

ARTISTIC DIRECTOR

Nightwood Theatre invites applications for the position of Artistic Director.

The new appointment would be in position for April 8, 2019.

Organization Description

Nightwood Theatre produces extraordinary theatre by women, including original Canadian plays and works from the contemporary international repertoire. We advocate for women, provide a training ground for emerging talent, promote diversity and engage artists in play development and theatre production.

As Canada's national women's theatre since 1979, Nightwood has launched the careers of many of the leading theatre artists in the country. We've built a legacy of artistic excellence – advocating for gender equity in the arts, training emerging female talent and developing and producing a multitude of award winning new Canadian plays by women. Now in our 39th season, we celebrate the legacy of three and a half decades of producing groundbreaking theatre and promoting women's place on the local, national and international stage.

Mission Statement

As Canada's foremost feminist theatre, Nightwood provides an essential home for the creation of extraordinary theatre by women.

The Position

Nightwood Theatre is seeking an inspiring Artistic Director (AD) to lead one of Canada's largest and most dynamic women's theatre organizations. The AD will drive the artistic vision, direction, and programming of the company and will select artistic staff needed to achieve the highest standard of production.

Both the AD and the Managing Director (MD) report directly to the Board of Directors and are jointly responsible for the creative, entrepreneurial, and strategic leadership of the organization. They are also responsible for achieving the artistic, audience, and financial objectives of Nightwood Theatre. The new AD will work closely and collaboratively with the MD, Beth Brown, to help ensure the future success of the organization.

Specific Responsibilities

- Leads in setting the artistic direction of Nightwood Theatre with strong, inclusive and inspirational leadership, to enable the company to achieve its artistic and strategic objectives.
- Plans and prepares vital and viable programming with a view to promoting women's voices and balancing company objectives of artistic excellence and audience growth while maintaining financial accountability.

- Seeks out, commissions, and supports emerging and established writers; ensures a high standard of dramaturgical input to new plays commissioned and produced by the Theatre.
- Initiates and develops collaborations and creative partnerships that will support the artistic and business objectives of Nightwood.
- Recruits, secures, and/or approves all personnel directly concerned with the artistic elements.

Management and Operations

- Alongside the Managing Director, develops and executes Nightwood's strategic plan and operational priorities in alignment with artistic needs and values.
- Plays a key role in supporting fundraising strategy and in fostering strong relationships with existing and potential funders.
- Collaborates with the Managing Director in the preparation of an overall budget. Maintains oversight of production costs and ensures fiscal prudence.
 - Supports Nightwood's communications, public relations, and marketing efforts.
 - Helps create a positive, open, respectful, and accountable working environment, including overseeing working conditions, management, and regular performance appraisal of staff under the AD's authority.
- Along with the Managing Director, acts as an ambassador for Nightwood, actively engaging the broader artistic community, fostering constructive relationships with peer organizations across Canada and internationally, as well as with government, donors, audiences, media, and the wider public.

Candidate Qualifications

- Undergraduate degree or experiential equivalent.
- A passion for a broad range of theatre that explores and addresses social and political issues, as well as theatre that engages and entertains.
- A strong track record of collaboration, leadership and strong team building and a commitment to support the growth and development of artists.
- Possesses a network of relationships with counterparts in other theatre companies, as well as writers, directors, musicians, choreographers and others.
- Excellent stakeholder management skills; experience working with a Board is an asset.
- Proven ability to provide dramaturgical support to writers.
- Deep knowledge of Canadian artists and playwrights.
- Experience in leading and managing fundraising strategies and campaigns, and in identifying sources of earned revenue.

Candidate Attributes

- Genuine commitment to the principles of equal opportunity, respect and inclusion, cultural diversity, and broadening access to the arts.
- Creative and visionary leadership, with a demonstrated dynamic presence that will inspire the Board, staff, donors, and patrons to support the public vision.

- Professional, confident, calm, and tactful approach with an ability to deal with a wide variety of people.
- Consistency in seeking out, hearing, and embracing diverse voices and alternative points of view.
- Excellent written and oral communication skills, with outstanding interpersonal skills.
- Capacity to work under pressure, accepting ownership with a roll-up-your-sleeves approach.
- A collaborator who works well with staff to create and mount a production, with a supportive and empowering management style.
- Able to delegate, negotiate, resolve conflict, be inspiring and motivating to others, and manage performance.

Compensation

A competitive, experience-based compensation package will be provided with an annual base salary range between \$50,000 and \$57,000. Benefits include: disability, medical, dental, and life insurance.

How to Apply:

All applications will remain confidential and will be carefully reviewed and assessed by the Search Committee in accordance with the established criteria.

Nightwood Theatre is an equal-opportunity employer, committed to reflecting our country's diversity. We encourage candidates of all backgrounds to apply.

Applications must be received by 11:59 pm EST on November 16, 2018.

Please submit your application by emailing your cover letter and resume to the search committee at: send to search@nightwoodtheatre.net

We thank applicants for their interest, however only those advancing in the process will be contacted.