



Artistic Director

[Baltimore Center Stage](#) | Baltimore, MD | \$180,000 | Full-Time

Baltimore Center Stage seeks a generative, bold, and future-oriented artistic director to lead the civic institution in its next chapter.

Welcome to Baltimore Center Stage

Inspired by our home city, Baltimore Center Stage acts as a cultural catalyst for all communities to access theater in every form and engage in compelling conversations.

- Baltimore Center Stage Mission Statement

Founded in 1963 and designated the State Theater of Maryland in 1978, Baltimore Center Stage provides the highest quality theater and programming for all members of our communities, including youth and families. Baltimore Center Stage ignites conversations and imaginations by producing an eclectic season of professional productions across two mainstages, the theater's lobbies and shops, through engaging community activities, and with inspiring learning programs. BCS is led by these core tenets—chief among them being Access For All. The mission is heavily rooted in providing active and open accessibility for everyone, regardless of any and all barriers, to Mainstage performances, learning initiatives, and civic programming.

Baltimore Center Stage was in the beginning stages of a strategic planning process when the COVID-19 pandemic began. Through that process, the organization rearticulated its mission and defined these five strategic goals for the organization:

- PROGRAMMING – Capture the collective imagination and build community through joy-filled theatrical activities that lead to a greater understanding of ourselves and each other.
- CONSTITUENCY – Build interdependent relationships and expand participation in service to all communities in Baltimore.
- CULTURE – Foster an environment of belonging and relentless curiosity where people can be their best selves.
- IMPACT – Contribute to the story of Baltimore by showing up locally and nationally as leaders, thought partners, amplifiers, and neighbors.
- INSTITUTION – Develop a resilient organization that delivers on its mission and makes a distinctive impact relative to its resources.

Baltimore Center Stage has a history and legacy of leaders who have made the organization into one of the premier regional theaters in the country. Stan Wojewodski, Jr., who led the theater for 16 years, launched the Young Playwrights Festival under his tenure. Longtime artistic leader Irene Lewis championed new work and work by acclaimed writers such as Paula Vogel, August Wilson, and Lynn Nottage. Kwame Kwei-Armah brought works of national and international recognition such as the musical *Marley* and the play *One Night In Miami*, which would eventually become a feature film on Amazon. In recent years under

Artistic Director Stephanie Ybarra, the theater has increased its commitment to anti-racism as a core tenet of Center Stage's cultural and workplace engagement which has been recognized by NPR and The New York Times. As the organization moves into its next chapter, the theater's reputation for nurturing and showcasing new work and as a leader of theatrical partnerships has also expanded to allow for an opportunity for a wide range of programming. BCS increased its program offerings in the past 5 years including the Baltimore Butterfly Sessions, a civic dialogue series, leading Play at Home, a national pandemic-era grassroots commissioning project that is now housed at the Library of Congress, and hosting President Biden for a nationally-televised Town Hall in Baltimore. Her tenure included success on the stage with shows such as *Thoughts of a Colored Man* which transferred to Broadway, premieres by Noah Diaz, Donetta Lavinia Grays, Miranda Rose Hall and more, collaborating with artists like Clint Ramos, Dede Ayite, and Will Davis.

Baltimore Center Stage's artistic programming consists of mainstage productions, civic programming, new work development, learning programs and more - representing a wide breadth of artistic disciplines (theater in all its forms), a belief that theater is an active part of civic life, and a desire to cultivate a sense of belonging among patrons of many backgrounds. This programming is driven by several artistic departments, including Artistic Producing, Artistic Partnerships & Innovation (API), Learning & Social Accountability (LSA), and Program Planning & Operations. BCS's Production department is also structured under this larger umbrella of artistic teams.

The theater has been in its historic Mt. Vernon home since 1975. In 2017, Baltimore Center Stage completed a \$28 million renovation to create more opportunities for art making and community building, with new public spaces to gather in before and after shows, and state-of-the-art performance spaces. BCS has three performance spaces: the 541-seat Pearlstone Theater, the 400 flex-seat Head Theater, and the 99 flex-seat Bernard Blackbox. Each theater incorporates state-of-the-art rigging, automation equipment, projectors, and changeable seating arrangements.

The organization is led by Board Chair, Sandy Liotta and Managing Director, Adam Frank. You can find out more about them [via this link](#).

The Job

The Artistic Director of Baltimore Center Stage will work in partnership with the Board of Directors, Managing Director, and staff to provide leadership and direction for the theater. This leader will work in deep collaboration with constituencies locally, nationally, and internationally to bring works of artistic wonder and engage the people of Baltimore as a citizen in service to the community. This person will bring an ethos that encourages transparency, openness, and collaboration between staff, board, and artists alike.

The role will serve as an external representative of Baltimore Center Stage to the greater Baltimore community and the national theater industry and nonprofit sector. The Artistic Director will partner with the Managing Director to shape BCS's overall strategic and artistic vision grounded in the history of the city and the theater, deliver its mission imperative to serve as a cultural catalyst, and ensure its future for the citizens of the State of Maryland and beyond.

The Artistic Director will be an advocate and possess the ability to see issues through the lens of various constituencies – artists, national field, trustees, staff, subscribers, donors, civic leaders – enabling them to participate productively in the balancing of these various perspectives with the institution's mission and strategy.

The Artistic Director reports to the Board of Trustees through its President, working in a co-equal partnership with the Managing Director. The trustees are committed to working with the Artistic and Managing Directors to develop a wonderful and lasting working partnership, and recognize that the exact functions and roles between the two will evolve as that partnership develops in this time of transition and change.

Your Roles and Responsibilities

Artistic Leadership and Strategy

- Make strategic decisions about season curation in collaboration with the Managing Director and artistic staff.
- Inspire and elevate artists and their work throughout all aspects of BCS's artistic programming including productions, civic and community centered (such as Butterfly Sessions), developmental workshops, companies in residence, producing partnerships, commissions, summer residencies, and learning programs.
- Develop an understanding of BCS's constituencies and curate/produce theatrical works from a broad range of experiences.
- Initiate and nurture ongoing relationships with a broad range of artists of diverse career levels, aesthetic approaches, and demographic backgrounds.
- Create a culture that is welcoming, collaborative and productive for artists.
- Participate in receiving feedback from and being in dialogue with artists (locally and nationally) community members, patrons, and donors on programming.
- Lead and empower the artistic staff throughout the production process including assembly of creative teams, casting, design, dramaturgy, and other aspects of bringing work to the stage.
- Support artistic innovation in structure and form.
- Evaluate potential projects, resources and partnerships within the context of Center Stage's mission, values, and strategy.
- In collaboration with the artistic staff, assess and evolve programs in Artistic Producing, Artistic Partnerships and Innovation, and Learning and Social Accountability, in alignment with the mission, values, and vision of BCS.
- Directly supervise the Director of Production, Director of Artistic Producing, Director of Artistic Partnerships and Innovation, Director of Learning and Social Accountability, and Director of Program Planning and Operations.

Institutional Leadership and Strategy

- Steward the legacy and advance a vision for BCS's artistic civic, and learning work and practice in alignment with the organization's resources.
- Serve as a leader, coach and motivator for all staff to create and sustain a healthy, constructive, and professional organizational culture.
- Sustain and expand BCS's accountability, anti-racism, and EDI efforts in conjunction with the board and staff.

- Collaborate with staff to determine performance objectives, priorities, and capacity for sustainability and growth within the theater.
- In collaboration with the MD, board, and/or staff, supervise all aspects of the organization's well-being including cultural, financial, strategic, production, and human resources.
- Lead and develop BCS's strategic position in Baltimore, across the country, and around the world.
- Support and champion reaching the organization's fundraising goals via donor cultivation and relationship building, including personal meetings and special events as a way to ensure fiscal sustainability.
- Engage with the Board of Directors around the organization's strategic direction, finances, and position within the greater community.
- Lead and serve as a key connector for all facets of BCS with donors, audience members, civic and community leaders.

Civic Responsibility and Relationship Development

- Build, nurture, and maintain relationships with a range of constituencies including artists, staff, audiences, trustees, donors, partner organizations and commercial producers.
- Cultivate relationships with current board trustees, build relationships with new trustees, and inspire both groups to continue to invest and believe in the organization.
- Stay connected to and invested in the civic, cultural, and social life of Baltimore, the State of Maryland, and the American theater community.
- In partnership with the Managing Director and the Director of Marketing and Communications, steward the brand of BCS including the visual identity, audience experience, and organizational voice.
- In collaboration with the Director of Artistic Partnerships and Innovation, shape and advance BCS's Partnerships and Innovation initiatives, including new work development, civic programming, and BCS's rentals and shared space initiative.
- In collaboration with the Director of Learning and Social Accountability, shape and advance BCS's Social Learning and Accountability initiatives, including in-school and out of school programs.

Resource, Fundraising, and Planning Leadership

- Collaborate with the Managing Director to develop and execute an annual organizational budget that is fiscally sound and monitored by both partners.
- Manage, supervise, and track the artistic budget.
- Actively participate in fundraising activities, including developing prospective and current donor relationships with individuals, corporations, and foundations.

Why you might be a good candidate

The top candidates will have the following qualifications:

- A working artist or artistic administrator of any art form.
- Senior management or artistic experience in a nonprofit organization, with a preference for those with experience in the American not-for-profit theater.
- Connections with national organizations and leaders through experience working in an environment of collaboration and co-production.
- A demonstrated commitment to the values of antiracism, equity, and inclusion.

- Demonstrated leadership in assuring that the artistic, human, and financial resources of the organization are effectively deployed with care and compassion.
- A commitment to Baltimore (a connection and/or knowledge of Baltimore is a plus.)
- National connections from experience working in an environment of collaboration and co-production.

Salary and Benefits

Salary: \$180,000/year

Benefits Package: Medical, Dental, and Vision Insurance, Vacation and Sick Paid Time Off, Life Insurance, Retirement Plan Eligibility. BCS also provides a week off to all employees in July and December.

Where can I apply?

Visit [this link](#) to submit your application. Applications are due no later than April 28, 2023.

Baltimore Center Stage is an equal opportunity and affirmative action employer. We provide equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, gender, national origin, age, disability or genetics. In addition to federal law requirements, BCS complies with applicable state and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training. We strongly encourage applications from people of color and members of underrepresented groups.