Artistic Director

Evergreen City Ballet (ECB), a non-profit ballet school, seeks an experienced professional to direct its 180+ student school beginning August 2016. ECB’s mission is to provide the highest quality performances for audiences in the Puget Sound region, while developing dancers and educating a diverse public and its youth in the art of dance. It was founded in 1994 and is located in Renton, WA in a 7,600 square foot facility that has three dance studios, two of which can be joined to form a Black Box Theatre, plus offices, costume and set storage. ECB employs a full-time administrative and marketing staff and part-time teaching staff. The school offers ballet classes for aspiring professionals along with open classes in a variety of dance forms for all ages and abilities. Classes include ballet technique, pointe, jazz, modern, contemporary, tap and stretching.

The Artistic Director (AD) job is responsible for conceiving, developing, and implementing the artistic vision and focus of the organization, and for major decisions about the ongoing development of the aesthetic values and activities. The AD will report directly to the Executive Director and indirectly to the Board of Directors as needed. ECB students perform several shows a year led by dancers in the performance division. Our performances consistently sell out and range from original works to long-time favorites such as The Nutcracker. ECB is looking for a director with a firmly rooted belief system that every child who wishes to study ballet and perform should have the opportunity

Responsibilities include:

Applicant should demonstrate immediate credibility and engender the respect of others. The Artistic Director should be genuine, strategic and budget conscious. Applicant should also have strong interpersonal skills, management experience and be able to foster sustainable growth. The applicant should have unwavering ethics whose work style focuses on collegiality and collaboration not only within the school but inter-departmentally.

Applicant should have an extensive background in dance including but not limited to classical ballet.

Responsibilities:

- Hires, supervises and evaluates artistic personnel including performers, designers, and stage managers
- Oversees staff, programs and curriculum, teaching, budgeting, and maintaining good relations with donors, families and other organizations
- Teaches weekly classes to the performance division along with other levels and recruits dancers when necessary
- Develops, implements, and evaluates programs for the year
- With Executive Director, develops annual program budget and performance calendar
- Acts as a spokesperson for the organization's artistic purpose via speaking engagements, public and social appearances, and, as requested, at fundraising events
- Fosters the development of good relations with other cultural organizations by participating in meetings and joint activities where appropriate
• Reports to the Board of Directors on a regular basis to give an update on artistic activity
• Provides strong, inspirational and high-profile leadership to enable ECB to achieve its artistic and strategic objectives
• Leads and develops artistic policy to create an imaginative program of high quality ballet/theatre, including four to five productions a year
• Selects, secures and/or approves all guest directors/teachers, visiting companies, creative teams, dancers/performers and other artists
• Develops the widest possible audience for ECB’s work and to champion its commitment to accessibility and affordability

Creative and entrepreneurial leadership:

• To initiate and develop artistic and educational collaborations and creative partnerships that will support the artistic and business objectives of ECB and help it achieve its ambitions
• In close collaboration with the Executive Director (ED) and the Board of Directors, assist in the fund-raising strategy, develop and steward strong relationships with existing and potential funders
• Work with the ED to help in broadening and diversifying ECB’s sources of income including fund-raising, exploitation of the artistic program and other opportunities such as needed
• In collaboration with the ED, to develop/foster strong and productive relationships with the arts/dance community, the media and other existing and potential partners to enhance ECB’s profile and activities
• Create a positive, open and responsive working environment and cultural ethos that is conducive to the development of new work and attainment of the highest standards of artistic endeavor

Skills and experience:

• Clarity of artistic vision and ambition, with a passion for dance/ballet
• Strong track record of professional dance production, direction and developing new work for the stage including strategic planning and resource management skills
• Proven ability to program and commission new choreography with the ability to attract and collaborate with artists of the highest caliber
• An entrepreneurial spirit, commercial acumen and ability to lead
• Demonstrable knowledge and understanding of dance education, community work, marketing and audience development
• Good knowledge and understanding of the dance/ballet theatre industry and arts development
• Proven ability to work in partnership, connect and collaborate with others both internally and externally
• Ability to inspire and motivate others, delegate, negotiate, resolve conflict, be responsive to others and manage performances
• Outstanding analytical, communication, advocacy and presentation skills
• A genuine commitment to the principles of equal opportunity, cultural diversity and broadening access to the arts
Resilience and responsiveness to the changing external environment
A supportive and empowering management style
Where it is operationally practical to do so and subject to the approval of the Board of Directors, the Artistic Director may engage in artistic freelance opportunities outside ECB. This will be the subject of separate negotiation

Qualifications

- Minimum education of Bachelor of Arts or equivalent combination of education and experience
- Minimum of five years of significant professional artistic experience and responsibility as an artistic director, freelance director, producer, or other artistic leadership role
- Strong track record of professional ballet/dance production, direction, and developing new work for the stage
- Broad knowledge of and familiarity with the national ballet/dance field, new works, and industry artistic dance trends
- Previous experience working with multiple constituencies to accomplish goals
- Skill as an effective relationship builder
- Experience building and working within non-profit budgets
- Excellent oral and written communications skills
- Ability to deal wisely with a broad spectrum of personalities
- Demonstrable knowledge of marketing, audience development, the theatre industry and arts funding
- Highly self-motivated with a demonstrated ability to handle multiple tasks simultaneously along with strong planning and organizational skills
- A deep passion for theatre and the creative process and the ability to mentor and teach others
- Dynamic and engaging personality with exceptional interpersonal skills, able to quickly develop rapport and build and maintain productive relationships with donors, audiences, colleagues, volunteers and the performing arts community
- Computer skills, capable of utilizing the technology and tools needed to compile reports, budgets, and effectively manage productions
- Exceptional professional conduct, vision, drive, purpose, ethics and integrity
- Excellent time-management skills
- Ability to work long hours, a flexible schedule, evenings and weekends in high pressure situations
- Ability to delegate, negotiate, resolve conflict, be responsive to others, and manage performance

Compensation:

DOE
**How to Apply:**

Please email the following information to [board@evergreencityballet.org](mailto:board@evergreencityballet.org):

- Cover letter Resume or Curriculum Vitae with salary history
- A one-page Artist’s Statement sharing your artistic vision and why you feel you are a good match for Evergreen City Ballet (ECB).
- Three references with contact information

Can also be sent by mail to:

Evergreen City Ballet  
Attn: Director of Operations and Administration  
2230 Lind Avenue SE, Suite 109  
Renton, WA 98057

**Start Date**

August 2016