

# Academy wants locals for top jobs

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By Kathy Griffin

LOCALISATION will be an important factor when the Academy Arts Centre is set up next year, according to an Arts Centre official.

The centre will represent the merger of the Academy for the Performing Arts and the Hong-kong Arts Centre - both now headed by Britons.

Consultants, Hay Management, are working out a staff structure to help locals train for top management jobs.

"This is inevitable and certainly desirable," the new Arts Centre general manager, Mr Tim Doling, said.

"I'm potentially the last occupant in this job but if not, I hope a Hong-kong Chinese fills it."

Mr Doling is slated to remain in his position until September 1990, when the merger is expected to be complete.

The present head of the Academy for the Performing Arts, Mr John Hosier, is expected to take over the new Academy Arts Centre.

Both men will be involved in overseeing the merger.

"We're planning for the future with more opportunities for staff," Mr Doling said.

"If you have no point between top management and the lower levels, the people in the lower levels won't obtain the qualifications to advance. We want to structure it so they can progress upwards."

Mr Doling stressed there were opportunities now for the mostly Chinese staff at the Arts Centre - they only wanted to ensure these would exist at the new centre.

The Arts Centre, which opened in 1977, has always been headed by Britons including Mr Nicholas James who left in January to join Television Broadcasts Limited.

Mr Doling arrived from Britain last month.

He has been involved professionally in arts administration since 1978, including six years in Northern Ireland.

"I can see the similarities between working here and in Northern Ireland in the way people react to new ideas. There is a lot of interest and enthusiasm," he said.

Mr Doling said he hoped the Arts Centre would provide more controversial and thought-provoking shows.

"The arts are unique in stimulating the imagination and explaining the role of the individual in society," he said.