** Artistic Director Job Description**

**Who We Are:**

Marin Shakespeare Company (MSC) is an award-winning organization located just north of San Francisco in San Rafael, California, traditional home of the Coast Miwok people. Established in 1989, MSC is a founder-led organization embarking on its first Executive search for an Artistic Director or Team to succeed the current founding Artistic Director who is stepping aside after 32 years of service.

In addition to producing plays at the Forest Meadows Amphitheatre, and offering a variety of Education programs that serve 5,000 students annually, Marin Shakespeare Company is the largest provider of Shakespeare in Prison in the world, with Drama Therapy-inspired programs that have served 14 California State Prisons and Alameda Juvenile Hall, providing opportunities for people who are incarcerated to practice self-reflection, creativity, and teamwork, and raising awareness about the national shame of mass incarceration. Marin Shakespeare Company has a strong commitment to social justice, equity, and inclusion, and wants to be a leader in social change and creating an anti-racist future.

We are in the process of building a second venue, our Center for Performing Arts, Education, and Social Justice located in downtown San Rafael five blocks from the Amphitheatre. This venue will house a 165-seat three-quarter-thrust theatre, classrooms, administrative offices, and costume/prop storage. The incoming Artistic Director will be instrumental in envisioning and creating new programming in this space, which might include professional productions, co-productions, workshop productions, presenting, community story-telling, listening circles, and more. We envision creating a vibrant gathering space for learning and exploring issues of importance to our communities, and inspiring social change.

**What We Are Looking For:**

We welcome individual applicants, as well as creative ideas for shared leadership. If you are interested in making a proposal for shared leadership, we are happy to discuss options with you.  
  
We are seeking:

• Creative artists eager for a platform to share their theatrical talents.

• Energetic artists with a shared passion for Shakespeare and Social Justice, who will work to create programming that puts Marin Shakespeare Company’s social justice mission front and center on stage and through community programming, using theatre as a tool for social good and social change.

• Visionary leaders ready to navigate running a theatre company during a pandemic both in person and virtually.

• Inspirational leaders who can effectively articulate the value of the Company, the arts, and Social Justice initiatives, and inspire others to want to contribute and participate.  
  
\* Collaborative leaders who will become a strong voice in the Bay Area Theatre community.

• Dedicated leaders who will love, cherish, nourish and build on the past successes of MSC to maintain a vibrant and fiscally strong company that will continue to find new ways to serve our communities.

**Responsibilities of the Role:**

• Report to the Board of Directors.

• Lead team to create an artistic vision for season planning that includes outdoor programming at Forest Meadows location as well as the new indoor Center for Performing Arts, Education, and Social Justice.

• Oversee hiring of Artistic staff including but not limited to directors, actors, designers, and technical production personnel.

• Oversee production planning including but not limited to coordinating production and rehearsal schedules, coordinating and supervising technical production, hiring and supervising technical staff and facilities management.

• Collaborate with staff and board to evaluate and ensure adherence to EDI and Anti-racist efforts and policy.

• Oversee planning and supervision of physical plant arrangements including striking and storing Company property.

• Assist the Managing Director and management team in the general management of operations.

• Support and coordinate with Education Programs.

• Support and coordinate with Social Justice Programs in prisons and beyond.

• Support or Oversee the Returned Citizens Theatre Troupe.

• Contribute to Strategic Planning, including long and short-term planning.

• Participate in fundraising and development of community support through public speaking, meetings with individual donors, and prospect identification.

• Represent the organization in the arts field the local, state, and national theatre community.

**Requirements:**

• The Artistic Director(s) must have a strong passion for equity, diversity, and inclusion.

• Be able to work with and communicate with people from all walks of life, including artists who have survived incarceration.

• Be a highly organized self-motivator.

• Have excellent communication skills.

• Be compassionate and considerate.

• Be willing to live in or near Marin County.

• Be ready to collaborate with the founding Managing Director.

**Salary and Logistics:**

The current Artistic Director salary if $80,000/year. The Board will offer $80,000+ a year, depending on experience and/or other considerations; the salary is negotiable. MSC offers health insurance, and a generous vacation policy.

The new Artistic Director will ideally commence work in the late Fall of 2021.

MSC is an Equal Opportunity Employer and strongly welcomes applicants with diverse backgrounds.

To apply, email a cover letter and resume to:

Lesley Schisgall Currier, *Managing Director*

lesley@marinshakespeare.org, 415-499-4485

**ORGANIZATION BACKGROUND INFORMATION**

Marin Shakespeare Company is a performing arts company that operates three areas of programming and two facilities.

PROGRAMMING

*On Stage*

MSC produces three outdoor summer productions each season. Typically, two of the productions have been Shakespeare plays, while the third has included productions by other playwrights, including a very successful musical in 2020. In addition, MSC produces performances of autobiographical stories by its Returned Citizens Theatre Troupe.

*Education*

MSC’s Arts Education Programs serve over 5,000 students annually (mostly low-income students and Title I schools) and include in-schools Creative Dramatics for elementary schools; Shakespeare instruction for middle and high schools; classes, camps, and Intern Programs; and the Teen Touring Company. MSC also has a long-term partnership with Marin’s Community School, which serves some of the most system-challenged students in our community.

*Social Justice*

MSC’s Social Justice programs started with a single Shakespeare class at San Quentin State Prison in 2003 and have grown into over 20 programs at 14 carceral institutions serving men, women, and youth. Marin Shakespeare Company is the largest provider of Shakespeare in Prison programs in the world.  Programs include Shakespeare, autobiographical story-telling, Acting for Veterans, Drama for Re-Entry, and workshops at San Quentin with actors who are incarcerated and local student groups.

FACILITIES

*Forest Meadows Amphitheatre*

MSC’s outdoor summer productions are produced at the newly renovated outdoor Forest Meadows Amphitheatre located on the campus of Dominican University. The Amphitheatre was built in 1967 and has a seating capacity of 600.

*514 Fourth Street*

Several years ago, Marin Shakespeare Company purchased a 15,000 square foot building at 514 Fourth Street in downtown San Rafael. MSC is in the process of a Capital Campaign to build a Center for Performing Arts, Education, and Social Justice which will be housed at this location. This venue will have a 165-seat indoor theatre, classrooms, administrative offices, and storage space for costumes, props, and sets. Currently, the venue is used for classes, meetings, auditions, rehearsals, and rentals. MSC has raised $5.5M of a $7M capital goal.   
  
MSC currently has a full-time staff of eight and a pre-Covid19 annual budget of $1.7M, currently at $1.2M.

MARIN COUNTY

Marin County is a special place, home to the hot tub, mountain biking, and the human potential movement. The County has beautiful redwood forests, a gorgeous coastline, and easy access to San Francisco and the Bay Area. Our County has a high percentage of high-income families and low crime and is also home to a large immigrant community, predominantly but not exclusively Latinx. As the least diverse County in the state, Marin has a history of housing discrimination, and high property values make it difficult for first-time homeowners to buy into the housing market. Recently, Marin has suffered from a years-long drought and the effects of regional wildfires. Marin County is a beautiful place to live, but like everywhere in the U.S. there are many opportunities for social change and growth to promote diversity, equity, and inclusion, and to address the pressing issues of our times including climate change and systemic racism.

**More detailed information about Marin Shakespeare Company and its commitment to "Playing for Good" may be found online at marinshakespeare.org.**

**Please see our Values Statement on the Accountability page of our website: https://www.marinshakespeare.org/accountability**