

Organization

Dallas Children's Theater (DCT) is a forum for artistic collaboration, a vital educational resource for metropolitan schools, and a vehicle of enrichment for the greater Dallas community. With a multi-million-dollar budget and a national reputation, DCT is the largest professional family theater in the Southwest offering a season of five-to-six productions as well as a theater academy, sensory-friendly programming, and arts education programs for local schools. DCT was founded in 1984 by Robyn Flatt and Dennis Vincent in response to the growing need for professional family theater. A 501(c) 3 non-profit organization, DCT envisions a world where young people, having been astonished, delighted, and challenged by the transformational experience of theater, are inspired to creatively contribute to the vibrancy of their communities. The theater makes its home in the Rosewood Center for Family Arts, a 58,000-square-foot facility that houses two theaters, scenic and costume studios, offices, four classrooms, and a reception/meeting room.

At its heart, DCT is about storytelling through the power of live performance and inspiring young people to lead creative and productive lives through the art of theater. DCT is honored to present its landmark 41st season: *Grace for President*, *A Charlie Brown Christmas*, *Pete the Cat*, *Dino-Light*, and Roald Dahl's *James and the Giant Peach*. It is an outstanding venue for collaboration with local artists, designers, playwrights, and educators. Directors and administrators are proud to contribute to the growing body of theater for youth with the commission and development of new plays. Familiar stories, literary works, histories, and biographies are also a part of the innovative programming. Each season is thoughtfully chosen to produce plays that are engaging, enriching, and educational. DCT productions promote social values and reflect the cultural diversity of the community through casting and themes.



DCT serves a metropolitan area rich in cultural diversity. Producing arts and education for a varied population, the theater is a vital asset to the community. The extensive programming brings theater to surrounding communities for families from every socio-economic and cultural background, providing free and significantly reduced tickets to children and their families. The theater's pioneering efforts to develop innovative arts education programs have equipped Dallas-area schools with powerful resources including the student matinee performance series, in-school residencies, and after-school drama classes. DCT's continued excellence in community outreach has earned national acclaim. Both American Theater magazine and TIME magazine recognize DCT as one of the leading professional family theaters in the United States. The theater has garnered support from the National Endowment for the Arts, the Texas Commission on the Arts, the Dallas Office of Arts and Culture, the Hearst Foundation, the Shubert Foundation, the Texas Instruments Foundation, the March Family Foundation, the Rosewood Foundation, and many others. DCT provides a unique learning opportunity providing children exposure to ideas and imagery that reflect their own experiences and challenge their understanding of the world in which they live.

Dallas Children's Theater is governed by a 36-member Board of Trustees led by Leah Mora. Each year DCT employs more than 100 staff members and over 140 volunteers who contribute nearly 1,000 hours annually. The total operating revenue in 2024 was \$3.5 million including \$1.4 in contributions and \$1.6 from program services.

Community

Dallas, Texas, a vibrant city in the heart of the Lone Star State, boasts a population of approximately 1.3 million residents, making it one of the largest cities in the U.S. A key economic hub, Dallas has a diversified economy that includes major industries such as technology, finance, telecommunications, and defense. Notable

companies headquartered in Dallas include AT&T, Southwest Airlines, and Texas Instruments. The city's cost of living is relatively moderate compared to other major metropolitan areas, which contributes to its appeal for both businesses and new residents.



Dallas is also a city rich in culture, history, and culinary experiences. Recreational offerings in Dallas are extensive, ranging from the scenic Katy Trail to the sprawling Fair Park, which hosts numerous annual events and fairs. The city is renowned for its arts and culture scene and the Dallas Arts District is the largest urban arts district in the country, spanning 118 acres. The city boasts prominent institutions like the Dallas Museum of Art, the Dallas Black Dance Theatre, the Dallas Symphony Orchestra, the Crow Museum of Asian Art, The Dallas Holocaust and Human Rights Museum, and the Perot Museum. The city is also home to several professional sports teams, including the Dallas Cowboys (NFL), Dallas Mavericks

(NBA), and Dallas Stars (NHL). Transportation is facilitated by an extensive network including the Dallas Area Rapid Transit (DART) system, which offers light rail and bus services, and the Dallas-Fort Worth International Airport providing robust connectivity. The city hosts several universities, including Southern Methodist University (SMU) and the University of Texas at Dallas (UTD). This blend of economic opportunity, cultural richness, and recreational amenities makes Dallas a dynamic and attractive place to live and work.

Sources: Data USA; Travel + Leisure; U.S. News; Visit Dallas; Visit USA

Position Summary

As a leader of Dallas Children's Theater, the Artistic Director will lead through collaboration, model a strong work ethic, and exhibit passion, dedication, and knowledge of Theatre for Young Audiences' multiple components. Artistic excellence is always the goal. The AD will ensure that DCT's programs are known to all constituents locally and nationally. DCT was organized on a collaborative model with the senior staff working closely together under the guidance of the Executive Director. The AD will report directly to the Executive Director and will be responsible for ensuring that the organization fulfills its mission through its innovative artistic programming, development of new work, educational offerings, production, and staffing.



Role and Responsibilities

Artistic Development and Production Supervision

- Provide primary vision, leadership, and direction for the organization's artistic, creative, and educational activities, championing new ideas and embracing new technologies.
- Oversee all season productions, which includes directing productions and welcoming new artistic voices.
- Select artistic teams for season productions and advise/consult with production staff to ensure readiness for each show's opening and run.
- Promote DCT as a home for artists, technicians, and students within the field of Theatre for Young Audiences.
- Embrace other artistic development and production supervision duties, as needed.

Programming, New Play Development, and Education

- Develop annual programming of plays, educational programs and curriculum, and associated scheduled activities, in collaboration with the Associate Artistic Director, senior staff, and education staff in a manner that advances the creative direction of the DCT.
- Nurture strong relationships with playwrights, agents, professional colleagues, and community stakeholders to ensure vibrant and diverse season offerings.

- Attend professional regional and national conferences to network with artists, agents, and other presenters in the field of Theatre for Young Audiences.
- Promote new play development and create collaborations and commissions that speak to youth.
- Reinforce DCT's mission through innovative thinking in the development and programming of new works for its theaters.
- Build meaningful connections between programs, artists, and DCT's educational and public experiences reflective of principles of equity, diversity, inclusion, and access.
- Embrace other season programming, new play development, and education duties, as needed.

Community Engagement, Board Relations, and Finance

- Serve as a spokesperson to promote DCT's artistic vision, brand, and reputation, locally, nationally, and internationally.
- Maintain and cultivate relationships with constituents including corporate and foundation sponsors, individual donors, business owners, schools and colleges, elected officials, and community leaders.
- Broaden the reach of the DCT by publicly highlighting its unique mission and public image as a regional asset.
- Facilitate and maintain a close relationship with the Board of Directors concerning the artistic direction of the theater and guide the assessment and modification of programmatic strategies.
- Oversee budgets for Productions and Education and provide timely financial reports to the Finance and Executive Committees and the Board of Trustees.
- Provide information and budgets to support grant applications and other fundraising activities.
- Embrace other community engagement, board relations, and finance duties, as needed.

Leadership and Strategic Planning

- Maintain a climate of collaboration that attracts, retains, motivates, and excites a top-quality, diverse artistic, education, and production staff.
- Oversee, evaluate, and advise artistic, production, and education department staff.
- Guide, implement, and update DCT's long-term strategic plan objectives in partnership with the Executive Director.
- Embrace other leadership and strategic planning duties, as needed.

Traits and Characteristics

The Artistic Director will be a dynamic spokesperson with the ability to elevate the theater's impact within the field of Theatre for Young Audiences, engaging and inspiring children, families, and artists, and propelling the theater into a new era of artistic excellence. They must be an effective communicator with the ability to inspire teams with a clear sense of purpose with the ability to handle sensitive issues. The AD will be an effective project manager able to deliver high-quality performances, ensuring that productions resonate with the community, and uphold the theater's commitment to inclusivity and diversity. They will be a strong leader able to take the initiative in exploring fresh opportunities.

Other key competencies include the following:

- **Diplomacy** – Encourage diverse perspectives within the creative process and effectively handle difficult or sensitive issues with tact.
- **Self-Starting** – Create a sense of purpose and direction and demonstrate the initiative and willingness to work independently and proactively.
- **Personal Accountability** – Demonstrate integrity and take responsibility for decisions, ensuring alignment with the theater's mission and values.
- **Planning and Organizing** – Obtain results while establishing clear courses of action to ensure that work is completed effectively and efficiently.

Qualifications

Senior artistic leadership experience in an organization of similar size and scope, with demonstrated growth and a successful track record of programming, producing, and directing youth/family-centered work is required. The person filling this role must be artistically accomplished, resourceful, and understand the space in which DCT operates. Proven success in planning, negotiation, and managing people as a function of their artistic role is required. Qualified candidates must have a demonstrable connection to and passion for Theatre for Young Audiences, youth/family-centered arts, and arts education. Measurable success in advancing equity, diversity, inclusion, and access strategies is essential. Financial literacy and experience in fundraising and community engagement are highly desirable. Familiarity with local, regional, and national artistic communities is preferred.



Compensation and Benefits

DCT offers competitive compensation, with a salary range expected between \$115,000 and \$135,000 and a generous benefits package that includes medical, dental, vision, life, accident, long-term disability insurance, and paid time off and holidays.

Applications and Inquiries

To submit a cover letter and resume with a summary of demonstrable accomplishments (electronic submissions preferred), please click [here](#) or visit artsconsulting.com/opensearches. For questions or general inquiries about this job opportunity, please contact:

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Dallas Children's Theater (DCT) is committed to the kind of excellence in theater arts programming that challenges and inspires young people from every race, culture, gender, social class, ability, and sexual orientation to develop their unique creative talents and individual perspectives in order to contribute to a more pluralistic and peaceful world. DCT promotes equity, diversity, and inclusion in all areas of the institution, including its programming, board, and staff. DCT is an equal-opportunity employer.