



## Executive Director Search Against the Grain Theatre October 2024

### About Against the Grain Theatre

Against the Grain Theatre (AtG) is a multi-award-winning Canadian experimental opera company dedicated to creating boundary-breaking, genre-defying vocal works and films staged in surprising locations emphasizing innovative storytelling and memorable artistic experiences. AtG is the creator of the internationally acclaimed film *Messiah/Complex* and the ongoing *Opera Pub* series.

Established in 2010 and still evolving, AtG is committed to revitalizing the operatic art form by introducing diverse audiences to outside-the-box opera experiences, creating daring re-interpretations of traditional repertoire, developing bold, new operatic works, and offering thrilling, intimate, and unforgettable experiences shared between artists and audiences.

In 2021-22, AtG collaborated with key stakeholders to develop a multi-year plan that reflects and supports the growth we wish to see in our outside-the-box organization. You can read more about our Strategic Plan [here](#).

On October 15, 2024, AtG announced that Pulitzer Prize winner, Royce Vavrek, would become AtG's new Artistic Director, succeeding Founding Artistic Director, Joel Ivany. Royce is currently developing a libretto for an operatic adaptation of Thomas King's *Indians on Vacation* for AtG (co-commission with Edmonton Opera), working with composer Ian Cusson.

At this important juncture, AtG's Board of Directors is excited to announce the search for a new Executive Director to work with Royce to ensure this dynamic and essential institution thrives through its second act.

### About the Role

Reporting to the Board of Directors through the Chair, the Executive Director provides the leadership and vision that ensures the financial and organizational success of AtG. They are a key spokesperson, advocate, and visible representative of AtG throughout the communities we serve.

The Executive Director oversees the strategic direction and day-to-day operations of AtG. They are responsible and accountable for the overall management of AtG's growing operations.

By ensuring effective fund development and earned revenue outcomes, the Executive Director balances the need for artistic vibrancy with fiscal responsibility. They work closely with the Artistic Director on fundraising for the Company and with the Board of Directors to ensure good governance, communication, and transparency.

The Executive Director is expected to maintain a profile as a leader of the opera industry in Canada, both advancing the interests and enhancing the brand of AtG, as well as fostering a strong community presence. The position requires the ability to establish and maintain effective working relationships with artists, donors, board members, community leaders, and administrative and artistic staff.

The Executive Director advocates for equity, diversity, and inclusion initiatives that are grounded in partnerships and committed to inviting historically excluded voices into AtG's workspace, boardroom, backstage, onstage and through the stories AtG tells.

## **Key Duties and Responsibilities:**

### **OPERATIONS:**

- Support the development of and lead the implementation of strategies to achieve the opera company's financial and operational goals, coordinating with the Board of Directors and other staff.
- Support the development of and lead the implementation of strategies to cultivate and expand the opera company's audience base, including initiatives to attract younger and more diverse audiences.
- Maintain compliance with national, provincial and regional legislation, as required.
- Work with the Artistic Director to identify and partner with local, national and international peer organizations at the forefront of meaningful storytelling, artistic creativity and community relevance.

### **FINANCE:**

- Responsible for the overall financial stability and sustainability of AtG, finding efficiencies and revenue opportunities.
- Work with the Artistic Director to ensure the artistic programming aligns with effective short- and long-term financial sustainability.
- Prepare and manage annual and production budgets and report to the Board on budget development, including cash flow projections.
- Manage the annual audit process with contracted auditors.
- Oversee the work of a contracted bookkeeper, who manages monthly reconciliations, payroll, payroll remittances, and employment and regulatory filings, as required.

### **HUMAN RESOURCES:**

- Recruit, hire, onboard and mentor team members and contractors, establishing goals and responsibilities for all positions.
- Maintain an effective system of performance appraisals for team members, inclusive of coaching for performance and providing ongoing feedback.
- Develop and manage appropriate HR policies, as required.
- Negotiate and manage all staffing, contractor, partnership and vendor agreements based on best practices.

### **DEVELOPMENT:**

- Support the development of and lead the implementation of the fundraising strategy including leading all donor stewardship activities.
- Write grants and write and submit all related reports to funders.
- Ensure tax receipts are provided to donors in a timely manner.
- Maintain positive relationships with donors, sponsors, government agencies, and other funding sources to secure financial support for the company's operations and special projects.

### **MARKETING AND COMMUNICATIONS:**

- Support the development of and lead the implementation of the marketing strategy.
- Support the development of and lead the implementation of the communications strategy in collaboration with contracted communications personnel.

### **BOARD RELATIONS:**

- Collaborate with the Board of Directors to establish long-term goals, policies, and governance structures that align with AtG's mission and vision.
- Provide regular updates to the Board on AtG's performance, opportunities and challenges through formal reporting and communications.



- Support the Board in identifying and recruiting new members with diverse expertise and networks to strengthen the organization.
- Support the preparation of, attend and participate in all bi-monthly Board meetings and ancillary committee meetings.

#### **Employment & Compensation:**

- Term: This is a permanent, full-time role with the expectation of a long-term commitment.
- Salary Range: \$75,000-80,000.
- Citizenship: Open to Canadian citizens or permanent residents.
- Location: While AtG does not maintain a physical office, this role is based in Toronto. Applicants must confirm that they are based in or willing to relocate to the Greater Toronto Area. Relocation assistance is not available.
- Start date: January 1, 2025 (negotiable)

#### **How to Apply:**

Please send your resume and cover letter to [search@againstthegraintheatre.com](mailto:search@againstthegraintheatre.com) no later than **November 1, 2024.**

Please refer any questions around this posting to [search@againstthegraintheatre.com](mailto:search@againstthegraintheatre.com).