



ARTISTS REPERTORY THEATRE JOB DESCRIPTION

Position: Artistic Directing Fellowship

(a 2-year position, with an option to renew for an additional year)

Location: Portland, Oregon

Employment Type: Full-Time

Salary: \$43k (with 3% annual cost of living increase) + benefits (including health insurance and five weeks paid time off) + opportunity for separate contracts for directing or other artistic projects

Position Open Until Filled

ARTISTIC DIRECTOR FELLOWSHIP DESCRIPTION

Artists Repertory Theatre (ART) has secured three-years of funding to establish a full-time position of an **Artistic Director Fellow**. This two-year fellowship (with the option to renew for a third year) is intended to prepare the recipient to lead an arts organization of comparable size to ART. The Artistic Director Fellow will serve as a member of the artistic team, collaborating closely with Artistic Director, Dámaso Rodríguez, and will direct at least one ART mainstage production each season during the time of their fellowship. They will also be encouraged to continue to work as a freelance artist, locally and nationally with approval from the Artistic Director.

This new position will serve as the Director of the DNA: Oxygen program, a newly established initiative at ART with funding restricted to the development and production of new work generated by, led by, and featuring Black, Indigenous, and People of Color (BIPOC) artists. DNA: Oxygen currently has an annual program budget of \$100k (secured through the 2023 fiscal year) with an endowment plan in place. In their role as the Director of the program, they will have the opportunity to build a lasting program while exploring new models for producing and collaborating. Responsibilities and opportunities will include participating in the fundraising efforts to inspire continued funding for the program, guiding the process of crafting the DNA:

Oxygen mission statement, working with the ART staff to create a long-lasting mentor/mentee program, and the generation of new artistic projects.

The Artistic Director Fellow will begin in January of 2021. The Artistic Director Fellow will participate in the hiring process of a full-time administrative support position, which will report directly to them. Alongside their work on this specific program, the Artistic Director Fellow will gain experience participating in all aspects of leading a LORT theatre, working closely with the Artistic Director, Managing Director, Producing Director, Director of New Works, as well as the Education, Marketing, Development, and Finance departments. This position will also work with the Artistic Director on board stewardship.

QUALIFICATIONS

- Displays a strong entrepreneurial spirit and strongly developed innovation muscle
- Demonstrated ability as an adept and persuasive writer
- Ability to authentically engage with board members, leadership team, donors, volunteers, and other theatre supporters in a variety of settings
- Contribute to a positive organizational culture based on mutual respect, collegiality, collaboration, and openness to many perspectives
- Commitment to ART's anti-racist/anti-oppression/anti-bias goals
- Work collaboratively in an equitable and inclusive framework with individuals from a wide variety of backgrounds
- Capable of self-directed work; able to set and meet multiple and/or competing deadlines in a fast-paced, team-oriented environment
- Strong analytical and organizational skills with the ability to delegate tasks, motivate colleagues, and manage priorities in a deadline-oriented environment
- Demonstrate discretion in managing confidential information
- Event and/or volunteer management experience beneficial
- Successfully adapt to and embrace new technologies

Note: This job description is not intended to be all-inclusive. Employee may perform other related duties as directed to meet the ongoing needs of ART.

APPLICATION PROCESS

A search committee consisting of representatives from Artists Rep's staff, board, and resident artists will conduct interviews and oversee the process. Finalists will meet with all members of the ART staff/team during the interview process. While this role is currently envisioned to include the opportunity to direct productions at Artists Rep, this position is open to any experienced theatre maker with an interest in directing, producing, and theatre arts administration. We are seeking applicants who are inspired by Artists Rep's production history and commitment to new work, and are eager to collaborate with Portland-based artists. The unusual circumstances of the COVID-19 pandemic could afford a winning candidate the opportunity to begin their employment by working remotely until it is safe to resume regular in-person productions and public assembly, at which point they will need to relocate to Portland for the duration of the fellowship.

Submissions should be emailed to fellowship@artistsrep.org with ARTISTIC DIRECTOR FELLOWSHIP SEARCH in the subject line. Please submit administrative and artistic resumes; a cover letter describing why this position aligns with your professional goals and how your personal and professional experience could be applied to establishing the DNA: Oxygen Program; and three references with contact information. No phone calls, please.

Artists Repertory Theatre is committed to fostering a diverse, equitable, and inclusive workplace. The position will remain open until a diverse list of qualified candidates has been assembled.

Artists Repertory Theatre does not discriminate in its hiring and employment practices against any applicant because of race, color, creed, age, national origin, religion, political affiliation, marital status, disability, sexual orientation, gender identification, or any other basis protected by local, state, or federal law.

ABOUT ARTISTS REPERTORY THEATRE

[ARTISTS REPERTORY THEATRE'S \(ART\)](#) mission is to produce intimate, provocative theatre and provide a home for a diverse community of artists and audiences to take creative risks.

ART recognizes that we are a predominately white organization and operate within systemic racism and oppression, and that silence and neutrality are actions of complicity. We recognize the critical role the arts play in our culture and national conversation, and accept our responsibility to make positive change through our work, our practices, and our policies. We commit ourselves to the work of becoming an anti-racism and anti-oppression organization, and will [work with urgency](#) to end racial inequities in our industry and our culture.

We invite artists, audiences, and colleagues to hold us accountable.

ART gratefully acknowledges our theatre rests on the traditional lands of the Multnomah, Wasco, Cowlitz, Kathlamet, Clackamas, Bands of Chinook, Tualatin Kalapuya, Molalla and many other tribes who made their homes along the Columbia River.

Led by Artistic Director Dámaso Rodríguez and Managing Director J.S. May, ART (est. 1982) is Portland's oldest professional theatre company and has become a significant presence in the U.S. regional theatre with a legacy of world, national, and regional premieres of provocative new work with the highest standards of stagecraft. In 2016, ART became the 72nd member of the League of Resident Theatres (LORT) and is an Associate Member of the National New Play Network (NNPN). Plays developed by ART have subsequently been produced in New York, Chicago, London, and throughout the country. Recognition for ART commissioned plays includes the Dramatists Guild Foundation Award, the Edgerton New Play Award, NEA Funding, the Mellon Foundation National Playwright Residency Program, American Theatre Magazine's Most-Produced Plays, and coverage in the New Yorker and the New York Times.

[TABLE | ROOM | STAGE \(T|R|S\)](#), established in 2015, is Artists Rep's new works program. The T|R|S mission is to develop and produce new work that vividly expresses Artists Rep's [aesthetic values](#). Focused on work by BIPOC writers, women, LGBTQIA+ and gender nonconforming writers, and offer an environment where these playwrights can create provocative, intimate new theatre pieces that challenge, illuminate, and inspire.

T|R|S has produced the following commissions: *The Talented Ones* by Yussef El Guindi (April 2017), *The Thanksgiving Play* by Larissa FastHorse (Sicangu Lakota) (April 2018), the NNPN Rolling World Premiere *Wolf Play* by Hansol Jung (March 2019), and the upcoming *Looking for Tiger Lily* by Anthony Hudson (Spring 2021).

T|R|S is home to Mellon Playwright-In-Residence and Steinberg Award Winner, E.M. Lewis, and Lacroute Playwright-In-Residence, Andrea Stolowitz. Playwrights under commission presently include Linda Alper, Anthony Hudson, Steve Rathje, Andrea Stolowitz, and E.M. Lewis, whose play *The Great Divide* is co-commissioned with ART and Oregon Shakespeare Festival. New projects are also being developed with Susannah Mars, Vin Shambry, and other Mercury Company artists.

T|R|S has a hand in shaping World Premieres and vital second productions by some of the nation's most exciting playwrights. Productions are: *La Ruta* by Isaac Gomez (November 2019), *Teenage Dick* by Mike Lew (January 2019), *Magellanica* by E.M. Lewis (January 2018), and *Cuba Libre* by Carlos Lacámara (Book) and Jorge Gómez (Music & Lyrics).

Through T|R|S, Artists Rep is an Associate Member of the National New Play Network (NNPN).

[RESIDENT ARTISTS](#) have an ongoing history of working on stage and behind-the-scenes of Artists Rep's mainstage productions. They collaborate with administrative staff on education, community engagement, new play

development, and fundraising efforts. The Resident Artist title is offered by the Artistic Director in appreciation of each artist's achievements with ART and in the spirit of continued collaboration. These multidisciplinary theatre makers are deeply committed to ART's success, share organizational values, and participate in decision-making processes that impact the theatre's mission and its future. Through the Resident Artists program, a diverse community of Portland-based artists are at the center of the day-to-day life of the theatre and play a vital part in creating the culture at ART.

EDUCATION is dedicated to developing life-long learners at every ability, interest, and level of expertise. Opportunities focus on engaging with our community by offering professional-level classes, coaching, and workshops with our teaching artists. Programs like these serve artists and others seeking professional development, students seeking to engage in the transformative power of the arts, and life-long learners who can take classes in subjects such as dramaturgy, script-writing, and communication for non-actors. With the Student Ambassador Program, students learn about the inner-workings of a major nonprofit professional theatre, meet once per month, see shows for free, and participate in discussions with leading theatre artists and professionals. Access and enrichment are available for educators who enjoy ticket discounts, school programming, and workshops. Enhanced viewing experiences include post-show discussions with the cast, panel discussions with experts, and a dedicated conversation with production designers. Artists Rep and The Actors Conservatory are working in collaboration for both studio classes and a two-year intensive acting conservatory certificate program.

ARTSHUB is Artists Rep's resource sharing and community-building initiative supporting Portland theatre makers, arts and education nonprofits, and community groups. The mission of the ArtsHub is to create a cultural center by supporting Portland's rich artistic ecosystem. Programs and services include below market rates for rehearsal, performance, and meeting space; shared administrative work space for individuals and organizations; and production services such as set construction, scenic painting, and professional technical support from design through performance. We prioritize artists and organizations that support ART's values of equity, diversity, and inclusion, and seek to provide a home for artists and audiences to take creative risks.

While the program's origin seven years ago was in response to an opportunity to share underutilized performance space, we have found that the most vital and lasting impact of the ArtsHub is the bustling community that has been formed, and the myriad ways it has led to the empowerment of local artists and the accelerated growth of participating organizations. Our new facility is being designed so that the ARTSHUB can include even more organizations than it currently serves.

RISE: The Campaign for Artists Repertory Theatre is the capital funding drive that will make possible the reinvention of ART's building at 1515 SW Morrison. Originally an Elks Lodge health club, the Artists Rep building has reached the end of its useful life. A major gift in 2018 paid off the outstanding mortgage on the entire downtown block catalyzing the 2019 sale of the north half of the building. ART received \$9 million in the sale, which is now the lead investment for the reimagining of the remaining building. The roof and two massive wood beams will rise to create a modern multiuse performing arts center with two theatres, four rehearsal halls, and collaborative spaces that will give space to the many new stories waiting to be shared.

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Department: Artistic

Reports to: Artistic Director

Posting Date: October 2020

Start Date: January 2021

