

Dallas Black Dance Theatre

Executive Director



Position Summary

The Executive Director of the Dallas Black Dance Theatre will provide bold, strategic leadership to strengthen financial stability and advance DBDT's artistic excellence, educational impact, and community engagement. Reporting to the Board of Directors, the Executive Director will work in close partnership with the Artistic Director to steward DBDT's legacy while positioning the organization for sustained growth, innovation, and expanded visibility.

The Executive Director will hold shared responsibility along with the Artistic Director for organizational leadership to ensure the overall health of the organization. The Executive Director is responsible for operational leadership, financial oversight, revenue growth, external relations, and administrative management. Serving as DBDT's primary ambassador and spokesperson, this individual will cultivate strong relationships with the Board, staff, artists, donors, civic leaders, and community stakeholders. Through transparent communication, disciplined planning, and values-driven decision-making, the Executive Director will guide DBDT's long-term strategy and ensure its continued relevance and impact.



Organization

Dallas Black Dance Theatre (DBDT), based in Dallas, Texas, is dedicated to creating and producing contemporary modern dance at the highest level of artistic excellence through performances and educational programs that bridge cultures and communities. Founded in 1976 by Ann M. Williams, following the establishment of the Dallas Black Dance Academy in 1973, DBDT was born from a powerful vision: to inspire underrepresented youth, expand access to dance as an art form, and serve as a professional role model for Black dancers. Today, DBDT serves ever-expanding national and global audiences while employing a diverse, multi-ethnic company of artists, presenting work across multiple venues within the Dallas area, including the Dee & Charles Wylie Theatre (Main Company, 551 seats), Moody Performance Hall (Encore!, 750 seats), The Majestic Theatre (Espresso Nutcracker, 1,704 seats), and the Latino Cultural Center (Academy Recital, 300 seats).

Entering its 50th year as the oldest continuously operating professional dance company in Texas and Dallas, DBDT is a \$4 million organization that presents a rich and varied repertory, including modern dance, ballet, jazz, and culturally rooted works by nationally and internationally acclaimed choreographers. Over its history, DBDT has reached more than five million arts patrons and three million children worldwide, currently engaging approximately 50,000 K–12 students annually through performances and educational initiatives. These efforts reinforce DBDT's long-standing commitment to artistic excellence, cultural connection, and broad community impact.

To support artistic development and meet growing demand, DBDT expanded its organizational structure with the launch of DBDT: *Encore!* in 2000 as its second performing company. This ensemble of classically trained dancers from across the country presents an annual season at the Moody Performance Hall. Complementing the DBDT's two companies, the Dallas Black Dance Academy provides comprehensive dance education for students ages four and up, offering multiple levels of ballet, jazz, tap, and other disciplines and training more than 550 students each week at the DBDT Studios.

DBDT has been headquartered since 2008 at its permanent home in the Dallas Arts District, a renovated historic Moorland YMCA building that now houses rehearsal studios, classrooms, and administrative offices. DBDT has historically served on the board of the Dallas Arts District. DBDT's artistic achievements have earned significant recognition, including designation as an American Masterpiece Touring Artist by the National Endowment for the Arts and the Texas Medal of Arts. Known equally for innovation, DBDT pioneered paid virtual performances during the COVID-19 pandemic, reaching audiences in more than 30 countries. As a resident company of the AT&T Performing Arts Center, DBDT now serves approximately 125,000 people annually, continuing Ann Williams' legacy while embracing new opportunities to inspire and connect with audiences worldwide.

DBDT has a 28-member board of directors led by Board Chairman and President Jack Skinner. The executive director oversees an administrative staff of 17, including the managing director, director of facilities and operations, director of marketing and public relations, director of administration and board liaison, and senior director of development. For the year ending May 31, 2026, DBDT expects a total revenue of \$4.2 million, including 79% from contributed sources (including individual donors, events, foundations, corporations, grants, and government), and 21% from earned revenue (season performances, touring, and Academy).

Sources: edited from dbdt.com; propublica.org

Community

Situated on the ancestral lands of the Wichita, Tawakoni, and other Caddoan-speaking tribes, Dallas, Texas, is home to approximately 1.3 million residents and anchors one of the nation's fastest-growing metropolitan regions. The Dallas–Fort Worth–Arlington metroplex, with more than 7.7 million people, is the fourth largest in the United States and is known for its economic vitality, cultural diversity, and strong civic and philanthropic leadership. The region offers a high quality of life, combining a dynamic urban core with accessible neighborhoods, strong schools, and a cost of living that remains comparatively affordable among major U.S. cities.

Arts and culture are central to Dallas's identity and civic life. The Dallas Arts District, the largest contiguous urban arts district in the United States, is home to world-class institutions including the Dallas Museum of Art, Nasher Sculpture Center, AT&T Performing Arts Center, Dallas Symphony Orchestra, and Dallas Theater Center. The city supports a robust ecosystem of artists, cultural organizations, and arts education initiatives, complemented by strong philanthropic investment and community engagement. Together, these qualities make Dallas and North Texas an appealing place to live and lead, particularly for those drawn to creativity, cultural impact, and the opportunity to shape a rapidly evolving city.

The Arts District was established more than 40 years ago with the bold vision that arts and culture would play a central role in shaping Dallas's growth and identity, and that vision has proven transformative. Since 2018, the district has expanded its footprint and vibrancy with the opening of a luxury hotel and two high-rise residential developments, further integrating arts, hospitality, and urban living into a dynamic, walkable environment. These additions have strengthened the Dallas Arts District as both a cultural destination and a thriving mixed-use neighborhood, drawing residents, visitors, and businesses into its creative core. Today, the Dallas Arts District stands not only as a symbol of sustained civic investment in the arts but also as a powerful example of how cultural infrastructure can anchor economic development, community engagement, and long-term urban vitality.

Sources: visitdallas.com/arts; dallasartsdistrict.org; census.gov



Roles and Responsibilities

Strategic Leadership

- Develop and execute a long-term strategic plan aligned with the mission of DBDT in collaboration with the Board of Directors.
- Identify and develop strategic partnerships to strengthen DBDT's visibility and reputation locally, nationally, and internationally.
- Foster a culture of innovation, inclusivity, collaboration, artistic excellence, and accountability.
- Support strategic decision-making that inspires a business-oriented, professional, and purposeful environment throughout DBDT.
- Embrace other strategic leadership responsibilities as needed.

Financial and Operational Management

- Provide oversight and management of all financial operations to ensure fiscal integrity, stability, and sustainability while incorporating nonprofit and dance industry best practices.
- Work closely with the finance committee, staff, and auditors to develop and monitor annual budgets according to current laws and regulations.
- Oversee the work of the accounting staff to ensure the preparation of timely financial reports for Board review and annual financial audits, while maintaining knowledge of daily cash flow and finances.
- Ensure that DBDT's assets, including its documents and records of activity, are maintained through a documented and secure system of internal controls.
- Embrace other financial and operational management responsibilities as needed.

Development and Fundraising

- Serve as the chief fundraising liaison by initiating, cultivating, and stewarding relationships with all major donors, including foundations, corporations, government funding agencies, and individuals.
- Provide strategic leadership and oversight of all fundraising and development efforts in collaboration with the Development Director and members of the DBDT Board of Directors.
- Develop, secure, and expand diversified revenue streams.
- Establish and grow an endowment fund to position DBDT for financial stability.
- Represent DBDT at community, philanthropic, and arts sector events to expand its funding base.
- Embrace other development and fundraising responsibilities as needed.

Board and Labor Relations and Governance

- Serve as primary liaison between the Board of Directors and the organization's management team by providing reports and updates on staff and current work during each Board meeting.
- Support effective Board governance by providing timely and transparent communication to enable all members to exercise their full governance and service potential.
- Assist with the identification, recruitment, and orientation of new board members.
- Collaborate with the Artistic Director to ensure compliance with all collective bargaining agreements.
- Negotiate, interpret, and provide oversight to union contracts in coordination with legal counsel and DBDT human resources.
- Foster a respectful, inclusive, and transparent workplace culture that supports all employees.
- Embrace other Board and labor relations and governance responsibilities as needed.

Artistic and Program Collaboration

- Partner with the Artistic Director to align programming with DBDT's mission and audience development goals while balancing operational and financial priorities of the organization.
- Advocate for artistic excellence and support community outreach and educational programs that expand access to dance and the arts.
- Encourage creative partnerships with other cultural and community organizations.
- Embrace other artistic and program collaboration responsibilities as needed.

External Relations, Marketing, and Communications

- Function as the organizational spokesperson for DBDT, representing its values and mission across diverse platforms.
- Foster relationships with civic leaders, educational institutions, and cultural partners.
- Act as a liaison to the Dallas African American community.
- Advocate for the role of dance and artistic excellence in the broader arts ecosystem.
- Oversee all aspects of the organization's external communications, marketing strategies, and public relations, adjusting to expand reach and increase visibility as needed.
- Embrace other external relations, marketing, and communications responsibilities as needed.

Organizational Leadership and Culture

- Contribute to a healthy, equitable, and collaborative workplace, in collaboration with the Artistic Director, by maintaining a climate that attracts, retains, and motivates capable team members.
- Direct and supervise Director-level staff, ensuring that all departments function cohesively and effectively toward shared goals.
- Use financial controls to support accountability and ensure a healthy, equitable culture across DBDT.
- Implement policies and procedures that reflect DBDT's commitment to multiculturalism, equity, and inclusion.
- Promote professional development and staff retention through strong internal leadership.
- Oversee human resources management strategies, plans, and all related hire-to-retain policies and procedures.
- Partner with the Board Human Resources committee and the Artistic Director to implement policies and procedures.
- Embrace other organizational leadership and culture responsibilities as needed.

Traits and Characteristics

A collaborative, visionary, and transparent leader, the Executive Director will be recognized for their ability to drive transformation and action that advances the impact of the Dallas Black Dance Theatre. An effective communicator and bridge builder, the Executive Director will excel in cultivating relationships across many types of constituents and groups. The Executive Director will value flexibility and innovation, value team and culture building, and possess a deep awareness of issues and trends impacting the dance sector regionally and nationally.

Other key competencies include the following:

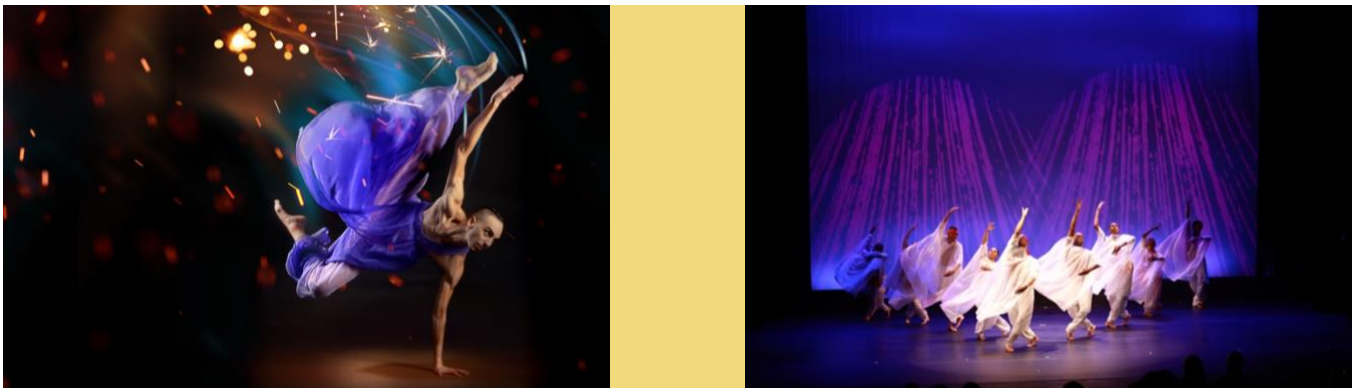
- **Leadership & Personal Accountability** – The clarity to use positional and relational influence to organize people to pursue a collective vision, managed with a sense of purpose and direction.
- **Diplomacy & Customer Focus** – The integrity to uphold the highest ethical standards while exhibiting tact, supporting members of the DBDT and Dallas communities.
- **Time and Priority Management & Teamwork** – The ability to work within a team to prioritize, manage, monitor, and complete multiple complex tasks, mobilize wide-ranging resources, and deliver to drive outcomes within allotted time frames.
- **Conceptual Thinking** – The dexterity to analyze DBDT's current capacities, patterns, and/or abstract concepts to formulate connections and new insights.

Qualifications

A minimum of 10 years of senior executive leadership experience in a comparable senior role in the nonprofit sector is required. Strong business acumen, visionary leadership, and a demonstrated ability to partner effectively with nonprofit boards and diverse stakeholders are essential. Broad knowledge of nonprofit management, including fundraising, finance, marketing and communications, and human resources, is required, along with the capacity to navigate complex, political, and dynamic civic environments. A proven record of building, motivating, and mentoring high-performing teams is crucial. Excellent written and oral communication skills, along with strong project management capabilities, are expected and grounded in values of collaboration, inclusion, integrity, and authenticity. Experience working with unionized staff and collective bargaining agreements is strongly valued. A bachelor's degree is required; an advanced degree in arts administration, business, or a related field is preferred.

Compensation and Benefits

DBDT provides a competitive and equitable compensation package with an estimated base salary in the range of \$160,000 to \$200,000. Benefits include employer-paid medical coverage at 90% of the premium and 100% employer-paid life insurance (including a \$10,000 policy), along with options for employee-paid dental, vision, and supplemental life insurance. DBDT also offers a Flexible Spending Account and a 100% match, up to 3% of annual salary on employee contributions to an IRA retirement plan. Additional benefits include 10 paid federal holidays, a fully paid week off between Christmas and New Year's, standard PTO for sick, personal, and bereavement leave, one week of paid vacation after one year of service, and a generous \$5,000 annual professional development stipend. Relocation assistance will be provided to candidates if needed.



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://www.ArtsConsulting.com/OpenSearches). For questions or general inquiries about this job opportunity, please contact:

Josyanne Roche, Vice President



Tel (888) 234.4236 Ext. 245
Email DBDT@ArtsConsulting.com

[Click Here to Apply](#)

Dallas Black Dance Theatre has adopted a core value system that embraces all cultures to strengthen the organization by working together for a common purpose that delivers transformative experiences for all.

With no exclusions, Dallas Black Dance Theatre offers services to the entire population, regardless of race, age, or circumstance. Since its founding, DBDT's innovative approach to equity, diversity, and inclusion has been based on a dedicated commitment to lead by example and actively implement change rather than only conceptualize results. Established by its Board of Directors, this initiative is fulfilled through the organization's mission to bridge cultures, reach diverse communities, and encompass ever-expanding global audiences.