

# EXPERIENCE THE art.

The American Repertory Theater (“A.R.T.”) at Harvard University seeks an Executive Director who will provide transformational strategic, organizational, administrative, fundraising, and financial leadership for the organization. The Executive Director will work in partnership with A.R.T.’s Artistic Director to identify and realize a shared vision for the future of one of America’s leading non-profit professional theaters. It is A.R.T.’s intention to identify and hire a candidate by October 2021, with full-time employment to commence at a mutually agreed-upon date as soon as practicable thereafter.

## **Who is A.R.T.?**

A.R.T. is fundamentally guided by its mission to expand the boundaries of theater, always including the audience as an essential partner. In pursuit of this mission, A.R.T. leads with the following core values:

### **We center anti-racism**

Habituate anti-racist practices in our policies, structure and culture

### **We lead with inquiry**

Ask questions in a spirit of brave curiosity in our never-ending journey of learning and growth

### **We believe in collaboration**

Work together with trust and respect to unlock collective creativity

### **We practice adaptability**

Challenge assumptions and create capacity to support “next” practices

### **We embrace regenerative practice**

Promote the health and vitality of our planet, our organization, and each other

A.R.T. is a leading force in American theater, producing groundbreaking work that is driven by risk-taking and passionate inquiry in Cambridge and beyond. Since 2008, Terrie and Bradley Bloom Artistic Director Diane Paulus has pursued A.R.T.’s mission to “expand the boundaries of theater” by programming transformative theatrical experiences, always including the audience as a central partner. A.R.T. is nationally and internationally recognized

as a leader of artistic innovation. In recent years, productions that began at A.R.T. have won 19 Tony Awards, and numerous works developed by A.R.T. have been performed throughout the country and around the world.

A.R.T. productions are staged in Harvard Square at the 540-seat theater in the Loeb Drama Center and at OBERON, an intimate, club theater venue. OBERON incubates local and emerging artists through an inventive programming and revenue model and has become a vibrant, vital part of the organization.

As the professional theater on the campus of Harvard University, A.R.T. is committed to playing a central role in the cognitive life of the University, catalyzing discourse, interdisciplinary collaboration, and creative exchange among a wide range of academic departments, institutions, students, and faculty members. A.R.T. is engaged in a number of multi-year initiatives with partners at Harvard that explore some of the most pressing issues of our day, including collaborations with the Harvard University Center for the Environment to develop new work that addresses climate change and with the Healthy Buildings Program at the Harvard T.H. Chan School of Public Health to develop a Roadmap for Recovery and Resilience for Theater that prioritizes a commitment to ethics, equity, and anti-racism as a guiding principle. A.R.T. plays a central role in Harvard's undergraduate Theater, Dance & Media concentration, teaching courses in directing, dramatic literature, acting, voice, design, and dramaturgy. A.R.T. staff also mentors students in the Harvard Radcliffe Dramatic Club working at the Loeb Drama Center and OBERON.

A.R.T. acknowledges that its theaters are situated on the traditional and ancestral homelands of the Massachusetts Tribe.

## **Commitment to Equity and Anti-Racism**

A.R.T. is centering anti-racism as a core value, including in its policies, structure, programming, philanthropy, communications, pedagogy, and workplace culture. This journey will be sustained, ongoing, and foundational to the theater.

The A.R.T. strives to reflect and celebrate the diversity of Cambridge and Greater Boston, the Commonwealth of Massachusetts, the United States and the world in its programming, artists, audience, boards, partners, and staff. The A.R.T. is committed to developing and producing work and creating environments that embrace the full breadth and beauty of our shared humanity. The A.R.T. unequivocally opposes any attempts to divide its community through acts of discrimination, omission, and violence. The A.R.T. is dedicated to making a welcoming and accessible space for people of any identity, background, or ability, including but not limited to: race, ethnicity, nationality or immigration status, gender identity/expression, sexual orientation, religion, age, physical/mental ability, appearance, socio-economic status, education level, and political viewpoint.

## Who is in Leadership?

**Diane Paulus (she/her/hers)** is the Terrie and Bradley Bloom Artistic Director of the American Repertory Theater (A.R.T.) at Harvard University. Broadway/A.R.T.: *Jagged Little Pill*, *Waitress*, *Pippin* (Tony Award, Best Revival and Best Director); *Finding Neverland*; *The Gershwins' Porgy and Bess* (Tony Award, Best Revival; NAACP Award, Best Direction). Broadway/PublicTheater: *HAIR* (Tony Award, Best Revival). West End: *Waitress*, *HAIR*. Tokyo's Theatre Orb: *Pippin*. Off-Broadway/A.R.T.: *Gloria: A Life* at the Daryl Roth Theatre; *In the Body of the World* (Drama League nomination) at Manhattan Theatre Club; *Invisible Thread* at Second Stage; *Crossing* at Brooklyn Academy of Music. Additional A.R.T.: *ExtraOrdinary*, *The White Card* by Claudia Rankine, *Prometheus Bound*, *Death and the Powers: The Robots' Opera*, *Best of Both Worlds*, *The Donkey Show*. Other work includes Cirque du Soleil's *Amaluna*. As an opera director, her credits include *The Magic Flute*, the complete Monteverdi cycle, and the trio of Mozart-Da Ponte operas, among others. Paulus is a Professor of the Practice in both Harvard University's English Department and Department of Theater, Dance & Media. She holds a BA from Harvard College, an MFA from Columbia University, and Honorary Doctorates from Boston Conservatory and the Massachusetts College of Art and Design. Paulus is the recipient of the 2009 Harvard College Women's Leadership Award and the Columbia University IAL Diamond Award. She was selected for the 2014 Time 100, *Time* magazine's annual list of the 100 most influential people in the world; as one of Variety's "Trailblazing Women in Entertainment for 2014"; *Boston* magazine's "50 Thought Leaders of 2014"; and *Boston* magazine's 2018 and 2020 "100 Most Influential People in Boston."

**Andy Ory (he/him/his)** serves as the chair of A.R.T.'s Board of Trustees. He is a founder of Acme Packet which provides a crucial technology for the development of voice and video over IP (VOIP). He served as President and Chief Executive Office from its inception in 2000 to its acquisition in 2013 by Oracle Corporation. Prior to founding Acme Packet, Mr. Ory was the founder, CEO and Chairman of Priority Call Management, which developed technologies for telephone companies to offer enhanced services. He currently serves on the board of Thinking Phone Networks, the Codman Community Farm, the Lincoln Historic District Commission, and The Fenn School. Mr. Ory is also a co-founder of 12x12, an organization devoted to building entrepreneurship in Massachusetts with the help of CEOs and VCs across the state. He holds an AB from Harvard College.

## What will you do?

The Executive Director will form a dynamic partnership with the A.R.T.'s Artistic Director to shape a strategic vision for the A.R.T. that aligns the organization's resources with its values and artistic ambition. Together, the Executive Director and Artistic Director will collaboratively guide the long-term future of A.R.T., enabling the organization to expand upon its long tradition of excellence.

The Executive Director will co-lead a strategic and organizational transformation as the theater emerges from the COVID-19 pandemic. This includes implementing A.R.T.'s anti-racism work throughout the theater, completing a new theater campus, driving cultural change throughout the institution, and building upon A.R.T.'s partnerships at Harvard University and the wider Boston-area community.

The Artistic and Executive Directors will work closely with an engaged and expanding Board of Trustees and Board of Advisors, with the A.R.T.'s colleagues at Harvard University and with key community leaders and stakeholders. The Executive Director will lead, supervise, and empower staff, in particular A.R.T.'s exceptional senior management team. The Executive Director will have primary responsibility for running the day-to-day business of the A.R.T.. They will play a leadership role in the A.R.T. community, engaging with supporters and donors who are committed to advancing the theater's organizational and strategic goals.

## **Areas of Accountability**

The Executive Director and Artistic Director will both report directly to the A.R.T. Board of Trustees and to the Provost of Harvard University. The Executive Director will be responsible for co-developing and executing the strategic direction of the A.R.T., supervising its administrative workings and development initiatives and managing its key functional areas.

### **Strategic Leadership and Planning**

- Serve as the A.R.T.'s co-chief executive along with the Artistic Director;
- Develop and implement a multi-year strategic plan incorporating A.R.T.'s values of Equity and Anti-racism.
- Develop and implement, with the Artistic Director, capital improvement, fundraising, programmatic, production, and financial strategies designed to help the theater achieve its artistic and financial goals within an operating and financial plan developed in collaboration with the Board and Harvard University;
- Manage capital investments, including overseeing all theater renovations, facility expansions or construction projects undertaken by the A.R.T.;
- Lead the development and completion of a capital campaign and new campus.

### **Operational Leadership**

- Provide day-to-day leadership of staff and artists working at A.R.T.;
- Take supervisory responsibility for the administrative, operational, financial, marketing, and development functions of the theater;
- Plan and execute operational and capital budgets and plans in consultation with staff, board, and Harvard University.

### **Managing Organizational Culture**

- Build and nurture an atmosphere of transparency and open communication;
- Lead the transformation of the theater's operations and decision making practices to align with A.R.T.'s commitment to anti-racism;
- Provide clear and consistent engagement with the organization's stakeholders including staff, board, Harvard University, and the greater Boston community.

### **Partnership Cultivation and Management**

- Maintain close communications and collaboration with Harvard, and foster the A.R.T.'s partnership with the university;
- Build and foster partnerships with the theater community in Boston and beyond as

- well as with producing and presenting organizations;
- Develop and maintain relationships with various schools, institutes, and program throughout Harvard;
  - Collaborate with the Artistic Director to assess, evaluate, and implement future academic training opportunities between A.R.T. and Harvard's undergraduate and graduate students.

### **External and Internal Relationship Development**

- Serve as an ambassador for arts and culture within Harvard University, the Greater Boston area, and fieldwide organizations;
- Work closely with the Board of Trustees and Board of Advisors as partners in the governance of the organization;
- Manage external relationships with community stakeholders in the Greater Boston area.

### **Who are we looking for?**

The Executive Director will be an empathetic, influential, and energetic leader with sound business and financial experience, excellent communication skills, and strong collaborative capabilities. They will have a strong perspective about anti-racism and equity, diversity, and inclusion. The ideal candidate will be a strategic thinker with entrepreneurial instincts that can be applied to anticipating the theater's future needs and opportunities. They will have the ability to manage the internal functioning of the organization and to maintain and build upon the A.R.T.'s external relationships and its partnership with Harvard. The candidate will have a knowledge of theater including production, operations, fundraising, and marketing as well as a national and international perspective about theater and art making.

### **Basic Qualifications**

The candidate is a highly experienced executive with 12+ years of related experience. Education beyond undergraduate degree may count towards experience.

### **Additional Qualifications**

The Executive Director will be:

- a proven, impactful leader.
- a strategic thinker who values the co-leadership model and partnership with the Artistic Director.
- a diplomatic community builder and facilitator.
- an effective collaborator with the A.R.T.'s Artistic Director, staff and Board, able to successfully share authority and responsibility while balancing artistic, capital and programmatic objectives with administrative and financial practicality.
- a recognizable and visible community leader (in the Boston area, a plus) who passionately reflects the theater's commitment to its mission and values.
- an experienced fundraiser.
- a civic presence, able to cultivate and interact with prospective donors, board members, and others whose financial or civic support is vital to the theater.

- an entrepreneurial thinker with the ability to continuously create innovative approaches to expanding the A.R.T. 's marketing, fundraising, and artistic programs strategies in a highly competitive marketplace.
- skilled in the workings of complex environments and able to work effectively with Harvard in building and maintaining a productive relationship.

## **How much are we paying and what are the perks?**

Salary Range: Grade 63. For more information on range, please visit - <https://hr.harvard.edu/salary-ranges>

Benefits Package: For more information please visit - <https://hr.harvard.edu/benefits-department>

Living in Cambridge: Harvard University and A.R.T. are located in Cambridge, MA, a major suburb of Boston with a population of 100K.

## **How do I apply?**

Visit [aljpconsulting.com/apply-for-open-positions](http://aljpconsulting.com/apply-for-open-positions) to submit your application.

Harvard University is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, gender identity, sexual orientation, pregnancy and pregnancy-related conditions, or any other characteristic protected by law. The Search Committee welcomes qualified applicants.