

Job Opportunity: Chromatic Theatre - Artistic Director

Deadline: May 23, 2022 - or until an appropriate match is found

Note to Black, Indigenous, racialized, queer, trans, non-binary, disabled and other equity-seeking applicants: Chromatic recognizes that it functions within systems and structures that create significant barriers that may encourage people to self-exclude from opportunities to work with us. In our commitment to ongoing learning, we are open to exploring flexibility and adaptation when it comes to any such barriers that might show up in this job call, including around qualifications. If you share the vision we outline below, let us know how we can support you through the application process.

Overview

- 20-25 hours per work week (or equivalent in a *Results-Only-Work-Environment)
- Report to the board of directors
- \$20,000 per year
- Start Date: September 2022, or as negotiated

*Staff are encouraged to self-determine working hours and styles in alignment with shared goals and deliverables that are mutually defined and agreed upon.

About the Company

Chromatic Theatre is a company run by and for racialized artists and communities, based in Mohkinstsis/Calgary on Treaty 7 territory, founded in 2014 and officially incorporated as a not-for-profit society in 2016. Our current mandate* is:

- To develop and support diverse voices that contribute to an artistic landscape reflecting the spectrum of diversity we see across our country
- To create opportunities for diverse artists and marginalized community groups through the arts
- To build bridges that span the societal issues and mechanisms that divide us based on cultural identity
- To engage non-traditional theatre-going communities through cultural representation in the arts
- To promote a broader appreciation of diversity
- To employ diverse artists and pay them professionally and equitably whenever possible; to strengthen our community of professional artists

Over the past 8 years, we have received funding from all three levels of government, and are in the process of shifting from being a project-driven company to one with stable, ongoing, values-driven operations. We have recently obtained casino funding and anticipate our first casino to be held in the fall/winter of 2022.

We have a history of cultivating community between racialized artists through play readings and projects. In our more recent history, we have become known for our new play development initiatives via the IBPOC Playwrights Unit, a non-hierarchical peer-to-peer process co-created with the artists themselves. We produce plays to be presented in a professional theatre context - some of which are developed in house, and some of

which are already written. We have a history of partnering with other local organizations to allow us to create work at larger scales.

*Note: Chromatic is currently engaged in a visioning and values exploration process, so some of this language might not reflect our current understanding of equity, diversity and inclusion, as well as an intersectional approach to anti-racism and systemic racism. We acknowledge that these discourses and their terminology are in a state of constant evolution, and that as a company currently led by racialized settlers on Indigenous Treaty 7 land we have much learning and unlearning to do alongside community.

About the Position

The Artistic Director is a new paid position at Chromatic Theatre that aims to support and provide compensation for the leadership necessary for the company at its current state of growth. Chromatic Theatre is moving away from being a founder-driven organization at a unique time. We value cultivating creativity and community, and **we are looking for something that will understand the importance of leading with care, compassion, cultural-humility, and be prepared to honour the needs of our ever-shifting community with rigor, thoughtfulness and accountability.**

We envision that this position will grow into a full time position or a shared leadership position in the coming years. We are open to receiving applications from candidates at a variety of stages in their careers - including co-applicants. Our current Artistic Director Jenna has the capacity to help the job transition to the end of 2022, should that be of interest to candidates. It is important that we carry forward the positive energy and momentum of Chromatic Theatre as it transitions to its next chapter.

Roles & Responsibilities

Artistic

- Develop and curate the creative vision for the organization
- Program productions (or co-productions) in line with our granting cycles
- Build relationships with artists and arts organizations in the city, contributing to a healthier theatre ecology
- Engage individual artists and creators across our community, providing a platform to develop and showcase their work
- Hire/contract individual artists for creative programming
- Community outreach and audience development, including the development of relationships with culturally diverse groups, 2SLGBTIA+ communities, organizations within and outside of the arts, and people with disabilities through meaningful dialogue, creative partnerships, and attendance at public events.
- Represent the artistic side of the theatre's work at events as required
- Develop and maintain project-based budgets in alignment with overall organizational budget

Operational

- Support and collaborate with two or more part-time staff members

- Commit to a culture of ongoing organizational learning and the implementation of an anti-oppressive work environment
- Coordinate organizational grant writing efforts at the municipal, provincial, and federal levels, as well as private foundations
- Work alongside staff members to develop/provide services to community (including creative programming, facilitation, and other initiatives)
- Work with the board of directors to develop a 5-year strategic plan for the future
- Organize fundraising efforts, including casinos
- Manage company finances, bookkeeping and budgeting in a rigorous, transparent manner
- Coordinate and remit bi-weekly payroll (*training will be provided*)
- Maintain compliance and accurate record keeping as required by Alberta Registries and the CRA (*training will be provided*)

Job Requirements

The ideal candidate will have:

- Experience working in the theatre, understanding of the theatre-making process and the challenges and demands of a producing theatre, and willingness to learn more. **Chromatic also values and invites perspectives from non-eurocentric theatre and performance practices and cultural contexts.*
- Proven organizational and time management skills with ability to multitask, set priorities, meet deadlines, and work under pressure
- A commitment to working with racialized communities in Mohkinstsis, including a driving curiosity for diverse perspectives and voices, artist-centred work, and a healthy artistic practice (that is inclusive of rest and community care)
- Some awareness of the national theatrical ecology, with a particular understanding of contemporary Indigenous and diverse arts perspectives, and willingness to learn more
- An interest not only in developing the capacity of this organization, but also in contributing to the growth and transformation of a theatre sector through values of antiracism and equity
- Experience in grant writing at municipal, provincial, and federal levels
- Excellent interpersonal, oral and written communication skills
- Familiarity with the suite of Google Drive applications, including Sheets, Docs, Calendar and Gmail
- Ability to take initiative and work in a self-directed manner

Additional Considerations:

- Experience working in the non-profit sector is also an asset
- Lived and examined experience with equity-seeking identities and their intersections (racialized, 2SLGBTQIA+, neurodiverse, disabled, etc.) is an asset

If you don't feel like you have all of these requirements, we'd still love to see your application!

How to Apply

Submit any of the following (or combination) to board@chromatictheatre.ca as your application. These are options - please choose the format(s) that you feel most comfortable with for best expressing your alignment to the role as described above:

- **Resume, CV or a list/written description of relevant experiences/perspectives/training, and a cover letter of up to 600 words.**
- **Video (MP4/MOV/AVI/WMV) or audio submission (MP3/WAV), no longer than 5 minutes.** Prioritize clarity and accessibility over editing/production - a phone recording is fine!

***Note on Accessibility:** If you require any specific needs or accommodations for this job, please speak to these in your application.

***Our Commitment to Active Recruitment:** Relationship-building is a core value of the Chromatic Theatre team, and we recognize that a process like this opens ourselves and the community up to many vital connections/perspectives, even if we are only hiring for one role. In this spirit, our Artistic Director (Jenna Rodgers - jenna@chromatictheatre.ca) and General Director (Jordan Baylon - jordan@chromatictheatre.ca) are open to having conversations with potential applicants about any questions or thoughts they may have up until the deadline (no longer than 30 minutes and subject to our individual time and capacity).

Interview Process

- The hiring committee will begin to review applications by May 23rd, with the objective of scheduling interviews in the month of June and hiring the new candidate by the summer of 2022.
- Interviews will take place over zoom, conducted by a Chromatic Hiring Committee comprising board, and community/artist representation
- In the event that the hiring committee determines a need for additional interviews (beyond the first interview) in which candidates are asked to prepare materials for those interviews, remuneration will be offered to acknowledge the time and effort candidates put into the application process.

If you have any questions or concerns please don't hesitate to contact us at board@chromatictheatre.ca. Thank you for your time, interest and imagination!