



THE INDUSTRY

ARTISTIC DIRECTOR & ARTISTIC DIRECTOR COLLECTIVE JOB DESCRIPTION

ABOUT

Founded in 2010 by director Yuval Sharon, The Industry creates innovative productions that expand the traditional definition of opera. By merging media and through interdisciplinary collaborations, we produce works that inspire new audiences for the art form. In our landmark 10th year, we seek to evolve our leadership model and invite additional Artistic Directors to join our founding Artistic Director, forming an Artistic Director Collective. The Industry is committed to equity, diversity, inclusion, and access. This new leadership model will bolster our ongoing work to build a more equitable organization and community.

ARTISTIC DIRECTOR POSITION & THE ARTISTIC DIRECTOR COLLECTIVE

The Artistic Director Collective (ADC) is responsible for the overall artistic vision of the organization. The ADC together selects, develops, and supervises artistic programs (online and in-person: productions, workshops, salons, fundraising events) and day-to-day artistic activities. In addition to planning and implementing a long-term vision for the company, the ADC makes choices that impact the overall aesthetic and quality of programs, documentation, brand, identity, and marketing materials.

The ADC works closely with the entire team to plan and realize productions. Administrative duties include working with the Executive Director (ED) and staff (Production Director, Development Assistants, and Communications Manager) on fundraising, marketing, and publicity. We keep a small core staff in order to let the specificity of each production determine creative, production, and administrative hires.

We will add two additional Artistic Directors (ADs) to the ADC. The first ADC term will be three to four years, with the option to renew. Each AD will develop their own programming, and there is flexibility for how this may work by alternating calendar years. We expect ADs to create at least one project during their term. This will be a collaborative environment where all three voices are equal. The ADs will speak individually and as a group. Our goal is to offer one large-scale production and up to three smaller events each year.

THE POSITION

The Industry seeks bold leaders to chart the future for innovation and experimentation in the performing arts. The ideal candidate is interested in developing original forms of artistic and production strategies, civic engagement, dialogue, and institution building.



Each Artistic Director will

- Affirm and advance The Industry's institutional identity as innovative and boundary-breaking; enhance overall visibility regionally, nationally, and internationally;
- Work collaboratively with the ADs and ED to plan the programming. Plans include flexibility to adapt to changing budgetary and public health requirements.
- Partner with the ED and Board of Directors to develop a bold vision for outside collaborations, partnerships, and co-productions.
- Continue to define The Industry's audiences clearly and expansively; expand the rules of engagement for artists and audience in response to dramatic shifts in technology, artistic practice, and innovation;
- Work collaboratively with the ED and Production Director (PD) to finalize all programming, including artist and design team members and any additional artistic elements in conjunction with the programs (photos, graphic design elements, etc.).
- Serve on the artistic team when appropriate (i.e., Director, Composer, Conductor, Performer, etc.).
- Work with the ED and PD to create production budgets for Board approval.
- Participate in the fundraising process and goals, including working with ED to identify potential donors and board members, and steward existing donors.
- Attend various fundraising events and donor meetings and assist with artistic elements involved in such events, as necessary.
- Provide text about the programming to be used for marketing, PR, and fundraising materials.
- Provide written and oral updates on programming and outcomes of the previous programming to the Board of Directors.
- Attend (in person or via video link) all meetings of the Board of Directors, including executive committee meetings.
- Participate in annual and multi-year strategic planning efforts.
- Act as a representative of The Industry in local, state, national, and international arenas. Create and maintain relationships within the Los Angeles Community, including arts leaders and civic leaders with the ED.

Qualities and Characteristics

The Industry seeks candidates who have a unique perspective, and interdisciplinary and collaborative performance practice(s). At the core of their work must be experimentation and risk taking. The ideal candidates will be comfortable working collaboratively and transparently in an environment where Artistic Directors, ED, staff, and the Board of Directors are involved in the



decision-making process. The new ADs will appreciate the iterative, responsive, and experimental nature of this organization.

The next ADs will have or be

- Genuinely enthusiastic about and committed to the mission and legacy of The Industry;
- Artistic excellence (with supporting documentation) in creating and producing interdisciplinary performance, and the networks to support both;
- An innovator, with a vision for the future of the performing arts and how to realize it;
- An entrepreneurial spirit with a track record of coalescing others around artistic endeavors;
- Experience working as part of a team and possessing the emotional intelligence to make the teamwork stronger together;
- The ability to inspire trust, communicate effectively, and build relationships and consensus with artistic, administrative, leadership, audience, and funder constituencies;
- A commitment to and appreciation for the importance of equity, diversity, inclusion, and access in every aspect of the organization and artistic work;
- Accessible, outgoing, hardworking, and enjoys the social demands of an externally oriented role;
- Strong organizational skills; effective under pressure; the ability to manage competing demands and remain focused while multitasking;
- Flexibility, responsiveness, and adaptability in artistic and administrative work;
- Process oriented with the ability to think through an entire process from ideation to implementation and execution;
- Confidence and the ability to take initiative; good judgment and integrity; compassionate yet decisive;
- Discretion and the ability to handle confidential and sensitive matters appropriately.

Employment Terms

This Artistic Director Collective model explores collaborative methodology in leadership. It is experimental and responsive. Therefore, some employment terms, including time commitment, are intentionally left open to accommodate how the individuals and group want to work together.

We estimate the time commitment to be about 4 months in total (not necessarily contiguous), and more when each AD is in production on their projects. However, we expect all three ADs to be engaged and contribute throughout the year for the full term (three to four years).

This is not an exclusive contract and does not require a full-time commitment when not in production. We expect and intend to accommodate each of the ADs' other artistic engagements throughout the term.



The position does not require year-round residence in Los Angeles, and ADs can work remotely. The Industry may provide temporary and consistent living accommodations for ADs in LA for those living elsewhere. We will also provide office space where staff and production teams can work together.

This position is salaried, part-time with flexible hours and benefits. The Industry will pay each AD the exact same yearly salary. For the first year, each of the ADs salary is set at \$45,000, to increase each over the term. Each AD will receive an additional “creative team” stipend for their projects.

For nominations please write to jobs@theindustryla.org with the subject line Artistic Director Nomination. Please include the name of the nominee and your contact information. Nominations are due by December 1, 2020.

The Industry is an Equal Opportunity Employer (EOE). We provide equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. In addition to federal law requirements, The Industry complies with applicable state and local laws governing nondiscrimination in employment.