



### **Call for Executive Director**

2b theatre company seeks a leader to work in partnership with Founding Artistic Director Christian Barry to guide and develop the organisation in alignment with the company's mission and core values. This individual will exhibit trust, integrity, and transparency and will lead with passion and a vision that inspires others. The Executive Director will value frequent interaction and collaboration with the internal team and external community and will have an innate ability to build rapport with a wide range of stakeholders. They will demonstrate versatility and adaptability to various situations and be comfortable with change.

This will be a **designated position**. We will only accept applications from qualified individuals who identify as Black, Indigenous, or a Person of Colour. Priority will be given to members of the African Nova Scotian and Mi'kmaq communities.

### **Company History**

2b theatre company strives to stimulate the mind and awaken the spirit by producing theatre that is innovative and challenging. We create, produce, present, and tour original work nationally and internationally. Our work is part of the evolution of contemporary theatre aesthetics. We are also an incubator, central to a thriving national theatre community, that offers a range of creation, performance, and production opportunities for arts professionals from our region and beyond.

2b turns 20 years old this season. Built from a fledgling student start up, the company has gone on to stage 24 original productions, including 21 world premieres. Our work has been presented in 61 cities, 13 countries, and five continents. Along the way it has won awards, earned five-star reviews, and appeared in "best shows of the year" lists in major newspapers as far afield as Germany, Australia, and Edinburgh. 2b has won two Herald Angel Awards, an Edinburgh Fringe First, and has been nominated for six Drama Desk Awards. 2b's shows have been finalists for the Nova Scotia Masterworks Award three times and in 2018, *Old Stock: A Refugee Love Story* became the first theatrical production to win the award.

### **Context**

2b is entering a time of healthy dismantling that makes room for us to imaginatively rebuild. July 2020 saw the departure of founding Artistic Co-Director Anthony Black. Managing Producer Karen Gross will leave the organization at the end of August, and Managing Director Colleen MacIsaac will be moving on in the late Fall of 2020. All outgoing staff are invested in the healthy future of the company and have offered to be active consultants for the organization going forward.

2b is committed to divesting from white supremacy culture. We are investigating the ways we as an organization perpetuate systemic racism and other patterns of oppression. This internal work of dismantling and divesting has begun and will continue in the fall with support from external consultants. The incoming Executive Director will have the opportunity to participate fully in redesigning organisational structures and the processes that underlie the operations of the company.

*On programming and artistic intentions:* Theatre provides a space where we can model our best (and worst) selves in pursuit of deeper compassion for all people. We believe that a multitude of fully-embodied diverse voices involved in the process of creating the work makes for richer, better art; more perspectives lead to more complexity, texture, and nuance. 2b is committed to developing and programming works from a diverse range of vital voices.

### **Responsibilities**

The job responsibilities for this role shift significantly in a pandemic vs non-pandemic context. We are seeking a candidate with a majority of the key skill sets and the flexibility to adapt to changing circumstances. 2b is committed to supporting the successful candidate with professional development in relevant areas.

This role reports to the Board of Directors and works in partnership with the Artistic Director.

The successful candidate must possess:

- The capacity to lead with vision, care, and integrity
- Financial acumen
- Collaborative spirit
- Passion for theatre
- Knowledge of non-profit organizations, ideally arts organizations
- Strong communication skills (writing, speaking, and listening)
- Well-developed interpersonal skills (with staff, artists, board, funders, audience, and partners)
- Critical and strategic thinking skills

The successful candidate will lead, supported by the Artistic Director and staff:

- Operations Management, ensuring the efficient administration of day-to-day activities, delegating duties as required
- Financial Management and Analysis to ensure organisational health.
- Support to the Board of Directors in their Governing and Advocacy functions, including strategic planning and policy development
- Human Resource Management for staff and artistic collaborators, including contract negotiations, professional development planning and implementation, and relationship building

- Revenue Generation through diversified earned, private, and public funding streams (taking leadership on operating and project grants and collaborating with the Fundraising Coordinator on private revenue generation)
- Marketing and Communications Management

The successful candidate will collaborate with the Artistic Director in:

- The consideration of programming decisions
- The development and implementation of outreach and community engagement activity
- The management of production, touring, and artistic development activity (with support from the Director of Production)

### **Salary Expectation**

Salary will be commensurate with experience and qualifications between \$50,000 - \$60,000 per year, based on a 40-hour work week. Consideration will be given to candidate requirements for professional development and staff support.

### **Application Details**

Applications are due by 5pm ADT on September 15, 2020. Please submit a statement of interest and resume to [applications@2btheatre.com](mailto:applications@2btheatre.com).

Your statement of interest should be no longer than two pages and should:

- Detail your approach to leadership
- Outline your key skills and
- Explain why you are excited by this opportunity

Finalists will be expected to provide contact information for three professional references. We would like to begin the transition as soon as the candidate is able. A phased approach will be considered in response to the successful candidate's desires and needs.

2b has formed a Search Committee including Board Members, the Artistic Director and members of the Theatre Community:

- *Board Members:* Catherine Woodman - Board Chair and Search Committee Chair, Daniela Bassan - Vice Chair, and Directors Monique Leblanc, and Charla Williams
- *Organizational and Community Representation:* Christian Barry - 2b Artistic Director, Jacob Sampson - Actor/ Playwright/ Teacher and former 2b Board Member, Gordon Patrick White - Actor, Monica Esteves - Executive Director, Canadian Stage

More info on 2b: [www.2btheatre.com](http://www.2btheatre.com) | Questions may be directed to 2b's Managing Director, Colleen MacIsaac: [Colleen@2btheatre.com](mailto:Colleen@2btheatre.com)