



PACIFIC THEATRE JOB POSTING

POSITION: ARTISTIC DIRECTOR

Submission Deadline: July 31, 2020

Position: Full Time

Salary: starts at \$50,000, and is comprised of a base salary plus professional-rate fees for directing, acting, writing, or other artistic involvement in Pacific Theatre productions.

MISSION and MANDATE

Pacific Theatre is an art-centric company in the heart of Vancouver which aspires to delight, provoke and stimulate dialogue by producing theatre that rigorously explores the spiritual aspects of human experience. We strive for creative excellence by working with artistic, spiritual, financial and relational integrity. The Artistic Director is expected to embody Pacific Theatre's Mission, Vision and Values (see Appendix A).

HISTORICAL AND CULTURAL CONTEXT

Pacific Theatre began with a small repertory company of actors who believed their Christian faith tradition was worthy of theatrical expression and exploration. Thirty-five years later, Pacific Theatre has grown to become an established part of the Vancouver theatre community. The artistic quality of our productions has been consistently recognized in the annual Jessie Richardson Awards with 192 nominations for work on our mainstage in 26 seasons of eligibility, including unprecedented recognition in 2011 for *Significant Artistic Achievement: Curation and Execution of an Outstanding Season of Theatre*.

OUR PRIMARY WORK / WHAT WE DO

As one of the few theatre companies in the city with its own dedicated performance space (a 120-seat theatre in a converted heritage building), historically we have produced a full subscription season each year, consisting of four or five in-house productions, two or three guest productions, and a series of add-on events such as staged readings, emerging artist showcases and outreach events. The alley-style seating provides for intimate productions that have become Pacific Theatre's trademark.

ARTISTIC LEADERSHIP

The core of the Artistic Director's function is to select the plays and artists that will be featured in each year's season, and to foster other opportunities for the Pacific Theatre community to engage in the creation of other work (see below). It is essential that the Artistic Director work from a strong and clearly enunciated aesthetic and spiritual perspective that fits with the mandate and culture of the company. They must be able to discern scripts and artists that express Pacific Theatre's aesthetic and spiritual core, which suit the intimacy and flexibility of our distinctive performance space, and emphasize truthful performance and the importance of story. They must strive to seek out and present the widest possible variety of material that entertains, stimulates, and challenges our highly committed, receptive, and discerning audience—people we consider as much a part of the Pacific Theatre community as our artists, staff, and volunteers. In curating the season, it is essential to strike a balance between recognized works, new works, and those that are developed by the company and its playwrights. PT is known for a high level of artistic achievement, with innovative and nuanced design suited to the configuration of our intimate playing space; that said, it is perfectly appropriate that certain shows are suited to very minimal, even "workshop" production values.

FOSTERING NEW WORK

One of the cornerstones of our mandate is the creation of new scripts. We have contributed to the development of 42 original works that have premiered on our stage. In addition, we have presented the world premieres of another seven plays that were developed independently.

SUSTAINING A COMPANY OF ARTISTS

Ever since its genesis as a small repertory ensemble of actors, sustaining a loose-knit company of like-minded theatre artists both on- and off-stage has been essential to our work. We aim to provide an artistic home for those who connect strongly with our mandate, choosing specific plays to showcase their work, offering self-producing opportunities in our mainstage season, engaging them in relationship with our apprentices and involving them in play development round tables.

MENTORING EMERGING ARTISTS

Since 1990, Pacific Theatre has engaged 65 paid season apprentices, who are immersed in the life of the company from August to June each year in whatever capacity is suited to their professional artistic, technical, or administrative development. The Artistic Director plays a strong role in shaping the experience of each apprentice, engaging them in shadowing directors, understudying actors, being involved in new play development, providing workshops and seminars, and overseeing the self-generated projects which apprentices create throughout the year. There is also a strong commitment to other emerging artists, particularly those who find a sense of common cause with the company's mandate and aesthetic, who are often drawn in to

apprentice projects, script development, workshops and seminars, as well as being showcased in mainstage productions when appropriate.

COLLABORATION & INCLUSION

Because we are in the rare position within the Vancouver cultural ecology of operating our own venue, Pacific Theatre is in a position to be a catalyst for Vancouver's independent theatre community. We are passionate about encouraging co-productions with existing and emerging companies, as well as inviting Guest Productions from individual artists from the wider community. We are particularly eager to engage with culturally diverse artists, both by welcoming them into our community (as apprentices, participants in workshops and play development, etc) and by showcasing their work on our mainstage. It should be emphasized that we encourage *all* applicants to apply for this position who embody the company's mission and aesthetic in their life and in their work.

DUTIES & RESPONSIBILITIES

The Artistic Director will report to the Board and work closely with the Executive Director. The duties and responsibilities will include but are not limited to:

Artistic

- *Creating and activating the artistic vision of the company*
- *Programming each season*
- *Finding existing scripts and fostering the development of new scripts*
- *Building collaborative partnerships*
- *Directing, acting, writing, and/or designing at least one Pacific Theatre production per season.*
- *Creating and fostering a home for theatre artists, with a strong commitment to mentoring and providing opportunity for emerging artists.*
- *Networking and communicating with the theatre community, locally and beyond, including artists of faith*
- *Ensuring high artistic quality in all aspects of the company, including marketing materials*

Administrative

- *Planning, strategizing, and scheduling the activities of the company, in partnership with the Executive Director, and creating a financial model (budget) to achieve those goals*
- *Fundraising, in collaboration with the Director of Development and the Board*
- *Grant writing, in collaboration with the Executive Director*
- *Selecting and mentoring apprentices, shaping an individualized program for each participant*
- *Overseeing auditions, selection of designers, and stage management*

The ideal candidate will have:

- *a compelling body of artistic work*
- *a demonstrated commitment to the company's mission, mandate, vision, and values*
- *proven leadership capability*
- *an ability to translate artistic needs and values into institutional strategies and specific operating plans*
- *a broad ongoing engagement in culture*

How to apply:

Interested candidates are invited to submit an application and supporting documents to apply@pacifictheatre.org. Your application should include:

1. Professional artistic resume

2. Letter of intent including expansion on each of the following:
 - a. What inspires you about Pacific Theatre's work and mission? How are you equipped to carry it forward, given your own unique gifts, perspective, and experience?
 - b. What does Artistic Directorship mean to you?
 - c. Talk about your aesthetic values, the story of your growth and calling as an artist of faith, and the passion that drives and sustains your work and life.
 - d. Identify three or four specific plays which embody your values as an artist and an Artistic Director, and talk about how they specifically represent the kind of work you would like to foster and produce as Pacific Theatre's Artistic Director. These may, but do not have to, include works previously produced on our stage. While at least two should be works of a scale currently producible at Pacific Theatre, you do not need to confine yourself to that if you would have a desire to expand the sort of work the company has traditionally done.
 - e. Please describe the role mentorship plays, or has played, in your life.

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- Networking and communicating with the theatre community, locally and beyond, including artists of faith
- Ensuring high artistic quality in all aspects of the company

Administrative

- Planning, strategizing, and scheduling the activities of the company, in partnership with the Executive Director, and creating a financial model (budget) to achieve those goals
- Fundraising, in collaboration with the Director of Development and the Board
- Grant writing, in collaboration
- Selecting and mentoring apprentices
- Overseeing auditions, selection of designers, and stage management

Appendix A: PT Mission, Vision, Values

Mission: Pacific Theatre exists to serve Christ in our community by creating excellent theatre with artistic, spiritual, relational and financial integrity.

Vision: To cultivate Vancouver's most engaged theatre artists and audience.

Values:

1. *Faith-based.*
 - Pacific Theatre rigorously explores the spiritual aspects of the human experience. We welcome people of all spiritual backgrounds and faith

persuasions to join us in examining what it means to be human from the vantage point of Jesus' life and teachings. We are excited to add to the diversity of the theatre community by offering these unique perspectives. For us, this also means practicing the way of Jesus by exercising love, grace and forgiveness in our work.

2. *Artist-focused.*

- Pacific Theatre was founded to create a home for artists who believed their experiences, culture, values, beliefs and questions were not well represented on Canadian stages. To that end, we've prioritized the development of emerging artists with a robust Apprenticeship Program, nurtured professional artists with opportunities to act, write, and direct, developed or commissioned new plays, and pursued collaborations with a variety of other companies in Vancouver.

3. *Community-centered.*

- At the heart of Pacific Theatre is the community we foster, which after 35 years includes a diverse, weird and wonderful family. Pacific Theatre is known for asking difficult questions and exploring emotionally vulnerable territory. We are grateful for audiences and artists who courageously enter these often uncomfortable, ambiguous or challenging spaces together. Our unique alley stage is a physical embodiment of a shared space. We strive for a way of being together that is honest, trustworthy and brave.

4. *Excellence-oriented.*

- Pacific Theatre is a theatre company that holds the craft and art of professional theatre in the highest regard. This includes pursuing excellence in all aspects of producing shows and building a sustainable and conscientious organization.

5. *Unconventionally-minded.*

- With a commitment to producing "theatre that matters," Pacific Theatre embraces an attitude of curiosity, openness, playfulness and thoughtful reflection that isn't afraid of pushing buttons or boundaries. Our stories cover the breadth of the human experience while maintaining a view of hope and reconciliation. This often takes us to surprising places. We invite you to join us on this exciting journey of discovery.