

# Stebens Children's Theatre

## Educational Director (EDD)

### Compensation

\$40,000 plus benefits and professional development opportunities

**Stebens Children's Theatre seeks a visionary educator to lead an award-winning youth theater company as Educational Director (EDD)**

The Educational Director will develop and execute a 9-month theater arts curriculum for students ages 7-18; workshops for students ages 4-7; and summer theater workshops. Further, the Educational Director may direct or design aspects of the mainstage productions as requested by the Executive & Artistic Director. This position reports directly to the Stebens Children's Theatre Board of Directors President.

### Key Responsibilities

- Define, create and extend the education vision and strategy for SCT. Create and write curriculum for all classes.
- Develop and execute a 9-month theatre arts curriculum for seven tier classes that meet weekly.
- Develop and implement Saturday morning workshops for students ages 4-7 that meet in 6-week sessions in Fall, Winter and Spring.
- Teach and direct 25-hour summer theatre workshops for ages 7-12 culminating in a performance for families and friends.
- Assist the Box Office Manager with social media postings, as needed.
- Assist the Executive & Artistic Director with mainstage productions, as requested. This position is not leading the mainstage productions.

### Desired Skills

#### 1. Theater & Creative Skills

- a. Strong Theater Background
  - i. Acting, directing, stagecraft, and/or playwriting experience.
  - ii. Understanding of age-appropriate material for different developmental stages.
- b. Creative Vision
  - i. Ability to design engaging lessons and productions that adapt to different age groups and skill levels.
- c. Improvisation Skills
  - i. Quick thinking and flexibility, especially important when working with unpredictable younger kids or managing last-minute performance changes.
- d. Script Analysis & Storytelling
  - i. Teaching kids how to understand character, theme, and motivation.
- e. Vocal and Physical Training Techniques
  - i. Helping students project, articulate, and move confidently on stage.

#### 2. Teaching & Classroom Management Skills

- a. Age-Appropriate Instruction
  - i. Ability to differentiate teaching strategies for younger children vs. teens.
- b. Classroom Management

- i. Creating structure while encouraging freedom of expression. Keeping order during rehearsals and classes.
  - c. Lesson Planning & Organization
    - i. Prepping rehearsals, lessons, and workshops that balance fun with educational value.
    - ii. The ability to learn and teach theater subjects including acting, theater games, creative drama, improvisation, musical theatre, movement/dance, physical comedy, puppetry, mime, stage combat & stage makeup.
  - d. Assessment & Feedback
    - i. Offering constructive, supportive feedback that builds confidence.
  - e. Behavior Management
    - i. Patience, calmness, and strategies for managing varied behaviors and energy levels.
- 3. Child Development & Emotional Intelligence**
  - a. Understanding of Developmental Stages
    - i. Knowing how 7-year-olds differ from 17-year-olds in cognition, emotion, and expression.
  - b. Empathy and Encouragement
    - i. Supporting students through shyness, stage fright, or self-doubt.
  - c. Confidence-Building
    - i. Creating a safe, affirming space for self-expression and risk-taking.
  - d. Cultural Sensitivity and Inclusion
    - i. Respect for diverse backgrounds, identities, and abilities.
- 4. Communication & Collaboration**
  - a. Strong Communication with Kids and Teens
    - i. Adapting tone, vocabulary, and approach by age and individual needs.
    - ii. Providing mentorship and support for individual students.
  - b. Parent and Guardian Communication
    - i. Giving updates, addressing concerns, and involving families when appropriate.
  - c. Collaboration with Production Teams
    - i. Working with costume designers, tech crew, and other educators.
  - d. Team-Building Skills
    - i. Fostering ensemble spirit and helping kids work well together.
- 5. Bonus but Valuable Skills**
  - a. Conflict Resolution: Helpful in group projects or ensemble work.
  - b. Basic Tech Knowledge: Familiarity with lighting, sound, and AV equipment.
  - c. Adaptability: Especially important when working in non-traditional or changing environments.
  - d. Passion & Energy: Theater is demanding—enthusiasm goes a long way.

**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 \$40-45K 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: **December 31, 2025**

*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 December 31.*

Interviews will be held as soon as possible and will include questions and discussions with students.

## **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.

Submit this information to: [sctboardpresident@gmail.com](mailto:sctboardpresident@gmail.com)

For more information please see our website at [stebensct.com](http://stebensct.com) or email the Board President at [sctboardpresident.com](mailto:sctboardpresident.com).