

**Stebens Children's Theatre  
Executive Artistic Director (EAD)**

**Compensation**

Up to \$60,000 plus benefits and professional development opportunities

**Stebens Children's Theatre seeks a visionary artist and strategic thinker to lead an award-winning youth theater company as Executive Artistic Director (EAD)**

The Executive Artistic Director will build upon a four-decade legacy of excellence to nurture artistic and educational innovation, increase institutional sustainability, and strengthen partnerships throughout the local and regional community. They work directly with the Board of Directors to guide the development of strategies to expand the reach and impact of the company.

**Key Responsibilities**

**Artistic and Education:**

- Define and extend the artistic and educational vision for growth for SCT.
- Direct and produce a minimum of a six-production season.
- Hire and supervise the production team including the technical director, costumer designer and scenic painter.
- Ensure the artistic excellence of SCT in selecting each season (a minimum of six productions).
- Plan future artistic projects and productions, including those that embrace the company's commitment to developing new works and expanding programming.
- Ability to work in collaboration with Educational Director in sharing educational responsibilities to provide students with the best education possible. Ensure education programs stay relevant to the changing cultural and education needs of the students we work with.

**Executive Leadership:**

- Provide leadership in the development and achievement of the organization's strategy, financial and program goals.
- Build a strong working relationship with SCT's Board of Directors, working closely with the Board President and with appropriate committees to carry out the goals of the company.
- Lead staff with a team-building culture and passion for ongoing professional growth.
- Represent SCT locally, regionally, and nationally and build relationships among the arts, cultural and education communities.

**Finance and Fundraising:**

- Oversee financial budgets to ensure that SCT operates in a financially prudent and sustainable manner.
- Lead the development of strategies that generate revenue and partnerships in support of organizational programs and initiatives.
- Supervise and/or generate the series of yearly grant appeals.
- Supported by Board members and professional staff, serve as SCT's primary spokesperson in fundraising initiatives, including donor cultivation and solicitation.
- Identify and nurture working relationships that can advance SCT's organizational capacity.

**Communication and Marketing:**

- Provide executive support to develop and strengthen relationships and strategies that increase interest, awareness, access, and participation in SCT's work.
- Serve as SCT's primary spokesperson.

**Desired Skills and Experience:**

- Extensive experience in artistic leadership in creating exceptional theater and education programs for young people.
- Skill to inspire a team in the face of challenges in a manner that keeps an organization moving forward and focused on new opportunities.
- Proven ability to develop and follow budgets to lead an organization in a financially prudent manner.
- Experience in fundraising to strengthen relationships with current donors that generate new funding sources and partnerships.
- Demonstrated ability to write and speak persuasively to convey the mission, values and work of the organization.
- A passion for working directly with youth and developing talent and fostering a culture of respect, collaboration and gratitude.
- A commitment to equity, inclusion, diversity, and anti-racism in their work and relationships.

**Stebens Children’s Theatre is an independent, nonprofit with its own theater space that includes a stage, lobby, shop, classroom, boardroom, greenroom and warehouse all on an acre of land located on the northside of Mason City, IA, address 616 N. Delaware Av, Mason City, IA 50401. SCT’s mission: “To teach young people the theatre arts by providing instruction and hands-on experience in all facets of production while offering high-quality family entertainment to the North Iowa area.”**

#### **COMPENSATION**

- Annual Salary of \$50-60 K dependent on experience
- Benefits package includes \$10,000 health insurance stipend and a \$5,000 matching retirement plan; three weeks paid vacation plus 7 approved holidays and 5 additional personal days. Budgeted monies and time is available for professional development.

#### **THE PROCESS**

The search committee is comprised of SCT Staff, Board Members, Parents and Students.

Application priority deadline: **January 15, 2024**

*Applications received by this date will be given priority consideration. While we will still accept and may consider applications received after this date, you are encouraged to apply by January 15, 2024.* Virtual interviews will be held in January and February 2024. Finalists will be invited to come to Mason City, Iowa in late March and April for a personal interview and to meet the staff. Stebens Children’s Theatre plans to make an offer by April 2024 with the successful candidate beginning August 15 2024, to allow for transition of leadership by August 30, 2024.

#### **APPLICATION INSTRUCTIONS**

Please use your cover letter to tell us what excites you about this role, the field of youth theater, as well as your approach to equity, diversity, and inclusion as relates to this position. Please describe how your background and experience prepares you for this position.

Include your resume or CV and three professional references. All considered candidates will be subject to an extensive background check.

Submit this information to: [stebenstheatre@gmail.com](mailto:stebenstheatre@gmail.com). For more information, please see our website at [stebensct.com](http://stebensct.com)