



Managing Director

Marin Theatre Company (MTC) seeks a dynamic, innovative and inspiring leader to join a team of talented staff, artists and board in the role of **Managing Director**.

Who is MTC?

MTC was founded as the Mill Valley Center for the Performing Arts in 1966 by 35 Mill Valley residents who were passionate about bringing a performing arts center to their community. Eleven years later, in 1977, the organization focused its mission on exclusively producing and presenting plays. In 1984, the company changed its name to Marin Theatre Company, as it is known today, and opened the doors to its 231-seat proscenium theater, now known as the Boyer Theatre. Since then MTC has continued to produce world-class theater for Marin County and Bay Area Communities, including world premieres and west coast premieres. MTC strives to set a national standard for intimate theater experiences, featuring provocative plays by passionate playwrights. Over the course of its history, MTC has become known for creating powerful experiences that invite audiences to discuss new ideas and adopt a broader world view. Under the ambitious direction of Jasson Minadakis, MTC has produced the Bay Area premieres of new plays by acclaimed playwrights such as Mary Kathryn Nagel, Ayad Akhtar, Jane Anderson, J. T. Rogers, Nambi E. Kelley and Mellon Playwright in Residence Lauren Gunderson and Young Jean Lee.

"I am inspired to be in residence with a theatre that truly supports and nurtures the best new plays and playwrights right here in Marin County and I'm ecstatic to share the stage in a group of six talented female playwrights included in the 53rd Season!"

- Lauren Gunderson, MTC Playwright in Residence

Like others in the theater industry, MTC has had to adapt to the changing landscape of live production caused by the COVID-19 pandemic. MTC recently announced that its 2020/2021 season will kick off with new theatrical experiences in collaboration with creative partners. The first three shows will be presented digitally and the second half of the season will be presented on stage, including Tony-nominated work and the final installment of the renowned *Christmas at Pemberley* trilogy. Under normal circumstances, MTC produces six mainstage productions per season. The theatre also operates a conservatory that offers classes to students and adults, and provides educational services to the elementary and middle public schools in Mill Valley.

"For most of our students, a trip to Marin Theatre Company is the first time they have seen live theater. Our continued partnership with MTC is invaluable to our small school."

-Alexis Morgan, Teacher at Madrone High School

MTC is governed by a 25-member Board of Directors, made up of community members such as business leaders, theatre professionals, and philanthropists. The theatre typically has a 24 person full-time staff and an annual operating budget of \$3 - \$4 million. Due to the Covid-19 pandemic, the staff is temporarily at 10 people with an operating budget of \$3 million over 18 months.

Compelled by the Black Lives Matter Movement after the murder of George Floyd, MTC has publicly committed to examining its complicity and perpetuation of white supremacist culture throughout its organization's history. MTC has begun a practice of public accountability, which includes releasing a community status update every 90 days detailing what steps the company has taken in pursuit of becoming an anti-racist organization. For more information and to read status updates, please visit <https://www.marintheatre.org/about/accountability>.

"We will do everything in our power to comprehend, acknowledge, and address the inequalities and systemic forces in our nation, in our community and specifically within our theatre where we have direct influence to create meaningful change."

- MTC's Commitment to Anti-Racism

Who is in Leadership?

Jasson Minadakis (he/him/his) is in his 14th season as artistic director of MTC, where he has directed *Sovereignty*, *Mother of the Maid*, *Oslo*, *Shakespeare in Love*, *Thomas and Sally*, *Guards at the Taj*, *August: Osage County*, *The Invisible Hand*, *Anne Boleyn*, *The Convert*, *The Whale*, *Failure: A Love Story*, the world premiere of *Lasso of Truth*, *The Whipping Man* (San Francisco Bay Area Critics Circle Awards for Best Production and Best Acting Ensemble), *Waiting for Godot*, *Othello: the Moor of Venice*, *The Glass Menagerie*, *Edward Albee's Tiny Alice*, the world premiere of Libby Appel's adaptation of Chekhov's *Seagull*, *Happy Now?*, *Equivocation* (SFBATCC Award, Best Director), the world premiere of *Sunlight*, *Lydia*, *The Seafarer*, *Frankie and Johnny in the Clair de Lune*, *A Streetcar Named Desire*, *said Saïd*, *Love Song* and *The Subject Tonight is Love*. As Artistic Director of Actor's Express Theatre Company, he directed *The Pillowman*, *Bug*, *The Love Song of J. Robert Oppenheimer*, *Echoes of Another Man*, *Killer Joe*; *Burn This*, *The Goat or, Who is Sylvia?*, *Blue/Orange* and *Bel Canto*. As Producing Artistic Director of Cincinnati Shakespeare Festival, he directed *Jesus Hopped the 'A' Train*, *Chagrin Falls* (2002 Cincinnati Entertainment Award for Best Production) and numerous others, including 19 productions of Shakespeare. Regional credits include *The Whipping Man* at Virginia Stage Company, *Cat on a Hot Tin Roof* and *Hamlet* at Georgia Shakespeare, *Copenhagen* at Playhouse on the Square (2003 Ostrander Theatre Award for Best Dramatic Production) and *Bedroom Farce* at Wayside Theatre.

What will you do?

The Managing Director serves as both a strategic visionary leader and chief operating officer of the theater, reporting alongside the Artistic Director to the MTC Board President. In addition to a collaborative partnership with the Artistic Director, the Managing Director will play a key role with the theater's staff and Board of Directors, and the broader Marin Community.

Your Additional Areas of Accountability

Strategic & Visionary Leadership

- Working with the Strategic Planning Committee, set the strategic direction of MTC with a focus on creating alternative channels of earned and contributed revenue. Seek to leverage the ever-changing digital landscape and potential of deep community engagement.
- Develop and oversee processes for building transparent and sustainable relationships with audiences, supporters and students.
- Serve as a member of the theater's efforts to address systemic racism through a thoughtful organizational vision, equitable vendor relationships, staffing that represents those whose stories MTC tells on stage and inclusive audience interactions and experiences.

Revenue Generation and Promotional Partnerships

- Bring an innovative approach, alongside the Marketing Director, to marketing and communication strategies that evolve and strengthen the MTC brand. Maximize earned revenue across subscriptions, single tickets sales and other digital sales opportunities.
- Create new strategies and/or events, alongside the Development Director, to increase contributed revenue from supporters and foundations. Develop creative funding and promotional partnerships with local corporations, cultural agencies and government organizations.
- Form deep relationships with leading donors, supporting organizations and event producers, keeping them informed of MTC's programs and mission.

Financial Management

- Direct the development of and Board approval process for the theater's annual budget, in collaboration with the Artistic Director. Ensure the theater successfully meets its operating and capital expenditure needs.
- Manage financial resources with accuracy and transparency, establishing and monitoring financial controls and monthly financial statement reporting. Oversee audit standards and money management policies, including managing cash flow to minimize lines of credit and interest expense.

Theatre Administration

- Serve as the key point of contact at the theater for board members, assisting the President and Committee Chairs in preparing agendas and content for periodic meetings.
- Recruit, develop and lead a motivated staff, ensuring a high level of morale and teamwork. Establish and maintain a comprehensive personnel policy in accordance with current applicable law.
- Represent MTC in all relationships and negotiations with associations that represent employees and contract personnel of the theater.

Who are we looking for?

This role is ideal for an industry leader in theater and the performing arts who thrives in a dynamic environment and wants to make a strong imprint on the organizational design of a theater. The new Managing Director is someone who seeks to capture the opportunities brought forth by the converging trends of digital presentations and deeper community engagement, post-pandemic. This role requires a high level of financial acumen to meet MTC's pressing challenges in the current economic environment.

Additional Areas of Expertise

- Team building
- Facilitation
- Process building and implementation
- Communication
- Change management
- Experience with or training in antiracism and anti-oppression

How much are we paying and what are the perks?

Salary Range: \$125K

Benefits Package:

- Housing allowance
- Excellent health, dental and vision insurance
- 403B retirement plan
- Flex time
- Ability to work remotely, from time to time
- Competitive vacation, holiday, and sick paid time off

Living near MTC:

MTC is located in Mill Valley, California, a small suburban town within driving distance of San Francisco (20 minutes) and Oakland (45 minutes).

Mill Valley is a town with a rich and eclectic cultural history and a lively and engaged citizenry, numbering around 14,000 people. The city is known for its quality public schools, it's exceptional hiking trails, Muir Woods, and it's close proximity to Pacific Ocean beaches. Mill Valley has a mild climate, allowing for outdoor activities year round.

Mill Valley is located within Marin County, one of the most affluent counties in the United States. The county includes a variety of small cities such as Sausalito, Tiburon, Corte Madera and San Rafael. According to the 2019 U.S. Census estimates, Marin County was 71.1% non-hispanic white, 2.8% non-hispanic African American, 1.0% Native American, 6.6% Asian and 2% from two or more races. Hispanic or Latino of any race were 16.3% of the population. The median household income is \$110,217.

Mill Valley is a hub of strong artistic heritage. Downtown Mill Valley boasts many art galleries, open-air coffee shops, and other hallmarks of a thriving artistic community. In addition, the town has sponsored the Mill Valley Fall Arts Festival for over fifty years and hosts the Mill Valley Film Festival, as part of the California Film Institute, for over forty years.

Theater arts also have a large following in Mill Valley. In addition to supporting MTC, the town is also home for the 142 Throckmorton Theatre and the Mountain Play Association, which hosts annual musical productions in an amphitheater located high up in Mill Valley's neighboring Mt Tamalpais State Park. For several years, the Curtain Theatre Group has also been performing annual free Shakespeare plays among the redwoods on the Old Mill Park Amphitheatre behind the Mill Valley Library.

Start Date: Early 2021

How do I apply?

Visit aljconsulting.com/apply-for-open-positions to submit your application.