



TITLE: Artistic Director	COMPENSATION: \$60,000 Non-Exempt
DEPARTMENT: Production	EFFECTIVE DATE: February 1, 2026 or later
REPORTS TO: General Manager	DIRECT REPORTS: Director of Education and Outreach and Director of Production

NOTE ABOUT THE APPLICATION TIMELINE: The Magik Theatre offices will be closed through January 5, 2026. Interviews will be scheduled starting the week of January 12, 2026.

To apply, please send a resume, portfolio, and cover letter along with three references to employment@magiktheatre.org.

SUMMARY DESCRIPTION:

The **Artistic Director** is the creative leader of Magik Theatre, responsible for shaping, advancing, and sustaining the organization's artistic vision with a clear focus on youth and family audiences. Working in close partnership with the Vice President of Operations and Programs, the Artistic Director ensures that Magik Theatre's artistic programming, education initiatives, and community engagement reflect a cohesive mission-driven voice and a high standard of excellence.

This role balances visionary leadership with operational collaboration, overseeing artistic programming, guiding the Education Department's impact, cultivating creative partnerships, and supporting earned-revenue initiatives such as rentals.

RESPONSIBILITIES

Artistic Vision & Programming

- Maintain and advance the artistic quality, relevance, and innovation of Magik Theatre's productions and programs, with a primary focus on young people.
- Develop and steward a clear artistic vision that reflects Magik Theatre's mission, values, and commitment to artistic excellence and access.
- Curate and oversee season planning, including the selection of plays, commissions, and educational programming.

- Direct or supervise the direction of productions as needed.
- Identify, commission, and collaborate with artists, directors, designers, and playwrights whose work aligns with the theatre's vision and audience focus.
- Serve as a public-facing artistic leader and spokesperson for the organization when appropriate.
- Champion the development of new plays and musicals for young audiences.

Education & Impact Leadership

- Provide strategic leadership for the Education Department, setting goals, overseeing program delivery, and ensuring high-quality educational experiences.
- Collaborate with education leadership to define measurable outcomes, evaluate program effectiveness, and clearly demonstrate artistic and educational impact.
- Ensure that education initiatives support and extend Magik Theatre's artistic mission while meeting community and stakeholder needs.

Programmatic Alignment & Organizational Cohesion

- Foster strong collaboration between artistic programming and education initiatives to ensure consistency in messaging, values, and audience experience across all offerings.
- Work cross-departmentally to create an integrated artistic and educational ecosystem that speaks with one cohesive, mission-driven voice.
- Partner with the VP of Operations and Programs to align artistic goals with organizational capacity, resources, and long-term sustainability.
- Serve as a thought partner to the Managing Director and work closely with senior staff and the ensemble to align artistic and organizational goals.

Rentals & Earned Revenue Support

- Support the strategic use of Magik Theatre's facilities through rentals and external partnerships, ensuring alignment with the organization's mission and brand.
- Collaborate with operations staff to assess and approve rental activities, balancing artistic priorities, community benefit, and earned revenue opportunities.

Community & Creative Relationships

- Build and sustain strong relationships with local, regional, and national artists, educators, cultural organizations, and community partners.
- Actively engage with the community to expand Magik Theatre's reach, relevance, and visibility.
- Cultivate partnerships that enhance artistic programming, education initiatives, and audience development.
- Support fundraising and marketing efforts through donor cultivation, grant narratives, and public speaking.

EDUCATION & QUALIFICATIONS:

- Bachelor's degree in theatre or equivalent professional experience
- Experience directing and/or performing in theatrical productions, particularly in TYA style and storytelling
- Demonstrated leadership and management experience
- Basic understanding of backstage and production operations (props, costumes, stage management, or technical theatre)
- Ability to adapt and problem-solve in fast-paced environments
- Strong interpersonal and communication skills
- Team-oriented, dependable, and able to work independently when required
- Availability for flexible hours, including evenings, weekends, and occasional touring

PHYSICAL & MENTAL REQUIREMENTS:

- Ability to lift up to 25 pounds
- Ability to sit for extended periods of time
- Ability to stand for extended periods of time
- Ability to use fine motor skills to operate equipment and/or machinery
- Ability to receive and comprehend instructions verbally and/or in writing
- Ability to use logical reasoning for simple and complex problem-solving

Benefits include health insurance, dental and vision insurance, life insurance, paid holidays, vacation and sick leave, short and long-term disability, and a simple IRA savings plan with employer matching contributions.