deliver one of the world's leading contemporary art events while fostering an inclusive workplace where different perspectives, experiences and ideas are welcomed and valued.

We actively encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and linguistically diverse backgrounds, LGBTQIA+ people, people with disability, and people with diverse lived experiences.

We are committed to making reasonable adjustments throughout the recruitment process and in the workplace to ensure an accessible and supportive experience. If you have support or access requirements, please let us know in your application or by contacting the nominated person in the advertisement.

BENEFITS AT THE BIENNALE OF SYDNEY

Alongside meaningful work, we offer a range of benefits designed to support your wellbeing, professional growth and work-life balance, such as:

- **End-of-year paid office closure**. Take a well-earned break over the festive period without using your annual leave.
- **Hybrid working that actually works**. When not in festival delivery phase, two company-wide office days (Tuesday and Thursday), one team day agreed with your manager, and the rest of the week you can work from wherever you're most productive, except during the festival delivery phase, where you may be required to work your contracted hours on-site on weekends and evenings
- **Meaningful work**. Help create free, world-class contemporary art experiences that inspire hundreds of thousands of visitors.
- **An incredible international network**. Build relationships with leading artists, curators, cultural organisations and creative partners from around the world.
- **Professional development**. We invest in your growth through learning opportunities, mentoring, industry events and staff development initiatives.

- **Access to art and culture**. Enjoy complimentary tickets to Biennale events and exclusive opportunities through our network of cultural partners.
- **Salary packaging**. Maximise your take-home pay through not-for-profit salary packaging.
- **A genuinely supportive team**. Join a collaborative workplace where your ideas are valued and you'll be supported to do your best work.
- **Be part of something extraordinary**. Join the team behind one of the world's leading contemporary art events.

APPLYING FOR THE ROLE

Applications marked ‘Confidential’ in the subject line of the email and addressing the selection criteria must be received by **5:00pm on Monday 30 November, 2026.**

Your application must include:

- a cover letter outlining how you meet the selection criteria;
- a current CV; and
- the names and daytime contacts of at least two (2) professional referees.

Email to: employment@biennaleofsydney.com.au
Subject line: Application | Partnerships & Commercial Manager

Applications that do not address the selection criteria will not be considered.

ROLE STATEMENT

Position Title: Partnerships & Commercial Manager

Department: Development

Reporting to: Head of Development

Direct Reports: Development Coordinator / Site Managers (during exhibition delivery)

Salary Range: $90,000 - 110,000 per annum plus superannuation

Contract term: Full-time - Role commencing January 2027

POSITION DESCRIPTION

The successful candidate will be part of a highly motivated team of specialist staff; delivering one of the world’s leading contemporary visual arts events.

The position reports to the Head of Development.

The Partnerships & Commercial Manager is responsible for leading the Biennale of Sydney's corporate partnerships and commercial revenue program.

The role manages a portfolio of corporate partnerships valued at more than $3 million while driving significant new business growth through major cash sponsorships. Alongside partnerships, the role leads the organisation's commercial activities including venue hire, festival food and beverage operations, merchandise, markets and other earned income initiatives.

Working across the organisation, the Partnerships & Commercial Manager develops commercial opportunities that strengthen the financial sustainability of the Biennale while ensuring partners, clients and visitors receive an exceptional experience.

This is a highly strategic, creative and hands-on role requiring strong commercial acumen, exceptional relationship management skills and the ability to develop and deliver compelling partnerships from concept and negotiation through to campaign and activation.

During the Biennale exhibition period, the role plays a key leadership position in delivering partner activations and commercial operations, including regular evening and weekend work.

This is a rare opportunity to make a direct impact on one of Australia’s most prestigious contemporary art events, helping to shape its financial future while ensuring the best visitor experience.

SELECTION CRITERIA

Based on an application addressing the Essential Criteria, Curriculum Vitae and, for selected candidates, an interview and references, the Biennale of Sydney needs to be satisfied that the applicant meets the following criteria:

Essential Criteria	• Minimum five years' experience in corporate partnerships, sponsorship, commercial business development or a related field. • Demonstrated success securing and negotiating corporate partnerships valued at $100,000+. • Experience developing and delivering creative partnership campaigns, activations and major events, working collaboratively with marketing, communications and creative teams. • Strong commercial acumen with experience developing earned income initiatives such as venue hire, food & beverage and merchandise. • Experience managing significant revenue portfolios with accountability for ambitious financial targets. • Exceptional relationship management and negotiation skills. • Strong financial management, budgeting and forecasting capability. • Excellent written communication and proposal development skills.
Desirable Criteria	• Experience in major festivals, arts organisations or cultural institutions. • Experience working with government managed venues/partners • Experience managing venue hire, hospitality or visitor commercial operations. • Experience leading small teams and cross-functional project delivery • Experience using CRM systems, ideally Tessitura. • A keen interest in, and commitment to, the work of Biennale of Sydney and knowledge and understanding of the arts markets • Good knowledge of the Biennale of Sydney and its various activities

DUTIES AND RESPONSIBILITIES

Corporate Partnerships	• Develop and implement strategies to secure new cash and in kind corporate partnerships • Manage and grow a portfolio of corporate partnerships valued at more than $3 million. • Identify, cultivate, solicit and steward prospective corporate supporters. • Prepare compelling partnership pitches tailored to prospective partners. • Lead commercial negotiations and prepare sponsorship agreements. • Deliver creative corporate partnership activations across the festival • Maintain exceptional relationships with existing partners to maximise renewal rates and long-term investment. • Work closely with the CEO, Head of Development, Board Directors and Artistic Director to cultivate strategic partnership opportunities. • Monitor partnership budgets, benefits and reporting requirements.

	• Ensure all contractual obligations are delivered to the highest standard. • Provide regular reporting on pipeline, forecasting and partnership performance.
Partnership Campaigns & Activations	• Develop and deliver creative, high-impact partner campaigns and activations that bring partnerships to life across the Biennale. • Work collaboratively with Communications and Production teams to integrate partners meaningfully across campaigns, events, content and audience experiences. • Identify creative opportunities for partners that respond to their objectives while aligning with the Biennale's artistic vision and brand. • Develop compelling partnership storytelling and content opportunities across digital, social, PR and on-site channels. • Lead partner campaign planning from concept through to delivery, ensuring strong creative outcomes, audience engagement and measurable value for partners.
Commercial Strategy & Business Development	• Lead the delivery of commercial operations across venue hire, food & beverage, food markets, merchandise and other earned income streams, ensuring alignment with organisational strategy, artistic outcomes and partnership commitments. • Oversee venue hire strategy and operations at Biennale of Sydney's non-museum venue, identifying, developing and managing opportunities for events, partnerships and commercial activations. • Lead the procurement, contracting and management of food & beverage providers, ensuring commercially viable agreements that maximise revenue, enhance visitor experience and support Festival operations. • Develop and deliver food market activations and other on-site commercial opportunities, managing suppliers, contracts and operations to achieve revenue targets. • Lead merchandise strategy and delivery, including product development, supplier management and sales opportunities, to maximise both financial return and audience engagement. • Identify and evaluate new commercial revenue opportunities beyond the Biennale event period, developing business cases and partnerships that create long-term value. • Monitor and analyse commercial performance, budgets and revenue outcomes, using insights to optimise operations, improve returns and inform future strategy.
Stakeholder Engagement & Leadership •	• Build and maintain strong relationships with corporate and commercial partners, vendors, and sponsors. • Collaborate across Biennale departments to ensure a seamless integration of commercial initiatives. • Act as an ambassador for the Biennale, confidently representing the organisation in negotiations and public engagements. • Engage internal and external stakeholders to support and expand commercial revenue streams.

Operational & Contract Management	• Lead the negotiation and execution of contracts with corporate partners, commercial vendors and venue hire clients. • Ensure all corporate and commercial agreements align with the Biennale's strategic goals and financial objectives. • Monitor performance metrics and conduct reviews to drive continuous improvement. • Work closely with internal teams to ensure all corporate and commercial activities meet brand, artistic, and operational requirements.
Financial Management	• Manage partnership and commercial budgets. • Monitor income against targets and provide accurate forecasting. • Approve invoices and oversee commercial reconciliations. • Track in-kind support in accordance with Biennale policy. • Ensure commercial activities operate within agreed budgets.
Work, Health and Safety (WHS)	• All staff are required to take reasonable care of their own health and safety and that of other personnel (including volunteers and interns) who may be affected by their conduct. • Participate in WH&S Committee meetings, as required.
Key Performance Indicators *To be set with the successful applicant*	• Achieve annual corporate partnership revenue targets • Secure a minimum number of new six-figure cash partnerships annually • Maintain high corporate partner renewal and satisfaction rates • Deliver all contractual partnership benefits on time and to a high standard • Achieve venue hire revenue targets and year-on-year growth • Achieve food and beverage revenue targets during the festival • Deliver profitable merchandise and market programs • Identify and implement new commercial revenue opportunities • Maintain accurate commercial forecasting and CRM reporting • Successfully lead commercial operations and partner activations throughout the Biennale • Build strong cross-organisational relationships that support commercial success