



Artistic Director

[Philadelphia Theatre Company](#) | Philadelphia, PA | \$135 - 150K | Full-Time

Philadelphia Theatre Company (PTC) in Philadelphia, PA seeks a visionary leader to join a team of talented and dedicated staff, artists, and board members in the role of Artistic Director.

Philadelphia Theatre Company (PTC) is a leading regional theatre company that produces, develops, and presents contemporary theatre focused on the American experience. PTC seeks to nurture an audience of open-minded theatregoers across cultural, ethnic, and social lines by producing drama that is at once challenging, entertaining, and imaginatively staged.

Who is Philadelphia Theatre Company?

Founded in 1974, Philadelphia Theatre Company (PTC) has presented over 200 Philadelphia and world premieres. More than half of those world premieres have moved on to New York and other major cities, helping to establish PTC as a hub for new work development. A LORT D theatre with an approximately \$3.5M budget, PTC balances its Philadelphia roots with a national point of view that combines a taste for adventure with a dedication to new American plays and musicals.

PTC fosters a creative environment that supports playwrights at every stage of their career, producing such luminary authors as Lynn Nottage, Suzan Lori-Parks, José Rivera, Danai Gurira, David Henry Hwang, Katori Hall, Tracey Scott Wilson, Nikkole Salter, Christopher Durang, Donald Margulies, David Ives, Jason Robert Brown, and August Wilson. PTC's productions have also called upon the talents of award-winning directors including Pam McKinnon, Seret Scott, Walter Bobbie, Leah C. Gardiner, Anna D. Shapiro, Christopher Ashley, Nataki Garrett, and Israel Hicks. Other notable moments in history include the premiere of the Sondheim review *Being Alive*, conceived and directed by Billy Porter, and the first regional premiere of *The Scottsboro Boys*, brought straight from Broadway by Susan Stroman. In 2022, PTC will premiere *The Tattooed Lady*, a new musical developed with the support of a Pew Center for Arts & Heritage Project Grant.

PTC's longest and most fruitful artistic relationship has been with the late Terrence McNally, who passed away in 2020. PTC produced four world premieres by McNally, including the Tony Award-winning *Master Class*, as well as five regional premieres. In honor of McNally, PTC created the Terrence McNally Award in 2012. This national award recognizes new plays that celebrate themes central to McNally's work: social justice,



queer rights, and the transformative power of art. Past winners include James Ijames, Bill Cain, A. Zell Williams, and Martín Zimmerman. The award was revived in 2021, with Philadelphia playwright Donja R. Love receiving the honor for *What Will Happen To All That Beauty?*. PTC will produce a reading of the play in 2022.

PTC's home is the Suzanne Roberts Theatre, a state-of-the-art 370-seat mainstage auditorium designed by PTC and opened in 2007 as an anchor for Philadelphia's thriving cultural corridor. Created as a welcoming and accessible space for its expanding audience, the SRT not only serves as the center of PTC productions, but also hosts several live companies in residence, including Koresh Dance Company, Philadelphia Gay Men's Chorus, and Savoy Company.

Looking to the Future

With its 50th anniversary season approaching, PTC is poised and ready to welcome an artistic leader who is thrilled by the opportunity to shepherd the company into its next half-century. With a clear vision for PTC's journey into a future ripe with kaleidoscopic possibilities, our new artistic leader will build upon a strong foundation of supporting new American works, investing in the Philadelphia artistic community, and gathering a variety of theatre lovers into its home on Philadelphia's Avenue of the Arts.

PTC has recently embraced the call for meaningful change within the American theatre industry. It strives to not only be a hub for exploring and redefining the American experience but a sanctuary of theatrical wonder, where artistic discovery can thrive. Taking action on commitments to diversity, equity, inclusion, and access will be one of the cornerstones of PTC as it uplifts and empowers new American plays and musicals. With so many people across ethnicities, heritages, languages, and cultures calling Philadelphia their home, the next artistic leader will guide PTC in better reflecting this wonderful diversity in all aspects of the institution.

PTC seeks applicants who are determined to advance its mission and values, work in a collaborative environment with diverse perspectives, and further dialogue on what it means to be American while producing new, imaginative work. By immersing themselves in Philadelphia's community and culture, curating connections with artists here and across state lines, and infusing a new life into the institution, PTC's new leader will propel the theatre forward into possibility.



Who is in Leadership?

Emily Zeck (she/her/hers) joined PTC as Managing Director in the fall of 2017. Since her arrival, Emily has steadily led PTC towards organizational stability through revenue growth, resource optimization, significant debt reduction, and by working to foster a culture of trust and integrity with PTC's staff, board, funders, artists, and audiences. Her more than fifteen years in theatre management began in New York producing Off-Off-Broadway and subsequently led her to Southern Methodist University, where she earned an MA and an MBA before moving to Colorado. During her tenure as Theatre Aspen's Managing Director, she began and completed a capital campaign, constructed a new venue in the heart of Aspen, and brought financial stability to the organization. She has since held management positions at the Denver Center for the Performing Arts, a Broadway general management company, and New York Stage and Film, where she deepened her passion for supporting artists and facilitating new work. Since 2019 she has served as the Treasurer of Theatre Philadelphia, the marketing organization for theatre in Philadelphia; as a board member, she has helped lead their pandemic relief campaign to support local theatre workers and spearheaded a city-wide COVID-19 vaccine verification app for Philadelphia theatre audiences.

Gary Deutsch (he/him/his) is the Chair of PTC's Board, and he has been Managing Chief Counsel with the legal department of PNC Bank in the Greater Philadelphia Area for over a decade. He is also a Board member of Steppingstone Scholars, and previously at the Support Center for Child Advocates and The Children's Home of Burlington County (now Legacy Treatment Services). Before his tenure at PNC, Gary was SVP & Assistant General Counsel at Sovereign Bank (now Santander Bank) and has also practiced with several Philadelphia-based law firms. Gary received his law degree from the University of Pennsylvania, and he completed his BA in Political Science at Drew University. Gary has been a life-long fan of live theatre and became even more active as his daughter, Sammi, started performing with Philadelphia-area regional theatres while she was in middle school and high school.

Who are we looking for?

The Artistic Director role requires a visionary leader with a passion for and experience with new work who will invest in the Philadelphia arts and culture sector. The AD will align the board, staff, and community behind a powerful vision for the future and rally stakeholders around a clear direction for the organization. This position is ideal for an arts leader enthusiastic about supporting emerging playwrights, decision-making through collaborative processes, thoughtful strategic planning, and audience engagement. The ideal candidate



will have a wide knowledge and range of theatrical styles and forms, connections to artists in the theatre field, and experience with producing and/or working in a theatre organization. This inspirational leader will have a demonstrated commitment to diversity, equity, inclusion, and access.

What will you do?

The Artistic Director (AD) will be responsible for creating a holistic and forward-looking vision for one of Philadelphia’s most prominent theatre institutions located in the heart of the city. The AD will craft a season that will captivate audiences and engage both the local and national artistic communities. The AD will partner with the Managing Director to co-lead the institution’s staff and develop a strategic vision for PTC’s future. The AD will be integral to securing the financial future for PTC through active fundraising and the design of innovative earned revenue opportunities. The AD will be a full participant in the cultural and civic life of Philadelphia and will connect their vision for PTC in an authentic and invigorating way to the broader community.

Your Areas of Accountability

Artistic Leadership

- Lead with a strong artistic vision that respects the legacy and ensures the longevity of PTC as an integral part of the Philadelphia theatre community.
- Strategize with the Managing Director (MD) to emerge from the COVID-19 pandemic.
- Assume a leadership role in strategic planning and fostering a positive and mission forward company culture, alongside the MD and board.
- Cultivate new and existing relationships with Philadelphia’s arts and cultural leaders and institutions.
- Serve as a spokesperson for the organization to press, donors, patrons, and artists.
- Participate as an ex-officio voting member of the Board of Directors and attend board and committee meetings.
- Advance diversity, equity, inclusion, and access goals in organizational and production staffing, policies, procedures, and practices.
- Report to the Board of Directors regularly on the company’s activities, progress, and challenges.

Artistic Producing

- Curate, plan, and lead all artistic content for mainstage productions from conception to execution in collaboration with PTC’s Resident Artist and Artistic staff.
- Create, and modify as necessary, the schedule for season rehearsal, performance, and additional programming in collaboration with production, marketing, and facilities.

- Attend and provide feedback on key components of the production process, including but not limited to: first rehearsal, room runs, design run-throughs, technical rehearsals, and previews of shows.
- Assume a leadership role in the selection of the Terrence McNally Award winner, in collaboration with the artistic staff.
- Have the opportunity to take an artistic role (i.e. act, direct, design, etc.) in at least one production per season if desired.

Artistic and Financial Administration

- Supervise direct reports - PTC's Production Manager, Artistic Programs and Events Manager, Resident Artist, and Artistic Assistant - with individual employee goals and organizational objectives in mind.
- Collaborate with MD to develop and execute an annual organizational budget that is fiscally sound and monitored by both partners.
- Manage, supervise, and track a \$1M artistic budget.
- Collaborate with the MD on human resources activities including hiring, setting of salary levels and other employment terms, evaluation, and termination of production and artistic staff.

Fundraising and External Relationships

- Actively participate in fundraising activities, including developing prospective & current donor relationships with individuals, corporations, and foundations.
- Establish and maintain professional relationships with the national theatre field, including organizations such as Theatre Communications Group and the League of Resident Theatres.
- Curate artistic content for and attend the annual PTC gala and other fundraising events.
- Be in attendance at, and involved in, major Philadelphia theatre community events as the artistic face of PTC, welcoming new donors and audiences to join the PTC community.
- Aid in recruiting and onboarding new board members.

Additional Areas of Expertise

- Budget Development and Management, Team and Community Building, Public Speaking, and Capital Campaign Experience

How much are we paying and what are the perks?

Salary: \$135 - 150,000. Full-time, exempt. Additional work on weekends and in the evenings is required during production (approximately 36 weeks/year).



Benefits Package: 3 weeks of vacation. Outside artistic work is supported while maintaining PTC as the AD's first priority. Medical and dental insurance is available and fully paid by PTC. PTC also offers personal days and paid holidays.

Living in Philadelphia: Featured in Condé Nast Traveler's 2021 Gold List, Philadelphia is a culturally rich city steeped in historical significance located in the heart of Lenape territory in southeastern Pennsylvania. Boasting a population of about 1.5M, Philadelphia is not only an artistic, educational, and economic hub, but also a designated World Heritage City, containing 67 National Historic Landmarks. Over 20 distinct neighborhoods are interwoven within its city limits, offering a mélange of histories, cultures, and culinary experiences.

Philadelphia and its surrounding counties are home to dozens of theatre companies that offer an array of theatrical offerings. If you love it, you will find it here. If you want to make it, you will find a way to do it here. A home to 'makers' across all disciplines of performance, the arts community is built on collaboration, artistic friction, and mutual pride in our collective ability to reflect, converse with and showcase our beloved city and the world on our stages.

For more information, please check out - <https://www.visitphilly.com/> and <https://www.discoverphl.com/>

Start Date - June 2022

How do I apply?

Visit aljpc consulting.com/apply-for-open-positions to submit your application.

Philadelphia Theatre Company is an equal opportunity and affirmative action employer. We provide equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, or genetics. In addition to federal law requirements, PTC complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. We strongly encourage applications from people of color and members of underrepresented groups.