

San Diego Repertory Theatre Managing Director

San Diego Repertory Theatre seeks an arts executive with strong business skills, an entrepreneurial spirit and a passion for provocative multicultural theatre experiences to serve as the organization's Managing Director.

MISSION AND VISION

Founded in 1976 by Sam Woodhouse and D.W. Jacobs, San Diego Repertory Theatre ("The REP") was created as downtown San Diego's resident professional theatre. Since 1986, the REP also functioned as the resident and managing company of the Lyceum Theatres in Horton Plaza.

The REP has been guided by a singular mission for 44 years:

"San Diego Repertory Theatre produces intimate, provocative, inclusive theatre. We promote an interconnected community through vivid works that nourish progressive political and social values and celebrate the multiple voices of our region. San Diego Repertory Theatre feeds the curious soul."

This statement of the company's values provides context for what drives the organization both artistically and strategically:

"Our mission is informed by a commitment to artistic virtuosity, partnerships with singular artists and inquisitive neighbors, and lively conversations about our role as citizens in the bi-national region we call home. We choose provocative works of theatre to inspire our audiences and artists to build communication bridges needed to understand who we are today, and who we might become.

Equity, diversity and inclusion in our workplace and in our theatrical work is essential to our organizational history and future. San Diego REP has been a national leader in the production of plays by Latinx writers (55 mainstage productions in 33 years) and regularly more than 50% of actors on stage have been Black, Indigenous, People of Color. We promote a wiser and more tolerant community by operating the Lyceum Theatres as San Diego's Cultural Town Hall, where all peoples and cultures are welcome to share their stories with their neighbors.

Our current 5-year EDI Strategic Action Plan begins with a pledge to stand up for marginalized communities including Black, Indigenous, People of Color, LGBTQIA+, women, neurodiverse, and people with disabilities. We vow to actively examine and dismantle the structures of racism and bias within our theatre, within our community, and within the deepest part of our own selves with fresh eyes."

The REP has a pre-pandemic budget of \$4.9 million; boasts about 1,500 subscribers and 75,000 patrons (50,000 REP and 25,000 non-REP) annually for its three stages. The Lyceum STAGE seats 511, the Lyceum SPACE is a black box theatre that seats 242, and the Underground Stage is a cabaret area located in the theatre's lobby. Spaces used by The REP include the 44,000 square foot Lyceum Theatres complex (owned by the City of San Diego), and a leased 12,000 square foot Creative Studio (Rehearsal Hall/Scene Shop) 15 miles south of the Lyceum. The REP continues to employ 27 staff, and is governed by a 12-member Board of Trustees. In the last year, The REP has met a goal to diversify the board with 50% of Trustees identifying as BIPOC.

PERFORMANCES AND PROGRAMS

The REP offers a collection of plays in a subscription season with an eclectic mix of world premieres, contemporary plays and re-imagined classics designed to inspire audiences and build bridges of understanding that strengthen the community. To enhance the theatre experience and encourage dialogue around each REP production, over 65 REP Xtras are offered which are a diverse assortment of pre- and post- performance salons, mini concerts, and forums with area scholars and artists. Play development activities include commissions, readings, and workshops of new works, including projects developed through *Teatro sin Fronteras* (Theatre Without Borders), a program devoted to promoting Latinx and BIPOC representation in the theatre.

In 2021, The REP is also producing and/or hosting four multi-cultural festivals: Black Voices Play Reading Series, which debuted online in 2021; Lipinsky Family San Diego Jewish Arts Festival (JFEST) which celebrates 27 years of performance exploring Jewish themes; Kuumba Fest, which was founded in 1993 and is co-produced by The REP, the African American Advisory Council, and the San Diego Urban Warriors and is San Diego's longest running celebration of African American culture; and San Diego REP Latinx New Play Festival, which is an annual festival of four or five new play readings by Latinx playwrights from across the United States in addition to spotlight performances, networking and play development discussions. The REP also has a residency with playwright Herbert Siguenza. Closely associated with the Latinx New Play Festival, Amigos del REP is a theatre advocacy council of community members and artists who promote Hispanic/Latino/Chicano theatre at The REP.

The REP also offers education and community engagement programming for theatre lovers of all ages. In addition to the Xtra events surrounding each subscription play, The REP provides curriculum and access to live theatre for at least 1,000 students from Title 1 schools in San Diego County. Xchange Xperience is a groundbreaking, award-winning community partnership with the San Diego School of Creative and Performing Arts (SDSCPA) that gives student artists roles as well as orchestra and offstage crew assignments for one REP mainstage musical per year and a chance to be mentored by professional theatre actors, designers, and technical production staff. The REP also recruits 15 college and professional level artisans to receive hands-on experience and training in scenery construction, costume design, light, sound, stage management and properties for the season each year. In 2020 the company commissioned five new plays by diverse authors under the *Hear U.S. Now* program.

BASIC FUNCTION

The Managing Director will work closely with the Artistic Director and Board of Trustees to help define and execute the theatre's strategic direction and ensure The REP's continued excellence, both artistically and financially. The Managing Director will direct all of The REP's financial, operational, marketing, fundraising, facilities and human resources activities. He/she/they will work with the Artistic Director, Board and staff to provide overall leadership to the organization as it grows its artistic and educational vision, continues to diversify its board, staff, and programming, and expands its footprint, both in the community and nationally. This arts leader will have demonstrated skills in both external relations and internal management, be a strategic thinker, have an entrepreneurial spirit, and possess a strong commitment to Diversity Equity, Inclusion and Accessibility and anti-racist practices. He/she/they will oversee 4 direct reports including the Director of Finance, Director of External Affairs (Development), Director of Marketing and Communications, and General Manager with a total of 12 staff members reporting to him/her/them.

MAJOR RESPONSIBILITIES

The Managing Director is expected to work closely with the Artistic Director, Board, and staff to ensure that the theatre:

- Continues to build a reputation as a theatre that produces intimate, provocative, inclusive theatre and promotes an interconnected community through vivid works that nourish progressive political and social values and celebrate the multiple voices of the region that include Black, Indigenous, and People of Color (BIPOC), LGBTQIA+, women, neurodiverse people, and people with disabilities.
- Retains current audience constituencies and builds constituents among a multicultural, group of supporters;
- Is financially and operationally strengthened by stewarding a growing development function, increasing and focusing earned income opportunities, and investing in theatre resources and personnel to achieve The REP's goals;
- Successfully reimagines and remakes itself in a changing world where the global pandemic and a temporary suspension of regular operations at The REP continues to provide opportunities to reshape the theatre and its programming beyond the pandemic.
- Creates the right balance of influence between artists, staff, board, donors, funders, subscribers, audience, community, and government to achieve The REP's anti-racism, equity, programming, operational, and financial strategic goals.

The Director's immediate priorities will be to:

- Understand all facets of San Diego Repertory Theatre, including the theatre's history, culture, staff, finances, play schedule and new play development initiatives, education and public programs, facility and infrastructure, digital capabilities, operations, fundraising campaigns and potential renovation plans; understand the diverse local and regional constituencies in San Diego and the surrounding community;
- Manage the business affairs of San Diego Repertory Theatre, including cash flow and all income, expense, asset, liabilities and capital lines, with the intent of supporting the mission and goals while achieving greater financial growth, funding diversity and supporting permanent sustainability;
- With the Artistic Director, serve as a spokesperson for the theatre;
- Work with the Artistic Director and the Board to articulate its role and fulfill its governance responsibilities; help build strong relationships among Board, staff, artists, volunteers, donors and subscribers that emphasizes teamwork and collegiality;
- Work with the Artistic Director and the Board to update long-range strategic planning and implement The REP's shared values, mission and vision;
- Hire, supervise, motivate, develop and evaluate staff, ensuring that staffing is appropriate to meet the organization's goals; instill a strong sense of teamwork across the organization; use open channels of communication to reinforce a culture of virtuosity toward achieving the highest standards of theatre practice;
- Join other arts leaders in the region to advocate for increasing public support of a growing regional arts culture and community that has gained national prominence.

IDEAL EXPERIENCE

The ideal candidate has the following experience and qualifications:

- Management experience in a theatre or performing arts organization known for innovative programming, artistic excellence, and strong ties with the community; an extensive background or passion for theatre and public programming; knowledge of current trends and developments in the performing arts;
- A demonstrable history and commitment to diversity, equity, inclusion, and accessibility; a readiness to lead ongoing efforts to ensure that The REP embodies an anti-racist organizational culture throughout the company and at the core of its programs.
- Digitally savvy with experience presenting programming and marketing, fundraising, and communicating with stakeholders via the Internet and social media;
- The ability to work successfully with donors, community leaders, performing artists, an Artistic Director and the theatre's Board to strengthen the theatre; measurable and successful results in selling tickets and raising funds and in managing change; a detailed understanding of operations and financial management in a not-for-profit theatre or similar environment;
- Demonstrated ability to forge mutually respectful and effective relationships with a diverse group of personalities to deliver exceptional theatre experiences to the public; a passion for connecting the public, whether from San Diego, surrounding communities or visitors to the region, with San Diego Repertory Theatre;
- Outstanding oral and written communication skills, including the means to convene groups to solve problems, and a track record as an effective advocate for his/her/their organization;
- Leadership at planning, prioritizing, organizing and following through; dedication with a high energy level; expertise as a listener and strategist; ability to integrate input from many sources;
- Ability to impart trust, integrity and solidity and guides others to do so; an ability to disagree without being disagreeable; a team player and team builder; a close collaboration with staff, Board, artists and community members; ability to connect with a broad spectrum of community members and partners; a person with a sense of humor, curiosity and perspective.

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