

# SEARCHLIGHT RECRUITMENT

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## *Position Specification*



<b>ORGANIZATION:</b>	Soulpepper Theatre Company
<b>POSITION:</b>	Artistic Director
<b>LOCATION:</b>	Toronto, Ontario
<b>POSITION DETAILS:</b>	Full Time, Permanent
<b>REPORTS TO:</b>	Board of Directors
<b>DIRECT REPORTS:</b>	Associate Artistic Director, Literary Manager, Slight Music Associate, and part-time Executive Assistant
<b>WEBSITE</b>	<a href="https://www.soulpepper.ca/">https://www.soulpepper.ca/</a>

## **ABOUT SOULPEPPER**

Soulpepper is one of Canada's leading theatre companies. We believe that stories can connect us, that they are vital to our understanding, compassion and knowledge, and that they can motivate us toward building a stronger city. We are passionate, understanding, and inclusive, instilling the values of belonging, excellence, and innovation in all we do.

As well as producing the work of diverse visionary artists, we offer a host of ancillary programs that nurture and develop the creativity of everyone who wishes to engage with the theatrical, musical, and performing arts. We offer these opportunities because we believe that the arts are for everyone, and we know that creative expression is a vital part of individual and community life.

### **Stories for a Stronger City**

At Soulpepper, we believe our stories connect us as a city. We are based in Toronto, a meeting place of a dazzling cross-section of humanity, and we are guided by the plurality and vitality of this city. We are a place of congregation and discovery for the wider community, telling stories that resonate throughout the city and far beyond. Our programming straddles genres, sometimes reinterpreting the classical repertoire, sometimes joyfully celebrating through music, sometimes introducing audiences to new works by emerging voices, but always anchored in the here and now and brought to the stage with care, craftsmanship and deep investment.

Soulpepper is redefining what it means to be a theatre company by throwing open our doors to welcome everyone to access the transformative power of theatre. In becoming a buzzing hub of activity where all are invited and everyone feels a deep sense of belonging, we will take our artistic craftsmanship to new heights and help Toronto become a healthier, more socially connected city.

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Through the art on our stages, the amplifying effect of rich partnerships and innovative engagement programs, we are at once fulfilling our social purpose and building a sustainable future for Soulpepper and the communities we serve.

## THE ROLE

Building on its artistic successes, Soulpepper is seeking an inspiring and visionary Artistic Director (AD) to lead one of Canada's largest and most dynamic theatre organizations into its next chapter.

The AD will deliver a compelling artistic vision that aligns with Soulpepper's mission of creating transformative theatre experiences while fostering community connections.

The AD will be an artistic innovator, a collaborative leader, and a strategic thinker with a strong commitment to audience development, community engagement, and financial sustainability.

As a key partner to the Executive Director (ED), and reporting to the Board Directors, the AD will play a pivotal role in shaping and implementing Soulpepper's strategic vision, *Stories for a Stronger City*, which emphasizes accessibility, inclusivity, and community relevance. They will balance artistic excellence with operational foresight to ensure the company thrives in a changing cultural landscape.

## RESPONSIBILITIES

### *Strategic Leadership*

- Collaborate with the ED and Board to implement Soulpepper's strategic plan, *Stories For A Stronger City*, ensuring alignment between artistic priorities and operational sustainability.
- Actively contribute to the theatre's fundraising strategy, including proactive major donor cultivation, corporate partnerships, and exploring innovative revenue-generation models.
- Along with the ED, act as an ambassador for Soulpepper, actively engaging the broader artistic community, fostering constructive relationships with our peer organizations across Canada and internationally, as well as with government, donors, audiences, media, and the wider public.
- Lead efforts to establish Soulpepper as a thriving artistic hub, developing partnerships that amplify the company's reach and impact.
- Advocate for and implement a community-driven programming approach that deepens Soulpepper's connection to Toronto's diverse neighborhoods and audiences.

### *Artistic Vision & Programming*

- Advocate for and curate a year-round season featuring 400+ performances annually, that balances classics, innovative new works, and risk-taking productions while promoting the company's artistic integrity and excellence.
- Develop and articulate Soulpepper's artistic positioning and develop long-term artistic goals for the company. Lead the planning of annual festivals, concerts and music programming, recording

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on digital platforms, touring, workshops, readings, community outreach activity, and development of new theatrical work.

- Build and cultivate long term relationships with leading artists to build a deep sense of connection between artists and audiences. Champion the commissioning and development of new works, fostering partnerships with artists and creators.
- Establish strong relationships with artists, providing support for work development and active feedback throughout the rehearsal process to ensure artistic excellence.
- Work closely with partner companies to create an artistic hub that serves the needs of each partner and thereby builds a more sustainable business model for Soulpepper.
- Engage directly with audiences and community groups to build a resonant and responsive programming approach that reflects the interests and lived experiences of Toronto's communities.

## *Community & Partnership Engagement*

- Serve as the public face of Soulpepper's artistic mission by actively engaging with artists, audiences, donors, and stakeholders to strengthen community bonds.
- Build and sustain meaningful collaborations with partner organizations, including associate companies and community groups.
- Direct and oversee Soulpepper's theatre training program, The Soulpepper Academy, selecting and evaluating faculty, overseeing curricula development, guiding the candidate audition and selection process, and rigorously ensuring that values of equity, inclusion, and diversity are embedded throughout.
- Support and expand Soulpepper's outreach programs to nurture the next generation of diverse theatre artists and audiences.
- Work closely with the Community Engagement team to develop a long-term plan for community-driven initiatives and work with our community of artists to more deeply connect core artistic activities with community engagement programs.

## *Organizational Collaboration*

- Work closely with the ED and the Board to ensure that artistic objectives align with financial and operational realities, maintaining fiscal prudence while pursuing creative ambitions.
- Work with the Senior Management team to build a healthy a positive, open, respectful and responsive working environment and cultural ethos that positions Soulpepper as a preferred employer in our sector.
- Foster a culture of collaboration, innovation, and respect across the company, empowering staff, artists, and stakeholders to contribute to Soulpepper's vision.
- Ensure artistic staffing structures are responsive to emerging needs and are conducive to an effective, working team.
- Provide leadership in setting artistic standards for creative content, communications and brand.

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- Establish and maintain a strong and mutually respectful working relationship with the Chair and other members of the Board of Directors.
- Report regularly to the Board on artistic and strategic matters, ensuring transparency and financial accountability.

### *Equity, Diversity, Inclusion & Accessibility*

- Provide informed leadership and organizational guidance on all aspects of the Soulpepper's Diversity & Inclusion approach, ensuring the organization is actively inclusive and anti-discriminatory.
- Work to ensure that casting and engagement of creatives is inclusive and representative of Toronto's communities.
- Ensure that that our work is made for and reaches diverse and wide-ranging audiences.

## EXPERIENCE & ATTRIBUTES

- Demonstrated track record of inclusive and strategic artistic leadership, vision, collaboration, and team-building, with strong interpersonal skills, integrity, high-energy, and creativity.
- A successful record of directing significant theatre productions and developing new work on contemporary issues for the stage.
- Possesses a national network of relationships with counterparts in other theatre companies as well as writers, directors, and other theatre artists.
- An entrepreneurial spirit with strong fundraising skills, balanced with financial accountability.
- Experience in creating and managing production and organizational budgets.
- Brings senior level leadership experience in developing excellent theatre programming, with a track record of using the arts to strengthen community connections.
- Brings a vision of how to animate spaces with compelling activities throughout the year.
- Creative and visionary leadership, with a demonstrated dynamic presence that will inspire the Board, staff, donors, and patrons to support the public vision.
- Demonstrated experience in strategic planning and organizational leadership within the theatre sector.
- Deep understanding of audience development trends and strategies, with an ability to attract and retain diverse audiences.
- A proven track record of fundraising, donor engagement, and generating new revenue streams.
- Strong interpersonal and communication skills, with the ability to inspire and unite artists, staff, and stakeholders.
- Experience in building and maintaining collaborations across disciplines and organizations, including community-based initiatives.

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- Familiarity with the Toronto arts scene and its cultural dynamics, and awareness of national and international trends in the sector.
- Commitment to equity, diversity, inclusion, and accessibility in all aspects of leadership and programming.

### COMPENSATION

The base salary range for the role is between \$160K to \$180K. In addition to base salary, a comprehensive benefits package and pension contribution are included.

### HOW TO APPLY

Please apply by email with your cover letter and resume no later than Friday, April 11<sup>th</sup>, 2025. Send to: [soulpepper@searchlightpartnersgroup.com](mailto:soulpepper@searchlightpartnersgroup.com)

*Soulpepper is committed to reflecting the diversity of our community and our country. As an equal opportunity employer, we welcome and encourage submissions from individuals, with proper credentials, of all genders, cultures, ethnicities, sexual orientations, and abilities. We encourage applications from Indigenous, Black, Persons of Colour, 2SLGBTQIA+, and Disabled persons.*