



158 Grand Street | Waterbury, CT | 203.437.8058 | [www.palantetheater.org](http://www.palantetheater.org)

## ARTISTIC DIRECTOR

*full-time, exempt position*

The Afro Caribbean Cultural Center/ Pa'lante Theatre is seeking a dynamic and visionary Artistic Director to serve in beautiful Waterbury, CT. The Artistic Director will oversee the artistic vision and direction of the theatre while working collaboratively with the Executive Director, advisory board and staff.

Pa'lante Theatre is a program of the Afro Caribbean Cultural Center and is a non-profit professional theatre located in Waterbury, Connecticut and throughout the State of Connecticut. Founded in 2017 by Nelson Rafael Feliciano-Roman. The mission of Pa'lante Theater Company is to unapologetically present opportunities to create, produce and perform representations of the arts. Pa'lante through the arts seeks to provide visibility for various marginalized communities (i.e., Afro-Caribbean, Black, Latine, LGTQIA+ and Youth).

The Artistic Director shapes the theatre's work, including mainstage productions, special projects, tours, educational programs, and outreach programs. Primary duties include assessing the theatre's capabilities; selecting the season's productions and programs; employing actors, designers, and technical staff; setting production schedules; and with the Executive Director of the Afro Caribbean Cultural Center, organizing budgets and charting the theatre's financial course. The Artistic Director serves as spokesperson and advocate for the theatre before funders, the media, and the public. The Artistic Director will be a dynamic leader who works for the Executive Director and will collaboratively work to articulate the theatre's vision and direction and fuel the ongoing life of the theatre.

### **Responsibilities:**

#### Artistic

- Plan the season (Mainstage & Second Stage)
- Select & hire all artists
- Establish & maintain artistic standards & quality for productions
- Set artistic goals for the company
- Work as an artist & teacher within the company

#### Strategy & Assessment

- Hold the theatre accountable to its mission & values
- Identify opportunities to advance the theatre's strategic goals
- Facilitate annual strategic planning w/ ACCC Executive Director / Advisory Board & staff
- Establish & assess benchmarks w/ Board & staff
- Develop long-range financial planning & assessment with MD

#### Operations & Oversight

- Hire, supervise, and evaluate senior staff w/ MD
- Maintain internal communications between staff, artists, & contractors
- Works with senior staff to meet budget goals

#### Communications

- Maintain relationships with artists locally, statewide, & nationally
- Represent the theatre to the public & media
- Communicate the theatre's vision to funders & inspire them to give
- Engages with the Perseverance Theatre community

Board of Directors Development & Support

- Reports to Board
- Attend Board meetings & prepares Board-requested information
- Attend committee meetings as requested by the Board
- Support strategic planning at the Board level

**Qualifications:**

Recommended

- Degree in Theater Arts or the equivalent in relevant experience and education
- Excellent communication, community building, analytical, and leadership skills
- A personal practice as an artist, preferably as an actor and/or director

Preferred

- Directing experience
- Knowledge of/experience with IATSE and AEA rules and regulations
- Knowledge of/experience with fundraising, grant writing, and working within a community
- Familiarity with Alaskan theatre community

Pa'lante Theatre is an equal opportunity/affirmative action employer with a strong commitment to diversity and inclusion. We prohibit discrimination on the basis of race, color, religion, sex, age, national origin, sexual orientation, gender identity or expression, disability, veteran status, marital status, or any other legally protected status.

Applications by members of all underrepresented groups are encouraged.

POSITION START DATE: Fall, 2024

SALARY: Mid - upper 50's, commensurate with experience – Full Time, Exempt position with relocation assistance available.

TO APPLY: Please e-mail cover letter, resume, and three references to the Search Committee [info@taino-naiton.org](mailto:info@taino-naiton.org). No phone calls please. Application deadline is August 15, 2024.