



## Arizona Theatre Company

### Executive Director

#### Organization

Arizona Theatre Company (ATC) is the preeminent professional theatre in Arizona, recognized as the Official Arizona State Theatre. Founded in 1966, Arizona Theatre Company (ATC) sets the gold standard for artistic excellence and innovation. As Arizona's sole LORT (League of Resident Theatres) professional nonprofit regional theatre, ATC is a beacon of cultural enrichment and theatrical prowess and the only LORT theatre in the country that operates in two major metropolitan areas, Phoenix/Tempe and Tucson. Celebrating its 58th season, ATC has consistently assembled a team of world-class artists dedicated to delivering exceptional theatrical experiences. In the last year alone, ATC has engaged more than 200,000 individuals through mainstage productions, community outreach, and student matinees.



*Tempe Center for the Arts - Photo by Grant Brummett*

The ATC theatres also serve as significant economic drivers, bolstering Arizona's economy by stimulating housing markets, generating employment opportunities, and boosting revenue for local businesses. ATC performances at both the 550-seat Tempe Center for the Arts in Tempe and the 595-seat Temple of Music and Art in Tucson invigorate the local economies while offering new cultural experiences for residents and tourists alike. Additionally, ATC generates over \$5 million in taxable revenue annually, invests over \$750,000 in housing and commercial leases, and provides employment to more than 200 individuals, solidifying its role as a key contributor to the economic vitality of Arizona. The Phoenix Metropolitan area, which includes Tempe, has a population of approximately five million people. The Tucson Metropolitan area has a population of just over one million people. Both cities have vibrant and diverse

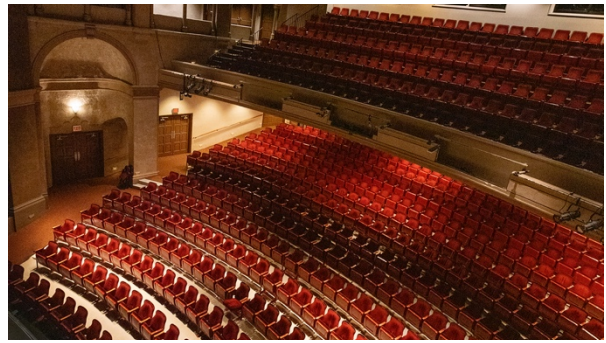
communities, with well-regarded and established cultural and arts centers and offerings. The large and culturally sophisticated populations of these cities provide both significant current support and the opportunity for extraordinary growth for ATC in the future.

ATC's mission is to create world-class theatre about what it means to be alive today—inspiring curiosity and creativity, sparking empathy and joy—bringing all Arizonans together. It strives to incorporate its values of artistry, conversation, collaboration, equity, stewardship, sustainability, and joy in every interaction with its community. The theatres' performances provide spaces for individuals to share moments of joy, communion, and relief, and the company's diverse range of productions invites audiences to connect, offering an escape from daily pressures and a chance to rediscover the power of community through laughter, love, and reflection.

This leadership transition comes at a time of tremendous momentum and opportunity for ATC. The Rise Above Campaign is a major capacity-building initiative to ensure ATC's long-term success. It was unveiled to the public in late March after raising more than half of its \$6 million, two-year goal through board members and major donors. Earlier this season, ATC offered the World Premiere of Pulitzer Prize and Tony Award-winning playwright Robert Schenkkan's newest play, *Bob and Jean: A Love Story*, furthering ATC's longtime commitment to championing new works. The company has a strong financial foundation and is heading into its 58th Season with stability and resources for growth.

Arizona Theatre Company is governed by a 20-member board of trustees led by board chair Pat Engels. From an artistic perspective, ATC has been led for the last three years by Kasser Family Artistic Director Matt August. After several years of strategic growth and reorganization, ATC is well-positioned for its next era of expansion and sustainability. Kasser Family Artistic Director Matt August and the new Executive Director will lead the organization as co-executives, both reporting to the Board of Trustees and its Officers.

ATC has a full-time staff of 74, a part-time and contractor staff of over 125. The organization's budget for the fiscal year ending June 30, 2025, anticipates revenue of \$8 million from a combination of both earned and contributed revenue, with contributed revenue providing approximately 55% of the total.



*Temple of Music and Art*

## Position Summary

The Executive Director of the Arizona Theatre Company will provide the leadership, direction, and management necessary to support the organization's ongoing growth and operational success. As part of a co-leadership model with the Artistic Director, the Executive Director will collaborate closely with the Board of Trustees to establish a long-term vision and strategy that is effective, achievable, and sustainable, and will co-lead its implementation. The Executive Director will be directly responsible for overseeing all aspects of day-to-day operations, including the development and management of the annual budget and all administration (finance, human resources, marketing, fundraising, facilities, contracting, and policies and procedures), along with other initiatives as assigned by the Board. Guided by ATC's mission and values, the Executive Director will work in close collaboration with the Artistic Director to provide executive leadership and ensure financial oversight across all departments. This is a critical leadership position that will help shape the vision, strategy, culture, community outreach, and reputation of ATC in the communities of Arizona and beyond. The Executive Director will be not only a strong manager, but also an empathetic and empowering leader who builds trust across a team of high-performing individuals. Reporting directly to the Board of Trustees, the Executive Director will serve as a strategic and business-oriented presence for ATC, and although residing in Phoenix, will spend whatever time is necessary to effectively manage the teams and operations in both Tucson and Phoenix. In doing so, the Executive Director will help position Arizona Theatre Company as a leading cultural institution in the region and a vital contributor to the national performing arts landscape.

## Role and Responsibilities

### Finance Oversight and Fundraising

- Partner with the Board and Artistic Director to drive the development and ongoing management and oversight of ATC's current budget of approximately \$8 million on an annual basis, balancing artistic initiatives within financial limitations with an organizational priority of an annual balanced budget.
- Develop a budget that details the revenue and expenses anticipated for the ATC fiscal year, in which that season occurs, with an eye toward continuous growth in budget, programming, community outreach, and financial stability for the organization.
- Contribute to the planning, execution, and growth of fundraising activities, including but not limited to the identification of individual local donors, rebuilding connections to foundations, solicitation of government support, nurturing corporate connections, and helping drive Board led initiatives and innovative community centered strategies designed to instill confidence in the long-term investment in the organization.
- Embrace other finance oversight and fundraising responsibilities as needed.

**Board Development and Strategic Planning**

- Collaborate with the Board to further identify, cultivate, and assist in the recruitment of new board members and advisory committees, to enhance the overall effectiveness of the Board and its committees.
- Serve as the key leadership liaison to the Board, maintaining communications that are comprehensive, proactive, transparent, and effective.
- Partner closely with the Board to implement future strategic plans and organizational goals, designed to establish long-term vision and annual goals for earned and contributed revenue that ensure the sustainability of ATC.
- Lead and craft a multiple-year strategic plan of sustainability, participating in long-range planning activities, and other such planning as may be prescribed by the Board and/or Chair.
- Embrace other board development and strategic planning initiatives as needed.

**Operational Leadership and Staff Supervision**

- Provide oversight and direction of all administrative, marketing, fundraising, facility contracts, operations, and financial functions of ATC.
- Partner with the Artistic Director to balance artistic goals with financial parameters, contributing during union contract negotiations, as appropriate, for artistic and other personnel in departments that report to the Artistic Director.
- Focus on the administrative aspects of running a business, in order to reevaluate all systems, providing a vision forward and motivating others to consider new business models designed to better provide opportunities for sustained business success.
- Furnish direction, leadership, and oversight of all ATC human resource and payroll issues for all contract and full-time production and house staff, and volunteer activity, including all hiring, career development, coaching, in organizational matters.
- Collaborate with the Artistic Director to establish and maintain a supportive and positive working environment and culture for the organization, including work/life balance and current best practices in hiring processes, while serving as a cohesive connector who understands and drives employee development/enhancement, empowerment, and career growth.
- Embrace other operational leadership and staff supervision responsibilities as needed.

**External Relations and Community Engagement**

- Establish and enhance productive working relationships with other such organizations with which ATC may have significant ongoing funding, artistic, operational, educational, and or cooperative business relationships.
- Maintain a consistent presence as a highly engaged member of the Phoenix and Tucson communities focused on increasing the visibility and reputation of Arizona Theatre Company in arts, education, public, corporate, government, and philanthropic communities.
- Serve as the front person, as a skilled public speaker, main fundraiser, and primary motivator for development and marketing, consistently present at as many functions as possible, or assign a designated ATC representative there in proxy.
- Represent Arizona Theatre Company in the broader theatre field at LORT, TCG, and other national convenings, to expand the organization's presence, identify best practices of operational excellence, participate in collective lobbying efforts, and foster relationships with local and/or national peer organizations that may result in producing partnerships and resource-sharing.
- Develop and cultivate, in close collaboration with the Artistic Director, diverse intergenerational audiences by engaging the Phoenix and Tucson communities through mutually beneficial, innovative partnerships and collaborations.
- Embrace other external relations and community engagement responsibilities as needed.

## Traits and Characteristics

The Executive Director will be an excellent communicator with an ability to build relationships and embrace a public-facing role in the community. They will be a creative and collaborative leader able to partner with others, solicit ideas, and develop plans and solutions that promote the growth of the organization. As a partner with the Artistic Director, the Executive Director will be a visionary, charismatic, and motivational leader with a keen ability to influence and empower a team. The Executive Director will not only demonstrate the ability to lead but also be comfortable with initiating and supporting change, with a willingness to roll up their sleeves and be happy to engage in the hard work when necessary. They will embrace agility and be versatile and adaptable in a changing environment, effectively leveraging all organizational, human, financial, and technological resources. They will be a visible and vocal advocate, both internally and in the community at large, with the ability to inspire, organize, and motivate others to accomplish goals, create a sense of order and direction, and gain active participation from a variety of stakeholders.

Other key competencies include:

- **Leadership and Personal Accountability** – The ability to create a vision and sense of purpose and direction that others willingly embrace, while accepting accountability for executing that vision.
- **Customer Focus** – The ability to anticipate, meet, and/or exceed customer needs, wants, and expectations.
- **Goal Orientation, Planning, and Organizing** – The ability to set, pursue, and attain goals, regardless of obstacles or circumstances.
- **Teamwork and Influencing Others** – The ability to collaborate with others in establishing and meeting objectives, while also personally affecting the actions, decisions, opinions, or thinking of others.

## Qualifications

Several years' senior leadership experience in a regional theatre organization of significant size and complexity, or a comparable producing or artistic institution, is required. A strong financial acumen and a successful track record in developing and managing balanced budgets are essential. Demonstrated success in financial oversight, contract negotiation, and long-term planning that supports financial sustainability and organizational growth is expected. A strategic and thoughtful leadership style, combined with sound judgment and business sensibility, is necessary. The ability to lead organizations through transformational change while maintaining stability and achieving growth is highly valued. A history of developing and executing strategic planning processes, coupled with success in leading or supporting large-scale fundraising initiatives, is required.

Proven experience in building, managing, and empowering high-performing teams across departments is expected. Exceptional written and verbal communication skills are necessary, along with a demonstrated commitment to inclusive leadership and collaboration. A strong community orientation, with the desire to engage directly with stakeholders in both Phoenix and Tucson, is essential. A deep commitment to ATC's mission and a readiness to relocate to the Phoenix area are required for the successful candidate.

If you do not meet all the qualifications but possess transferable or equivalent skills, experience, or education, we encourage you to apply and highlight those areas.

## Compensation and Benefits

Arizona Theatre Company provides a competitive compensation package with a salary range from \$160,000 to \$180,000 and benefits that include partial employer-paid health, vision, and dental insurance; paid vacation; holidays; and personal and sick days. A relocation allowance will be offered to the placed candidate if not local.

## 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](https://ArtsConsulting.com/OpenSearches). For questions or general inquiries about this job opportunity, please contact:

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