

# 2026 Jobs and Opportunities at ArtsPond

A Quick List, April 22, 2026

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# 26775 Web Design and Development Sage

## Opportunity

ArtsPond is seeking volunteer **Web Design and Development Sage(s)** to help us strategize, design, and deliver a meaningful transformation of our website and online communications.

The role is both strategic and hand's-on. The Sage(s) will help shape how our organization connects with a diverse national and international audience through a more interactive, accessible, and multilingual digital presence with Deaf, Disabled, and other justice-deserving groups at the center.

Historically, our WordPress website, hosted on Microsoft Azure, has served as a living archive. It includes blog articles, education and research resources, portfolios, surveys and reports documenting our work and activities with diverse justice-deserving communities in the artistic, creative, and cultural industries.

After more than 12-years in use, the theme that has driven our website has reached the end of its life. We are seeking help to implement a short-term solution that will help stabilize the website and improve its visual integrity while collaborating on a longer-term transformation.

As ArtsPond evolves, we are working toward a website that not only shares information, but also delivers community-centered services that are both dynamic and accessible. These future services may include:

- **Work**  
Job listings, marketplace for gig workers, crowdfunding tools, impact evaluation dashboards and interactive business intelligence reports, e-learning platforms, and Creative Commons e-book publishing.
- **Play**  
Events listings and a social network for creatives and cultural workers.
- **Live**  
Real estate and space listings, along with a shared knowledge base.
- **Care**  
Mutual aid networks and online journals focused on arts, care, and social change.

The Web Design and Development Sage(s) will play an important role in helping us lay the foundation for this next stage of growth.

## **Responsibilities**

The Sage(s) will provide guidance and support as they are available, including any of the following:

- Assess the current WordPress site and hosting environment on Microsoft Azure
- Recommend and help implement a short-term solution to stabilize the website, address theme end-of-life issues, and improve usability and visual consistency
- Support planning for a longer-term website transformation aligned with ArtsPond's mission, values, growth, and commitment to accessibility with Deaf, Disabled, and other diverse groups
- Contribute to design and technical decisions that prioritize accessibility, plain language, and inclusive user experience
- Help lay the groundwork for multilingual content delivery, including English, French, ASL, LSQ, and selected Indigenous languages
- Explore ways to increase interactivity and community engagement through the website
- Collaborate on documentation, workflows, and knowledge-sharing practices that support sustainability
- Work respectfully with artists, cultural workers, technologists, and community partners

Responsibilities will scale with availability and capacity. Not all tasks are expected to be completed by one person.

## **Qualifications**

Our desired qualifications include one or more of the following:

- Experience with web design, web development, or full-stack web projects
- Experience working with WordPress, or willingness to learn within an existing system
- Familiarity with accessibility standards and inclusive design practices
- Knowledge of HTML, CSS, JavaScript, PHP, or modern web frameworks, at a level appropriate to your experience
- Comfort working with open-source tools and collaborative development processes

- Interest in multilingual websites, internationalization, or translation workflows
- Ability to communicate ideas clearly with both technical and non-technical collaborators

You do not need to meet all qualifications to be considered.

### **Fit**

This opportunity might be a good fit if you:

- Enjoy working at the intersection of technology, arts, culture, and social impact
- Care about accessibility, care-based design, and justice-oriented community work
- Are comfortable navigating ambiguity and evolving requirements
- Are motivated by collaboration rather than hierarchy
- Value knowledge-sharing and sustainable, human-centered technology
- Are interested in shaping platforms that support work, play, living, and care

We welcome volunteers at different career stages, including students, emerging practitioners, mid-career professionals, and experienced mentors.

### **Commitment and Compensation**

This is a volunteer, unpaid position only. The time commitment and schedule are flexible and shaped by mutual availability and capacity. Reimbursements are available for pre-approved expenses. This opportunity is likely to lead to a paid role, pending availability of funding to be confirmed in Fall 2026.

### **Apply**

The desired deadline to apply is May 8, **2026**. The posting will remain open until filled.

Please send a cover letter and curriculum vitae (or a 2.5 to 5-minute video) outlining your skills and interests related to the opportunity to:

Jessa Agilo, Founder, CEO

ArtsPond / Étang d'Arts

[jobs@artspond.com](mailto:jobs@artspond.com)

Please reference “26775 Web Design and Development Sage” in the subject line.

### **About Us**

ArtsPond is a changemaker of a different kind. Our mission is to nurture thriving ecosystems of care in all realms of life via the wisdom and creativity of arts and culture. Join our team and help deepen the power and promise of arts and culture-led social change and care in Canada. For more information, visit <https://artspond.com/volunteer/>

## **Our Impact**

### **Sharing stories | Shaping wisdoms**

Through collaborative storytelling, we shape and share wisdoms rooted in the lived experience of justice-deserving groups from the edge. Creative expression helps people navigate challenges and deepen empathy, care, and understanding. Examples include Access Art, aHa!, Caring Cultures, Gentrification Survey, I Love My Gig Ontario, Groundstory, and Together There.

### **Sustaining ecosystems | Seeding platforms**

With collective impact, we sustain mutual aid ecosystems and seed open-source tools and technologies that help people, communities, and systems to thrive. Cooperation helps strengthen pathways to reciprocity, prosperity, and belonging. Examples include DigitalASO, Hatch Open, and Groundtrust.

### **Settling crises**

In moments of uncertainty and urgency, we support creative solutions to complex challenges, from personal emergencies to global crises. Supporting basic needs helps impacted groups to survive while nurturing hope by adapting alternative futures that are vibrant, strong, and resilient. Examples include I Lost My Gig Canada and ThisSpace.

### **Access**

We are committed to make this opportunity accessible to all regardless of circumstances. If you have access needs in order to apply for this opportunity, please let us know what you require at [jobs@artspond.com](mailto:jobs@artspond.com).

ArtsPond is an equal opportunity organization. All qualified applicants will receive consideration for engagement without regard to age, ancestry, citizenship, creed (religion), colour, disability, ethnic origin, family status, gender identity or expression, place of origin, or race, veteran status or any other status protected by federal, provincial, or local laws. We particularly encourage equity and justice-deserving groups including 2SLGBTQIA+, Deaf, Disabled, Indigenous, Newcomer, New Generation, Outside the Core, Racialized, Women/Trans/Nonbinary, and other diverse identities, cultures, and origins to apply.

While we thank all who take the time to apply, only those selected for an interview will be contacted.

# 26750 Legal Sage

## Opportunity

ArtsPond is seeking a volunteer **Legal Sage (Charity and Hybrid Structures)** to help us prepare a strategy and plan to apply for charitable status in Canada.

Our mission and mandate include activities that are widely recognized as charitable, such as education in arts and culture. At the same time, our work also currently includes developing open-source software, mutual aid networks, platform cooperatives, cultural land trusts, and other initiatives that may require different legal and economic structures to be sustainable.

We are seeking a lawyer who can help us think through how these activities can coherently sit within a charitable framework, when and how related entities may need distinct legal structures, and how best to articulate our public benefit in a way that aligns with regulatory expectations without compromising our values.

This is an advisory and strategic role focused on interpretation, framing, and scenario planning. It is not a compliance execution, filing, or ongoing legal counsel role.

## Responsibilities

The Sage will provide guidance and support as they are available, including any of the following:

- Review our mission, mandate, and current and proposed activities through a charitable law lens
- Help identify which aspects of our work are clearly charitable and how to frame them effectively
- Explore how activities such as open source software development may qualify under charitable purposes like education, research, or public benefit
- Advise on appropriate boundaries between charitable activities and non-charitable or revenue-generating activities
- Help us think through structural patterns such as:
  - A charity with related for-profit, cooperative, or nonprofit entities
  - Subsidiaries, arms-length organizations, or partnerships
  - Charitable ownership or stewardship of IP, land, or platforms

- Identify common risks, misconceptions, or red flags in charity applications involving technology, networks, or hybrid models
- Support sensemaking around CRA guidance and case law as it applies to arts, culture, technology, and community infrastructure
- Help us develop a clear, coherent strategy and narrative for a future charity application
- Offer practical, proportionate recommendations grounded in real-world constraints

The work will be collaborative, conversational, and iterative, focused on helping us see pathways rather than producing formal legal opinions.

### **Qualifications**

Our desired qualifications include one or more of the following:

- Legal expertise in Canadian charity law, nonprofit law, or social enterprise law
- Experience advising organizations with complex or hybrid missions
- Familiarity with CRA charitable purposes and public benefit requirements
- Experience with arts, culture, education, research, technology, or community development organizations
- Understanding of open source, cooperatives, land trusts, or platform-based models
- Ability to translate legal frameworks into accessible, strategic guidance

Formal legal credentials are required. Experience in values-aligned, community-centered, or innovative organizational models is a strong asset.

### **Fit**

This opportunity might be a good fit if you:

- Enjoy untangling complexity and finding workable legal pathways
- Are comfortable operating in emerging or gray areas of practice
- Like advising and mentoring rather than owning implementation
- Are thoughtful about balancing regulatory compliance with mission integrity
- Care about arts, culture, care, and community-led systems change

- Prefer principled, pragmatic solutions over rigid templates

### **Commitment and Compensation**

This is a volunteer, unpaid position only. The time commitment and schedule are flexible and shaped by mutual availability and capacity. Reimbursements are available for pre-approved expenses. This opportunity may lead to a paid role, pending availability of funding.

### **Apply**

The desired deadline to apply is **June 15, 2026**. The posting will remain open until filled.

Please send a cover letter and curriculum vitae (or a 2.5 to 5-minute video) outlining your skills and interests related to the opportunity to:

Jessa Agilo, Founder, CEO  
ArtsPond / Étang d'Arts  
[jobs@artspond.com](mailto:jobs@artspond.com)

Please reference "26750 Legal Sage" in the subject line.

### **About Us**

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### **Our Impact**

#### **Sharing stories | Shaping wisdoms**

Through collaborative storytelling, we shape and share wisdoms rooted in the lived experience of justice-deserving groups from the edge. Creative expression helps people navigate challenges and deepen empathy, care, and understanding. Examples include Access Art, aHa!, Caring Cultures, Gentrification Survey, I Love My Gig Ontario, Groundstory, and Together There.

#### **Sustaining ecosystems | Seeding platforms**

With collective impact, we sustain mutual aid ecosystems and seed open-source tools and technologies that help people, communities, and systems to thrive. Cooperation helps strengthen pathways to reciprocity, prosperity, and belonging. Examples include DigitalASO, Hatch Open, and Groundtrust.

**Settling crises**

In moments of uncertainty and urgency, we support creative solutions to complex challenges, from personal emergencies to global crises. Supporting basic needs helps impacted groups to survive while nurturing hope by adapting alternative futures that are vibrant, strong, and resilient. Examples include I Lost My Gig Canada and ThisSpace.

**Access**

We are committed to make this opportunity accessible to all regardless of circumstances. If you have access needs in order to apply for this opportunity, please let us know what you require at [jobs@artspond.com](mailto:jobs@artspond.com).

ArtsPond is an equal opportunity organization. All qualified applicants will receive consideration for engagement without regard to age, ancestry, citizenship, creed (religion), colour, disability, ethnic origin, family status, gender identity or expression, place of origin, or race, veteran status or any other status protected by federal, provincial, or local laws. We particularly encourage equity and justice-deserving groups including 2SLGBTQIA+, Deaf, Disabled, Indigenous, Newcomer, New Generation, Outside the Core, Racialized, Women/Trans/Nonbinary, and other diverse identities, cultures, and origins to apply.

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# 26725 Mutual Aid Sage

## **Opportunity**

ArtsPond is seeking a volunteer Mutual Aid Sage to advise us on how digital technologies and infrastructure can support a mutual aid network through virtual communication, coordination, and care.

We currently use Microsoft 365 as our core infrastructure for communication, shared documents, and basic intake workflows. As our network grows, we want to better understand how existing technologies can extend this foundation or provide alternatives in ways that are accessible, low-cost, and aligned with mutual aid values.

This role focuses on reviewing and interpreting the current landscape of tools, rather than building or administering systems. The goal is to help us make thoughtful decisions about how we structure communication, participation, and mutual aid workflows online.

This is an advisory and reflective role, focused on sensemaking, comparison, and practical guidance. It is not a technical build, system administration, or ongoing support role.

## **Responsibilities**

The Sage will provide guidance and support as they are available, including any of the following:

- Review our current digital setup and how we use Microsoft 365 as a backbone
- Survey and assess technologies commonly used by mutual aid and peer networks
- Compare pre-built options such as chat platforms, forums, community platforms, and email-based ecosystems
- Identify strengths, weaknesses, and tradeoffs of different tool categories
- Reflect on how tools shape participation, accessibility, power, care, and burnout
- Explore patterns for two-way communication that do not overwhelm staff or participants
- Consider how networks handle onboarding, shared memory, and continuity online
- Identify gaps in existing tools that affect mutual aid workflows such as needs, offers, matching, and follow-up
- Help distinguish where configuration and norms are sufficient versus where light custom development might be justified

- Offer practical, values-aligned recommendations we can implement ourselves

The work will be collaborative, conversational, and grounded in real-world constraints.

### **Qualifications**

Our desired qualifications include one or more of the following:

- Mutual aid, peer support, or grassroots community networks
- Digital community or network design
- Evaluating and advising on collaboration or community platforms
- Systems thinking in social, civic, or care-centered contexts
- Understanding how technology impacts participation and equity
- Bridging technical considerations with human and relational needs

Formal credentials or developer skills are an asset but not required. Lived experience, pattern recognition, and sound judgment matter most.

### **Fit**

This opportunity might be a good fit if you:

- Enjoy stepping back to see patterns across tools and practices
- Are thoughtful about when technology helps and when it gets in the way
- Prefer simple, sustainable systems over complex solutions
- Care about accessibility, consent, and uneven participation
- Like advising or mentoring rather than owning execution
- Are comfortable working within limited time and capacity constraints
- Are interested in helping mutual aid networks make better digital choices

### **Commitment and Compensation**

This is a volunteer, unpaid position only. The time commitment and schedule is flexible, shaped by interest and availability. Reimbursements are available for pre-approved expenses. This opportunity may lead to a paid position, pending availability of funding.

### **Apply**

The desired deadline to apply is **June 15, 2026**. The posting will remain open until filled.

Please send a cover letter and curriculum vitae (or a 2.5 to 5-minute video) outlining your skills and interests related to the opportunity to:

Jessa Agilo, Founder, CEO

ArtsPond / Étang d'Arts

[jobs@artspond.com](mailto:jobs@artspond.com)

Please reference “26725 Mutual Aid Sage” in the subject line.

## About Us

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## Our Impact

- **Sharing stories | Shaping wisdoms**

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## Access

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# 26700 Changemaker Interns

## About Us

Join our team and play a role in deepening the power and promise of arts and culture-led social change and care in Canada. ArtsPond is a changemaker of a different kind. Our mission is to nurture thriving ecosystems of care in all realms of life via the wisdom and creativity of arts and culture.

## Opportunity

ArtsPond is seeking four (4) **Changemaker Interns** to help support the strategic evolution of our organization by contributing to one or more creative programming, community, and revenue development initiatives planned for 2026 and 2027.

Depending on the skills and interests of the selected candidate(s), the Intern(s) will be granted opportunities to learn and apply valuable new skills in any of the following areas:

- **Stories and wisdoms**
  - Spatial
    - Support the development of an international symposium featuring guest speakers on the evolution of social purpose real estate solutions in arts and culture, including cultural land trusts. The [first edition](#) took place in 2020.
    - Support the development of a feasibility study to establish a [cultural land trust](#) in Ontario.
  - Digital
    - Support the design of an accessible opportunities listing website with
    - Lead the design and delivery of knowledge seeking and sensemaking activities on current trends with AI, through literature reviews, case studies, interviews, surveys, or other activities
  - Disability
    - Support the design and delivery of strategic [Access Circle](#) consultations with Deaf and Disabled creatives from across Canada.

- **Ecosystems and platforms**

- Digital

- Support the design of an open source database of venues and other facilities in arts and culture from across Canada. This project uses collaborative technologies to help crowd-source additions to Canada's [Open Database of Cultural and Arts Facilities](#) and other datasets.
    - Support the design of a pilot project to launch [Digital Arts Services Alliance](#) across Ontario
    - Support the development of the financial accounting module for **Hatch Open**, and open-source arts management software platform (pre-beta)

- **Crises**

- Environmental

- Lead the design and delivery of knowledge seeking and sensemaking activities on current trends in arts and culture-led responses to climate crisis and other environmental injustices.

- Socioeconomic

- Lead the design and delivery of knowledge seeking and sensemaking activities related to the future of post-pandemic mutual aid, including suggestions for the future of [I Lost My Gig Canada](#) based on stories and wisdoms shared by participating Fellows from [Caring Cultures](#) and [I Love My Gig Ontario](#) in 2025.

- **Other**

Other general administration duties that are of interest to the candidate(s), such as marketing and communications, grant writing, volunteer management, and more.

## **Qualifications**

The Intern(s) will be able to select the areas of responsibility and learning that they are most interested in while also taking advantage of their current experience, skills, and backgrounds. The ideal candidate(s) will:

- Be currently enrolled in an undergraduate or graduate program in the Arts, Creative or Cultural Industries, Arts Management, Marketing, Communications, Urban Studies, Information Technology, or a related field
- Familiarity with or a passion for arts and culture in Canada
- A collaborative, self-starter attitude, able to adapt and learn new skills quickly
- A passionate, concise, and eloquent communications style in English, including reading, writing, and spoken word
- French language skills are an asset
- Strong literacy with computer programs, especially Microsoft Excel
- Knowledge or experience with WordPress an asset
- At least one year of knowledge or experience in a relevant field
- Access to a home office including personal computer (Windows or Mac OS) and internet.

### **Timeline**

The desired commitment is a total of 300 hours between May 19 and August 30, 2026. Work hours are between 9:30 am and 4:30 pm, Monday to Friday.

### **Compensation and location**

This Internship is a volunteer opportunity with the possibility to transition to a paid position contingent upon the availability of funding. An honoraria will be provided when funding allows.

### **Apply**

The desired deadline to express interest is May 8, 2024. The positions will remain open until filled, so you may apply after this deadline if the posting remains active.

Please send a cover letter and curriculum vitae outlining your skills and interests related to the position to:

Jessa Agilo, Founder, CEO  
ArtsPond / Étang d'Arts  
[jobs@artspond.com](mailto:jobs@artspond.com)

Please reference the position you are applying for in the subject line:

"26700 Changemaker Interns"

**Access**

We are committed to make this opportunity accessible to all regardless of circumstances. If you have access needs in order to apply for this opportunity, please let us know what you require at [jobs@artspond.com](mailto:jobs@artspond.com).

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While we thank all who take the time to apply, only those selected for an interview will be contacted.

# 26675 Fintech Sage

## Opportunity

ArtsPond is seeking volunteer **Fintech Sage** to help shape the next phase of **Hatch Open**, our open-source arts management software platform (pre-beta).

The Sage will serve as an on-call senior advisor supporting development of the financial accounting, budgeting, crowdfunding, and payment processing modules of Hatch Open.

The role is designed for someone who enjoys shaping and sharing seasoned insights without the expectation of day-to-day delivery.

## Responsibilities

The Sage will provide guidance and support as they are available, including any of the following:

- Review and advise on the structure and integrity of Hatch Open's financial chart of accounts, currently comprising 7,500+ indexed accounts across balance sheet and income statements
- Provide guidance on crosswalks of financial information between Hatch Open and other financial standards, with particular attention to GIFI, and secondary alignment with other reporting frameworks
- Help identify who may be well-suited to be hired for deeper or longer-term support as the project evolves
- Offer high-level advice on best practices for financial reporting in arts, culture, and creative industries across varied legal forms
- Suggest approaches for budgeting, bookkeeping, crowdfunding, and payment processing suitable for gig workers, small enterprises, and community-based structures
- Advise on tax treatment considerations and financial risk management, without taking on compliance or filing responsibilities
- Offer perspective on ethical and secure use of AI to support financial analysis, insights, and visualization while protecting privacy and ownership
- Suggest additional standards, tools, or practices that could strengthen financial literacy and confidence for Hatch Open users

- Other topics relevant to the financial systems scope of Hatch Open

## **Qualifications**

Our desired qualifications include three or more of the following:

- 10+ years of experience as a senior accountant, bookkeeper, auditor, or financial advisor, ideally within arts, culture, technology, or related fields
- Strong familiarity with or interest in established standards for financial reporting in arts and culture, including GIFI (General Index of Financial Information at Canada Revenue Agency), CSA (Cultural Satellite Account at Statistics Canada), CADAC (Canadian Arts Database), and other related frameworks
- Experience supporting the financial management needs of diverse legal and economic structures, including individuals, families, sole proprietorships, partnerships, ad hoc collectives, incorporated non-profits, for-profits, cooperatives, charities, and others
- Deep understanding of financial chart of accounts design, budgeting, bookkeeping, and reporting across complex or mixed models
- Comfort advising on tax considerations and compliance across different entity types (high-level guidance, not legal sign-off)
- Interest or experience in development of new open-source financial technologies, including payment processing, crowdfunding, and integrated financial tools
- Thoughtful curiosity about using AI for financial analysis and visualization, paired with strong instincts for privacy, security, data ownership, and risk management
- Ability to communicate financial complexity in plain language with clarity and care
- Alignment with values of justice, access, shared leadership, and community accountability
- Self-identify as (or have extensive knowledge and experience working with) Deaf, Disabled, Francophone, Indigenous, Newcomer, New Generation (18 to 35 years), Outside the Core, Racialized, Women/Trans/Non-binary, 2SLGBTQIA+, Low-income gig worker, or other justice-deserving groups
- Reside in Canada

Experience with developing new open-source Fintech software platforms is welcome but not required.

## Fit

This opportunity might be a good fit if you:

- **Enjoy shaping new financial standards** for complex, real-world systems in artistic, creative, and cultural economies
- Are comfortable **balancing compliance with care**, helping others navigate rules, standards, and risks without losing sight of people and content
- Have **curiosity about open-source, cooperative, and community-centered financial tools** that support creative livelihoods
- Value access, clarity, and dignity in financial systems, especially for low-income gig workers and their families

This role is especially well-suited to a senior, semi-retired, or retired professional who wishes to share insight selectively and generously.

## Commitment and Compensation

This is a volunteer, unpaid position only. The time commitment and schedule is flexible, shaped by interest and availability. Reimbursements are available for pre-approved expenses. This opportunity may lead to a paid position, pending availability of funding.

## Apply

The desired deadline to apply is **June 15, 2026**. The posting will remain open until filled.

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Jessa Agilo, Founder, CEO

ArtsPond / Étang d'Arts

[jobs@artspond.com](mailto:jobs@artspond.com)

Please reference "26675 Fintech Sage" in the subject line.

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Cooperation helps strengthen pathways to reciprocity, prosperity, and belonging.

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Examples include I Lost My Gig Canada and ThisSpace.

## Access

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We particularly encourage equity and justice-deserving groups including 2SLGBTQIA+, Deaf, Disabled, Indigenous, Newcomer, New Generation, Outside the Core, Racialized, Women/Trans/Nonbinary, and other diverse identities, cultures, and origins to apply.

While we thank all who take the time to apply, only those selected for an interview will be contacted.

# 26650 Impact Investing Sage

## Opportunity

ArtsPond is seeking volunteer **Impact Investing Sage** to help shape our next chapter.

The Sage will serve as an on-call advisor for [Hatch Open 2.0](#), a national effort to support more inclusive and accessible impact investing with equity and justice-deserving groups in the artistic, creative, and cultural industries across Canada from May 2026 to Jul 2028.

The role is designed for someone who enjoys shaping or sharing insights, perspectives, and sectoral knowledge without the expectation of day-to-day delivery.

## Responsibilities

The Sage will provide guidance and support as they are available, including any of the following:

- Recommend and suggest emerging and established professional in social finance, impact investing, and impact practice relevant to arts, culture, technology, and other creative fields
- Help identify who may be well-suited to be hired for deeper or longer-term support as the project involves
- Offer high-level feedback on impact investing risks, frameworks, and approaches
- Suggest relevant knowledge toolkits, case studies, community stories, and other resources that can help Deaf, Disabled, and other justice-deserving groups navigate impact investing topics in arts, culture, and technology for the first time
- Recommend ways to reduce barriers and strengthen connections and collaborations between creatives and impact invest
- Identify story-based impact evaluation questions for creatives in arts, culture, and technology that will attract impact investors, and vice versa
- Explore ways to link measures between impact frameworks from within and outside the arts, culture, and technology
- Offer advice on ways to adopt new technologies like AI in impact investing without threatening the creative vitality, integrity, or intellectual property of creators
- Other topics relevant to the scope of Hatch Open 2.0

## Qualifications

Our desired qualifications include four or more of the following:

- 10+ years of experience or training in social innovation, social finance, impact investing, banking, accounting, philanthropy, social enterprise, or other related fields
- Deep understanding of diverse impact practices including evaluation and reporting of story-based or qualitative measures and quantitative outcomes
- Strong familiarity with emerging and established impact frameworks for social purpose enterprises in Canada and internationally, such as ESG (Environment, Social, Governance), SDG (Sustainable Development Goals), CIW (Canadian Index of Wellbeing), CAIM (Common Approach to Impact Measurement), EEF (Equitable Evaluation Framework), and more
- Maintain a broad professional network in Canada and internationally in impact evaluation and impact investing, and willing and able to recommend trusted practitioners that are emerging or established for deeper engagement
- Passion, curiosity, or interest in creative approaches to impact evaluation and impact investing in arts, culture, technology, and other creative fields
- Comfortable providing high-level, strategic guidance rather than hand's-on delivery
- Ready to communicate complex ideas in plain language with clarity and care
- Align with values of justice, care, accessibility, shared leadership, and community accountability
- Self-identify as (or have extensive knowledge and experience working with) Deaf, Disabled, Francophone, Indigenous, Newcomer, New Generation (18 to 35 years), Outside the Core, Racialized, Women/Trans/Non-binary, 2SLGBTQIA+, Low-income gig worker, or other justice-deserving groups
- Reside in Canada

## Fit

This opportunity might be a good fit if you:

- **Enjoy shaping complex financial systems**, deepening awareness of social finance, impact investing, and values-aligned social enterprises

- **Believe access is not an add-on**, valuing disability justice, multilingual communication, and lived experience as vital to good leadership
- **Cultivate the intersectionality of justice and care thoughtfully**, stewarding complexity with sensitivity, courage, and long-term vision rather than quick solutions.

This role is especially well-suited to a senior, semi-retired, or retired professional who wishes to share insight selectively and generously.

### **Commitment and Compensation**

This is a volunteer, unpaid position only. The time commitment and schedule is flexible, shaped by interest and availability. Reimbursements are available for pre-approved expenses. This opportunity may lead to a paid position, pending availability of funding.

### **Apply**

The desired deadline to apply is **May 29, 2026**. The posting will remain open until filled.

Please send a cover letter and curriculum vitae (or a 2.5 to 5-minute video) outlining your skills and interests related to the opportunity to:

Jessa Agilo, Founder, CEO  
ArtsPond / Étang d'Arts  
[jobs@artspond.com](mailto:jobs@artspond.com)

Please reference "26650 Impact Investing Sage" in the subject line.

### **About Us**

ArtsPond is a changemaker of a different kind. Our mission is to nurture thriving ecosystems of care in all realms of life via the wisdom and creativity of arts and culture. Join our team and help deepen the power and promise of arts and culture-led social change and care in Canada. For more information, visit <https://artspond.com/volunteer/>

### **Our Impact**

- **Sharing stories | Shaping wisdoms**  
Through collaborative storytelling, we shape and share wisdoms rooted in the lived experience of justice-deserving groups from the edge. Creative expression helps people navigate challenges and deepen empathy, care, and understanding. Examples include Access Art, aHa!, Caring Cultures, Gentrification Survey, I Love My Gig Ontario, Groundstory, and Together There.

- **Sustaining ecosystems | Seeding platforms**

With collective impact, we sustain mutual aid ecosystems and seed open-source tools and technologies that help people, communities, and systems to thrive. Cooperation helps strengthen pathways to reciprocity, prosperity, and belonging. Examples include DigitalASO, Hatch Open, and Groundtrust.

- **Settling crises**

In moments of uncertainty and urgency, we support creative solutions to complex challenges, from personal emergencies to global crises. Supporting basic needs helps impacted groups to survive while nurturing hope by adapting alternative futures that are vibrant, strong, and resilient. Examples include I Lost My Gig Canada and ThisSpace.

## **Access**

We are committed to make this opportunity accessible to all regardless of circumstances. If you have access needs in order to apply for this opportunity, please let us know what you require at [jobs@artspond.com](mailto:jobs@artspond.com).

ArtsPond is an equal opportunity organization. All qualified applicants will receive consideration for engagement without regard to age, ancestry, citizenship, creed (religion), colour, disability, ethnic origin, family status, gender identity or expression, place of origin, or race, veteran status or any other status protected by federal, provincial, or local laws. We particularly encourage equity and justice-deserving groups including 2SLGBTQIA+, Deaf, Disabled, Indigenous, Newcomer, New Generation, Outside the Core, Racialized, Women/Trans/Nonbinary, and other diverse identities, cultures, and origins to apply.

While we thank all who take the time to apply, only those selected for an interview will be contacted.

# 26625 Advisory Circle

## Opportunity

ArtsPond is seeking volunteer **Advisory Circle Members** to help guide our next chapter. There are ten (10) vacancies available. Terms are one or two years (renewable). As a volunteer, you will help shape our future by nurturing a more caring and just ecosystem through arts and culture.

## Responsibilities

Advisory Circle Members help by:

- Participating on a flexible schedule that fits their interests and availability. They offer helpful advice on topics that matter to the community and to the organization.
- Sharing their experience in areas like programs, partnerships, outreach, and sector trends. They do not make governance decisions, but their insights strengthen the organization's work and help shape future ideas and opportunities.

## Qualifications

We are looking for creative individuals who are:

- Passionate or curious about the power of arts, culture, and technology to strengthen justice with diverse communities
- Experienced in relevant areas like arts, culture, technology, education, human-centered design, finance, law, marketing, fundraising, accessibility, human resources, governance, social innovation, urban or strategic planning
- Self-identify as Deaf, Disabled, Francophone, Indigenous, Newcomer, New Generation (18 to 35 years), Outside the Core, Racialized, Women/Trans/Non-binary, 2SLGBTQIA+, Low-income gig worker, or other justice-deserving groups
- 18+ years old and reside in Canada

## Fit

This opportunity might be a good fit if you:

- **Enjoy shaping big systems** in real and virtual life, including creative approaches to social innovation and community-engaged arts
- Can help us **mind the rules without losing the heart**, especially around shared ownership, governance, and licensing of open-source tools and technologies

- Are curious about **growing cooperative ways of holding resources**, including cultural land trusts, platform cooperatives, mutual aid networks, and impact investing
- **Believe access is not an add-on**, valuing disability justice, multilingual communication, and lived experience as vital to good leadership
- **Cultivate the intersectionality of justice thoughtfully**, stewarding complexity with sensitivity, courage, and long-term vision.

## Compensation

This is a volunteer, unpaid position only. Reimbursements are available for pre-approved expenses.

## Apply

The desired deadline to apply is **May 8, 2026**. The posting will remain open until filled.

Please send a cover letter and curriculum vitae (or a 2.5 to 5-minute video) outlining your skills and interests related to the opportunity to:

Jessa Agilo, Founder, CEO  
ArtsPond / Étang d'Arts  
[jobs@artspond.com](mailto:jobs@artspond.com)

Please reference "26625 Advisory Circle" in the subject line.

## About Us

ArtsPond is a changemaker of a different kind. Our mission is to nurture thriving ecosystems of care in all realms of life via the wisdom and creativity of arts and culture. Join our team and help deepen the power and promise of arts and culture-led social change and care in Canada. For more information, visit <https://artspond.com/volunteer/>

## Our Impact

- **Sharing stories | Shaping wisdoms**  
Through collaborative storytelling, we shape and share wisdoms rooted in the lived experience of justice-deserving groups from the edge. Examples include Access Art, aHa!, Caring Cultures, Gentrification Survey, I Love My Gig Ontario, Groundstory, and Together There.
- **Sustaining ecosystems | Seeding platforms**  
With collective impact, we sustain mutual aid ecosystems and seed open-source

tools and technologies that help people, communities, and systems to thrive. Examples include DigitalASO, Hatch Open, and Groundtrust.

- **Settling crises**

In moments of uncertainty and urgency, we support creative solutions to complex challenges, from personal emergencies to global crises. Examples include I Lost My Gig Canada and ThisSpace.

## **Access**

We are committed to make this opportunity accessible to all regardless of circumstances. If you have access needs in order to apply for this opportunity, please let us know what you require at [jobs@artspond.com](mailto:jobs@artspond.com).

ArtsPond is an equal opportunity organization. All qualified applicants will receive consideration for engagement without regard to age, ancestry, citizenship, creed (religion), colour, disability, ethnic origin, family status, gender identity or expression, place of origin, or race, veteran status or any other status protected by federal, provincial, or local laws. We particularly encourage equity and justice-deserving groups including 2SLGBTQIA+, Deaf, Disabled, Indigenous, Newcomer, New Generation, Outside the Core, Racialized, Women/Trans/Nonbinary, and other diverse identities, cultures, and origins to apply.

While we thank all who take the time to apply, only those selected for an interview will be contacted.

# 26600 Board Members

## Opportunity

ArtsPond is seeking volunteers to join our Board of Directors and help guide our next chapter. There are six (6) vacancies available. Terms are one or two years (renewable). As a volunteer, you will help shape our future by nurturing a more caring and just ecosystem through arts and culture.

## Qualifications

We are looking for creative individuals who are:

- Passionate or curious about the power of arts, culture, and technology to strengthen justice with diverse communities
- Experienced in relevant areas like arts, culture, technology, education, human-centered design, finance, law, marketing, fundraising, accessibility, human resources, governance, social innovation, urban or strategic planning
- Self-identify as Deaf, Disabled, Francophone, Indigenous, Newcomer, New Generation (18 to 35 years), Outside the Core, Racialized, Women/Trans/Non-binary, 2SLGBTQIA+, Low-income gig worker, or other justice-deserving groups
- 18+ years old and reside in Canada

## Responsibilities

Board Members help:

- Guide the organization and make sure it is well-run, financially responsible, and true to its mission. They meet six times a year for an annual general meeting, a visioning retreat, and four quarterly governance meetings. Additional meetings occur on an as-needed, flexible basis.
- Develop and review organizational policies, approve budgets and long-term plans, and monitor the organization's progress. They also play an important role in nurturing community trust by acting as ambassadors, listening to community needs, and supporting strong relationships and partnerships.
- Contribute in other ways according to their personal and professional interests, such as joining a committee or contributing to a special project.

## Fit

This opportunity might be a good fit if you:

- **Enjoy shaping big systems** in real and virtual life, including creative approaches to social innovation and community-engaged arts
- Can help us **mind the rules without losing the heart**, especially around shared ownership, governance, and licensing of open-source tools and technologies
- Are curious about **growing cooperative ways of holding resources**, including cultural land trusts, platform cooperatives, mutual aid networks, and impact investing
- **Believe access is not an add-on**, valuing disability justice, multilingual communication, and lived experience as vital to good leadership
- **Cultivate the intersectionality of justice thoughtfully**, stewarding complexity with sensitivity, courage, and long-term vision.

## Compensation

This is a volunteer, unpaid position only. Cost reimbursements are available for out of pocket expenses that are pre-approved.

## Apply

The desired deadline to apply is **May 8, 2026**. The posting will remain open after this deadline until it is filled.

Please send a cover letter and curriculum vitae (or a 2.5 to 5-minute video) outlining your skills and interests related to the opportunity to:

Jessa Agilo, Founder, CEO

ArtsPond / Étang d'Arts

[jobs@artspond.com](mailto:jobs@artspond.com)

Please reference "26600 Board Members" in the subject line.

## About Us

ArtsPond is a changemaker of a different kind. Our mission is to nurture thriving ecosystems of care in all realms of life via the wisdom and creativity of arts and culture. Join our team and help deepen the power and promise of arts and culture-led social change and care in Canada. For more information, visit <https://artspond.com/volunteer/>

## **Our Impact**

- **Sharing stories | Shaping wisdoms**

Through collaborative storytelling, we shape and share wisdoms rooted in the lived experience of justice-deserving groups from the edge. Examples include Access Art, aHa!, Caring Cultures, Gentrification Survey, I Love My Gig Ontario, Groundstory, and Together There.

- **Sustaining ecosystems | Seeding platforms**

With collective impact, we sustain mutual aid ecosystems and seed open-source tools and technologies that help people, communities, and systems to thrive. Examples include DigitalASO, Hatch Open, and Groundtrust.

- **Settling crises**

In moments of uncertainty and urgency, we support creative solutions to complex challenges, from personal emergencies to global crises. Examples include I Lost My Gig Canada and ThisSpace.

## **Why Now?**

We are entering a new chapter and inviting people to help shape our future.

For the first time, we are eligible to apply for core funding from the Canada Council for the Arts. If successful, this support would allow us to deepen our work through a shared leadership model and strengthened access and accountability with Deaf and Disabled communities.

We are seeking to renew our governance now to ensure our leadership reflects our values and the communities we serve ahead of our application later this spring. This represents a first-step in building a stronger foundation for our governance.

## **Access**

We are committed to make this opportunity accessible to all regardless of circumstances. If you have access needs in order to apply for this opportunity, please let us know what you require at [jobs@artspond.com](mailto:jobs@artspond.com).

ArtsPond is an equal opportunity organization. All qualified applicants will receive consideration for engagement without regard to age, ancestry, citizenship, creed (religion), colour, disability, ethnic origin, family status, gender identity or expression, place of origin, or race, veteran status or any other status protected by federal, provincial, or local laws. We particularly encourage equity and justice-deserving groups including 2SLGBTQIA+,

Deaf, Disabled, Indigenous, Newcomer, New Generation, Outside the Core, Racialized, Women/Trans/Nonbinary, and other diverse identities, cultures, and origins to apply.

# 26500 Knowledge Seekers

## About Us

Join our team and play a role in deepening the power and promise of arts and culture-led social change and care in Canada. ArtsPond is a changemaker of a different kind. Our mission is to nurture thriving ecosystems of care in all realms of life via the wisdom and creativity of arts and culture.

## Opportunity

ArtsPond is seeking **two (2) Knowledge Seekers**. These positions are funded by Canada Summer Jobs and are available to applicants who are 18 to 30 years of age.

Knowledge Seekers will deepen local wisdom and knowledge about the power and promise of the next generation of youth in arts and culture to lead positive social change and care in Toronto's Davenport and across Ontario.

They will lead the completion of a comprehensive literature review and case studies of local organizations and creatives that are leading, guiding, or supporting youth-led responses to complex social challenges and crises in a positive way through arts and culture.

They will explore what issues youth are currently the most concerned about and identify potential solutions, remedies, and therapies that youth can lead to help communities at the margins not only survive, but thrive.

Three focus areas will be impacts of artificial intelligence on economic justice (addressing scarcity, precarity, and poverty of youth gig workers) and disability and accessibility justice (addressing ableism, audism, and other harms against Deaf, Mad, and other Disabled groups).

This work is a part of a multi-year effort to produce and publish an open-source toolkit on arts and culture-led social change and care. This knowledge will be applied to the development of aHa!, Hatch Open, DigitalASO, Together There, and our other creative activities.

## Qualifications

Qualifications of the ideal candidates include:

- Strong reading, verbal, and written communications skills in English

- Minimum one or two years of relevant post-secondary training or relevant work or volunteer experience in arts, culture, social justice, education, research
- Experience, passion, or interest in ethical and equitable research methods or research-creation, including literature reviews, case studies, stakeholder focus groups, surveys, or interviews
- A natural and thoughtful collaborator with ability to maintain a positive attitude toward achieving personal and collective goals
- Access to a personal computer (Windows or Mac OS) and internet
- Experience with Microsoft 365, Zotero, and Obsidian an asset
- Be between 18 to 30 years of age on the start date of the job
- Have a valid Social Insurance Number (SIN)
- Be a Canadian citizen, a permanent resident of Canada, or a person who has been granted refugee status in Canada
- **International students and other temporary residents of Canada are not eligible to apply for this role.**

### **Schedules and Compensation**

The preferred schedules and available compensation for the two positions are as follows:

- **Knowledge Seekers I and II:** June 15 to August 21, 2026 (10 weeks, 30 hours per week, at \$18.25 per hour, maximum \$5,594 in total compensation, including base salary plus 4% vacation pay)

Schedules are flexible for both positions. However, they may not start before June 16, 2025 and must be completed by August 29, 2025.

This is a remote-only position.

### **Apply**

The desired deadline to express interest is May 8, 2024. The positions will remain open until filled, so you may apply after this deadline if the posting remains active.

Please send a cover letter and curriculum vitae outlining your skills and interests related to the position to:

Jessa Agilo, Founder, CEO  
ArtsPond / Étang d'Arts  
[jobs@artspond.com](mailto:jobs@artspond.com)

Please reference the position you are applying for in the subject line:  
"26500 Knowledge Seeker"

### **Access**

We are committed to make this opportunity accessible to all regardless of circumstances. If you have access needs in order to apply for this opportunity, please let us know what you require at [jobs@artspond.com](mailto:jobs@artspond.com).

ArtsPond is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to age, ancestry, citizenship, creed (religion), colour, disability, ethnic origin, family status, gender identity or expression, place of origin, or race, veteran status or any other status protected by federal, provincial, or local laws. We particularly encourage equity and justice-deserving groups including 2SLGBTQIA+, Deaf, Disabled, Indigenous, Newcomer, New Generation, Outside the Core, Racialized, Women/Trans/Nonbinary, and other diverse identities, cultures, and origins to apply.

While we thank all who take the time to apply, only those selected for an interview will be contacted.

# 26400 English to French Translators

## About Us

Join our team and help deepen the power and promise of arts and culture-led social change and care in Canada. ArtsPond is a changemaker of a different kind. Our mission is to nurture thriving ecosystems of care in all realms of life via the wisdom and creativity of arts and culture. We believe care is not an add-on. It is a shared responsibility that must be designed with intention, access, and justice at the center.

## Opportunity

ArtsPond is seeking **two (2) English to French Translators**. These positions are funded by Canada Summer Jobs and are available to applicants who are 18 to 30 years of age.

Translators will provide language translation support for ArtsPond's creative activities in 2026, including Hatch Open, DigitalASO, Together There, Wellsprings, and more. Planned activities include translation of reports, websites, software interfaces, closed captioning of archival videos, and other content.

Translators will produce multiple translations including Fluent and Plain English into Fluent and Plain French. These translations will subsequently be translated into other languages in the future. Translations will be drafted in Microsoft Word with the support of machine language translation tools like DeepL where necessary. Translations will be published online via WPML in WordPress. Translators will also support the development of language translation glossaries for future translation needs.

## Qualifications

Qualifications of the ideal candidates include:

- Strong reading, verbal, and written communications skills in English and French
- Strong skills translating English to French (Canada), including Fluent and Plain language writing styles that are accessible to people with disabilities
- Minimum one or two years of relevant post-secondary training or relevant work or volunteer experience in English to French translation
- Strong interest or background in the artistic, creative, and cultural industries an asset
- Experience, passion, or interest in arts and culture-led social justice and systems change an asset

- A natural and thoughtful collaborator with ability to maintain a positive attitude toward achieving personal and collective goals
- Access to a personal computer (Windows or Mac OS) and internet
- Experience with DeepL Translator an asset
- Experience with WordPress and WPML an asset
- Experience with Microsoft 365 an asset
- Be between 18 to 30 years of age on the start date of the job
- Have a valid Social Insurance Number (SIN)
- Be a Canadian citizen, a permanent resident of Canada, or a person who has been granted refugee status in Canada
- **International students and other temporary residents of Canada are not eligible to apply for this role.**

### **Schedules and Compensation**

The preferred schedules and available compensation for the two positions are as follows:

- **Translator I (Level 1):** June 15 to August 21, 2026 (10 weeks, 30 hours per week, at \$18.25 per hour, maximum \$5,594 in total compensation, including base salary plus 4% vacation pay)
- **Translator II (Level 2):** June 1 to August 7, 2026 (10 weeks, 30 hours week, at \$20.00 per hour, maximum \$6,240 in total compensation, including base salary plus 4% vacation pay)

Schedules are flexible for both positions. However, they must start by June 15, 2026 and must be completed by August 28, 2026.

This is a remote-only position.

### **Apply**

The desired deadline to express interest is May 8, 2026,. The positions will remain open until filled, so you may apply after this deadline if the posting remains active.

Please send a cover letter, curriculum vitae, and one sample translation outlining your skills and interests related to the position to:

Jessa Agilo, Founder, CEO  
ArtsPond / Étang d'Arts  
[jobs@artspond.com](mailto:jobs@artspond.com)

Please reference the position you are applying for in the subject line:

"26410 Translator I" (for June 15 to August 21 preferred)

"26420 Translator II" (for June 1 to August 7 preferred)

### **Access**

We are committed to make this opportunity accessible to all regardless of circumstances. If you have access needs in order to apply for this opportunity, please let us know what you require at [jobs@artspond.com](mailto:jobs@artspond.com).

ArtsPond is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to age, ancestry, citizenship, creed (religion), colour, disability, ethnic origin, family status, gender identity or expression, place of origin, or race, veteran status or any other status protected by federal, provincial, or local laws. We particularly encourage equity and justice-deserving groups including 2SLGBTQIA+, Deaf, Disabled, Indigenous, Newcomer, New Generation, Outside the Core, Racialized, Women/Trans/Nonbinary, and other diverse identities, cultures, and origins to apply.

While we thank all who take the time to apply, only those selected for an interview will be contacted.

# 26300 Associate Producer

## About Us

Join our team and help deepen the power and promise of arts and culture-led social change and care in Canada. ArtsPond is a changemaker of a different kind. Our mission is to nurture thriving ecosystems of care in all realms of life via the wisdom and creativity of arts and culture. We believe care is not an add-on. It is a shared responsibility that must be designed with intention, access, and justice at the center.

## The Opportunity

ArtsPond is seeking an **Associate Producer** to join our team from 2026 to 2028, with the option to renew and extend the position depending upon availability and funding.

The incumbent will support the delivery of caring and culturally safe experiences for participants involved in [Hatch Open 2.0](#), a national effort to make impact investing in arts and culture more accessible, inclusive, and community guided.

Working closely with the Creative Lead and Care Doulas, Associate Producer will help support Deaf, Disabled, Indigenous, and other diverse participants across three interconnected areas of work:

1. A story-based impact practice framework
2. An impact investing ecosystem focused on relationships and shared learning
3. An accessible, open-source digital platform for creatives and impact investors

This role is ideal for someone who is highly organized, community minded, and interested in care-centered production within arts, culture, and social change.

## Schedules

Work will take place between May or June 2026 and July 2028, with flexible scheduling based on project needs and the availability of the incumbent. Timelines may shift to ensure a healthy and sustainable pace of work, with an average of 6 to 8 hours per week.

## Responsibilities

Generally speaking, job responsibilities include:

- **Community outreach and communications (25%)**  
Support outreach for open calls, events, and engagement opportunities. Assist with

website updates, newsletters, and social media coordination. Help ensure outreach reaches equity and justice-deserving communities.

- **Participant and collaborator support (50%)**  
Support onboarding, scheduling, and communications with participants. Assist with meeting logistics, follow-ups, and resource sharing. Help respond to participant questions and coordinate support with the Care Team.
- **Knowledge stewardship and documentation (10%).**  
Take notes at meetings and help organize shared knowledge. Support preparation of summaries, drafts, and public-facing materials. Help ensure participant contributions are handled respectfully and clearly.
- **General administration duties (15%)**  
Support contracting, tracking, and file organization. Assist with coordination between team members and partners. Provide general production and administrative support as needed.

## Qualifications

Qualifications of the ideal candidates include:

- Resident of Canada
- 18 years of age or older
- Lived experience within or more of the following communities:
  - **Indigenous** (First Nations, Métis, Inuit)
  - **Deaf or Disabled** (including Mad, Neurodiverse, K/Crip, Chronically Ill, Sick, Spoonie, or other disabled identities)
  - Note: Other intersectional identities in addition to the above are encouraged to apply, including 2SLGBTQIA+, New Generation, Newcomer, Outside the Core, Racialized, Women/Trans/Nonbinary, and mor
- Strong background in the artistic, creative, and cultural industries, including at least one to two years of relevant education and experience in creative dialogues related to DEI (diversity, equity, inclusion), critical access (Deafhood or Deaf Gain, disability justice), Indigenous sovereignty, community-engaged care practices, social innovation, cultural safety, or other relevant topics
- Experience, passion, or interest in the types of social and systems change efforts currently being developed by ArtsPond, including digital transformation (open

source software development, platform cooperatives), social finance (impact investing), qualitative impact practices (storytelling, evaluation), and more

- A natural and thoughtful collaborator with ability to maintain a positive attitude toward achieving personal and collective goals
- Strong reading, verbal / sign, and written communications skills in English/ASL and/or French/LSQ, and/or an Indigenous language in Canada
- Access to a personal computer (Windows or Mac OS) and internet
- Comfortable with Microsoft Excel as a tool for project management
- Experience with Microsoft 365, WordPress, Mailchimp, Zoom, Miro, Otter.ai an asset.

### **Compensation**

This is a part-time, temporary, employee contract with a flexible schedule between May or June 2026 and July 2028, with the option to be extended pending the availability of funding. Total compensation is \$20,000 plus 4% vacation pay, at \$28.50 to \$32.50 per hour (equivalent to 6 to 8 hours per week).

### **Apply**

The desired deadline to apply is **May 8, 2026**. If necessary, the posting will remain open after this deadline until it is filled.

Please send a cover letter and curriculum vitae (or a 2.5 to 5 minute video) outlining your skills and interests related to the position to:

Jessa Agilo, Founder, CEO

ArtsPond / Étang d'Arts

[jobs@artspond.com](mailto:jobs@artspond.com)

Please reference which of the positions you are applying for in the subject line:

"26300 Associate Producer"

### **Access**

We are committed to make this opportunity accessible to all regardless of circumstances. If you have access needs in order to apply for this opportunity, please let us know what you require at [jobs@artspond.com](mailto:jobs@artspond.com).

ArtsPond is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to age, ancestry, citizenship, creed (religion),

colour, disability, ethnic origin, family status, gender identity or expression, place of origin, or race, veteran status or any other status protected by federal, provincial, or local laws. We particularly encourage equity and justice-deserving groups including 2SLGBTQIA+, Deaf, Disabled, Indigenous, Newcomer, New Generation, Outside the Core, Racialized, Women/Trans/Nonbinary, and other diverse identities, cultures, and origins to apply.

While we thank all who take the time to apply, only those selected for an interview will be contacted.

# 26200 Care Doulas

## About Us

Join our team and help deepen the power and promise of arts and culture-led social change and care in Canada. ArtsPond is a changemaker of a different kind. Our mission is to nurture thriving ecosystems of care in all realms of life via the wisdom and creativity of arts and culture. We believe care is not an add-on. It is a shared responsibility that must be designed with intention, access, and justice at the center.

## The Opportunity

ArtsPond is seeking two **Care Doulas** to join our team from the artistic, creative, or cultural industries in Canada, including one who self-identifies as Deaf or Disabled and one Indigenous (First Nations, Métis, or Inuit).

Care Doulas will play a central role in designing and supporting caring, accessible, and culturally safe experiences for participants involved in [Hatch Open 2.0](#), a national effort to make impact investing in arts and culture more accessible, inclusive, and community guided.

Working closely with the Creative Lead, Care Doulas will help support participants across three interconnected areas of work:

1. A story-based impact practice framework
2. An impact investing ecosystem focused on relationships and shared learning
3. An accessible, open-source digital platform for creatives and impact investors

These roles are especially important in supporting Deaf, Disabled, Indigenous, 2SLGBTQIA+, Racialized, Youth, Outside the Core, and other diverse participants taking part in paid and volunteer activities throughout the project.

## Schedules

Work will take place between May or June 2026 and July 2028, with flexible scheduling based on project needs and the availability of the incumbents.

Subject to refinement, work will generally align with:

- Activity planning and design (Spring to Fall 2026)
- Participant recruitment, onboarding, and check-ins (Summer to Spring 2027)
- Ongoing participant care and support (Fall 2026 to Summer 2028)

- Reflection, sensemaking, and documentation of stories and wisdom (Spring 2027 to Summer 2028).

Timelines may shift to ensure a healthy and sustainable pace of work.

## Responsibilities

Generally speaking, job responsibilities include:

- **Program and access design (30%)**  
Collaborate with Creative Lead to design caring, accessible participation experiences. Help recruit participants and identify access needs, care considerations, and cultural safety practices. Advise on pacing, participation formats, and alternatives to written or verbal engagement.
- **Participant care and support (50%)**  
Provide relational support to participants throughout their involvement. Support participants experiencing access barriers, fatigue, or uncertainty. Help participants navigate group dynamics, boundaries, and care needs. Offer check-ins by email, message, or calls as appropriate.
- **Knowledge sensemaking and care stewarding (20%)**  
Support ethical handling of stories, feedback, and lived experience. Help ensure participant wisdom is reflected respectfully in project materials. Contribute to internal reflections on what care practices worked or need adjustment.

## Qualifications

Qualifications of the ideal candidates include:

- Resident of Canada
- 18 years of age or older
- Lived experience within one or more of the following communities:
  - **Indigenous** (First Nations, Métis, Inuit)
  - **Deaf or Disabled** (including Mad, Neurodiverse, K/Crip, Chronically Ill, Sick, Spoonie, or other disabled identities)
  - Note: Other intersectional identities in addition to the above are encouraged to apply, including 2SLGBTQIA+, New Generation, Newcomer, Outside the Core, Racialized, Women/Trans/Nonbinary, and more

- Strong background in the artistic, creative, and cultural industries, including at least two to five years of education and experience in creative and strategic planning or thought leadership related to DEI (diversity, equity, inclusion), critical access (Deafhood or Deaf Gain, disability justice), Indigenous sovereignty, community-engaged care practices, social innovation, cultural safety, or other relevant topics
- Experience, passion, or interest in the types of social and systems change efforts currently being developed by ArtsPond, including digital transformation (open source software development, platform cooperatives), social finance (impact investing), qualitative impact practices (storytelling, evaluation), and more
- A natural and thoughtful collaborator with ability to maintain a positive attitude toward achieving personal and collective goals
- Strong reading, verbal / sign, and written communications skills in English/ASL and/or French/LSQ, and/or an Indigenous language in Canada
- Access to a personal computer (Windows or Mac OS) and internet
- Experience with Microsoft 365 an asset.

### **Compensation**

This is a part-time, temporary employee contract with a flexible schedule between May or June 2026 and July 2028, with the option to be extended pending the availability of funding.

- **Deaf or Disabled:** \$14,250, inclusive of 4% vacation pay and other benefits, compensation range from \$37.50 to \$40 per hour, average 3 to 4 hours per week.
- **Indigenous:** \$14,250, inclusive of 4% vacation pay and other benefits, compensation range from \$37.50 to \$40 per hour, average 3 to 4 hours per week.

### **Apply**

The desired deadline to apply is **May 8, 2026**. If necessary, the posting will remain open after this deadline until they are filled.

Please send a cover letter and curriculum vitae (or a 2.5 to 5 minute video) outlining your skills and interests related to the position to:

Jessa Agilo, Founder, CEO

ArtsPond / Étang d'Arts

[jobs@artspond.com](mailto:jobs@artspond.com)

Please reference which of the positions you are applying for in the subject line:

“26210 Care Doula: Indigenous”

“26220 Care Doula: Deaf or Disabled”

### **Access**

We are committed to make this opportunity accessible to all regardless of circumstances. If you have access needs in order to apply for this opportunity, please let us know what you require at [jobs@artspond.com](mailto:jobs@artspond.com).

ArtsPond is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to age, ancestry, citizenship, creed (religion), colour, disability, ethnic origin, family status, gender identity or expression, place of origin, or race, veteran status or any other status protected by federal, provincial, or local laws. We particularly encourage equity and justice-deserving groups including 2SLGBTQIA+, Deaf, Disabled, Indigenous, Newcomer, New Generation, Outside the Core, Racialized, Women/Trans/Nonbinary, and other diverse identities, cultures, and origins to apply.

While we thank all who take the time to apply, only those selected for an interview will be contacted.

# 26100 Access Circle

## About Us

Join our team and help deepen the power and promise of arts and culture led social change and care in Canada. ArtsPond is a changemaker of a different kind. Our mission is to nurture thriving ecosystems of care in all areas of life, guided by the wisdom, leadership, and creativity of arts and culture. We believe care is not an add-on. It is a shared responsibility that must be designed with intention, access, and justice at the center.

## The Opportunity

ArtsPond is seeking **eight (8) Access Circle Members** from anywhere in Canada to help guide the implementation of our [Wellsprings Care Plan 2033](#).

Access Circle Members will provide strategic guidance on our efforts to strengthen access and care in arts and culture across Canada. This work will focus on the intersections of accessibility, disability, digital, and economic justice.

Artists, producers, and other creatives who are 18 years or older and self-identify as d/Deaf or Disabled, including Mad, Neurodivergent, K/Crip, Chronically Ill, Sick, Spoonie, or other disabled identities, are invited to apply.

We welcome applicants who also identify as 2SLGBTQIA+, Indigenous, Next Generation, Newcomer, Outside the Core, Racialized, Women/Trans/Nonbinary, or from other communities at the edge.

## The Questions

Members will be asked to share insights on such questions as:

- How to design systems that nurture collective access and wellbeing with Deaf and Disabled communities
- Ways to strengthen care while complementing, not competing with, existing community services
- Current gaps in access to caring digital tools and technologies that support creative practices
- Future opportunities for mutual aid, cooperative models, and shared infrastructure led by Deaf and Disabled communities
- Approaches that reduce burnout and avoid placing the costs of access and care on individual people

## Qualifications

Qualifications of the ideal candidates include:

- Strong communications skills in English / ASL or French / LSQ
- Minimum one or two years of relevant post-secondary training or relevant work or volunteer experience in arts and culture
- Access to a personal computer (Windows or Mac OS) and internet
- Be between 18 years of age or older
- Be eligible to work in Canada

## Time commitment and compensation

The total time commitment is approximately 7.5 hours on a flexible schedule from May 1 to July 31, 2026. Each Member will receive an honouraria of \$450.00 at \$60 per hour. The schedule is flexible and includes a mixture of individual and group consultations with other Members. This is a remote-only position. Pending availability of funding, this opportunity is expected to continue into 2027 and beyond.

## Apply

The desired deadline to express interest is **April 22, 2026**. The positions will remain open until filled, so you may apply after this deadline if the posting remains active.

Please send a cover letter and curriculum vitae outlining your skills and interests related to the position to:

Jessa Agilo, Founder, CEO  
ArtsPond / Étang d'Arts  
[jobs@artspond.com](mailto:jobs@artspond.com)

Please reference the position you are applying for in the subject line:  
"26100 Access Circle Member"

## Access

We are committed to make this opportunity accessible to all regardless of circumstances. If you have access needs in order to apply for this opportunity, please let us know what you require at [jobs@artspond.com](mailto:jobs@artspond.com).

ArtsPond is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to age, ancestry, citizenship, creed (religion),

colour, disability, ethnic origin, family status, gender identity or expression, place of origin, or race, veteran status or any other status protected by federal, provincial, or local laws. We particularly encourage equity and justice-deserving groups including 2SLGBTQIA+, Deaf, Disabled, Indigenous, Newcomer, New Generation, Outside the Core, Racialized, Women/Trans/Nonbinary, and other diverse identities, cultures, and origins to apply.

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