

Vancoufur 2020 Chair Selection

This year the BCAEA Board of Directors has opted for an application process for potential chairs in favour of our traditional method of calling for nominations. It is our hope that this process will allow for a more diverse selection of highly motivated candidates and make the selection process more dynamic and informative than ever before.

What does the chair do?

The chair is the vision and driving force of the Vancoufur 2020 team. They are responsible ultimately for ensuring that the convention runs smoothly and successfully within the overall budget allotted by the board and reports to the BCAEA Board of Directors. It is a position with a tremendous amount of responsibility and requires a lot of time, dedication, diplomacy, and perseverance to accomplish successfully. It requires a diverse skill set, as well as strong organization, and interpersonal skills.

As Chair of the convention you would be responsible for the hiring, organization, delegation, final decisions, and oversight of all departments to ensure the continued smooth running operation of VancouFur for the 2020 convention cycle. Furthermore you will be in charge of the responsible allocation of budget to your various departments. Because the chair is a very demanding and time consuming role, you will have the help and support of the BCAEA Board of Directors, and a large number of experienced and motivated staff and volunteers, but ultimately, you are responsible for making sure that the convention event is successfully run.

The chair is not an easy job. It can be thankless at times, and can be stressful and is not recommended for people who are easily discouraged, seeking instant reward or gratification. However, it is a role that makes a big difference in the lives of many people, and done well will inspire the respect and appreciation of volunteers and attendees alike.

If you have ideas about how to make this convention better for the community, this is a great opportunity to work with like-minded furrries who really want to make a difference. Help us build on this amazing convention that has touched the lives of thousands of attendees for nearly a decade.

What are the qualities of a strong chair candidate?

- **Passion.** We are looking for individuals who are highly motivated to make a major difference in the local furry community and believe they have the skillset to do so. The chair will be the face of the convention to all of our staff and attendees and will get the satisfaction of seeing them all enjoy the fruits of a year's worth of hard teamwork.
- **Organization.** Organizing is the cornerstone to the success of any team. We're looking for a leader who can plan, set and meet reasonable deadlines, delegate appropriately, provide structure, manage timelines, coordinate a team of approx. 70-80 members, and execute their vision to success.
- **Communication.** Communicating to many different people is an essential part of this role. You will have a staff of 70-80+ volunteers working under your supervision. You need to know how to effectively communicate with many personality types and be able to be both thoughtful yet decisive. You also have to know how to manage interpersonal conflicts, moderate strong or differing views within your staff, and work collaboratively with your team.
- **Reliable.** The chair must be someone that the VF team can rely and depend on. They must be visible, providing guidance and available to answer questions, field issues, and deal with problems in a timely manner throughout the year. A good candidate will have a history of dependability and composure under stress, being able to maintain civility and amicable relations with their team members.
- **Experience.** We are looking for someone who knows our type of event from an organizational standpoint and has ideas and experience that will contribute to improving the event and continuing to foster success in the upcoming year. A strong chair candidate should have successfully completed at least one year in a staff or leadership position for a fandom or furry convention (Vancoufur preferred, but not required).

Ready to apply? Here's how:

Send an email the Board of Directors of the BC Anthropomorphic Events Association board@bcanthroevents.org with your intent to apply. Your email should include the following:

- 1) Explain the experience you bring that makes you a strong candidate for the position of Chair.
- 2) Tell us of your vision for Vancoufur 2020 and how you would want to turn that into an experience for our attendees.
 - a) Include examples of changes or obstacles that you might like to work on to accomplish this vision.
 - b) Provide an example of an existing event (not Vancoufur) you have been involved with organization or participation in and how you would improve it, if you had the chance.
 - c) What are some of your personal experience and accomplishments outside of Vancoufur that will contribute to your success executing your vision as chair?
- 3) If you have someone in mind, who would you want to be your Vice Chair and why? If not, would you be comfortable with the board aiding in the selection of your vice chair?
- 4) What concerns you most about taking on the role of chair?
- 5) If you are not selected, would you still be willing to take a staffing position with Vancoufur in some capacity?
- 6) Provide two theme ideas you think would make good choices for Vancoufur 2020.
- 7) What is your best memory of Vancoufur?

The BCAEA Board of Directors wishes to thank you for taking the time to apply for this position.

All candidates who submit an application will be contacted when we begin the selection process, however, only shortlisted candidates will be contacted for an interview.

**Sincerely,
BCAEA Board of Directors**