

## **Artistic Director Colorado Conservatory of Dance**

### **Organizational Profile**

Celebrating its 30th year anniversary, the mission of Colorado Conservatory of Dance is to unleash individual potential and invigorate community through dance. With direction, purpose, and intent, the Colorado Conservatory of Dance creates a healthy and generous environment where students, parents, and community members are nurtured and encouraged to develop their most creative and fulfilled selves. We responsibly pursue our mission with high standards and high expectations. We value mentorship and partnership, and we believe that dance should be available and accessible to all.

CCD is a 501(c)(3) nonprofit organization. EIN: 46-2961115. Visit [ccdance.org](http://ccdance.org) to learn more.

### **Position Overview**

The Artistic Director serves as the artistic visionary and pedagogical leader at Colorado Conservatory of Dance ("CCD"), and is responsible for implementing the organization's mission, vision, and values across all training, production, and performance programs. With a driving passion for the lifelong benefits of dance education, the Artistic Director oversees the quality of instruction, syllabus, curriculum, and artistic integrity of all youth and adult student divisions within CCD.

In coordination with the Artistic Advisory Council, the Artistic Director is an advocate and mentor for students who desire a professional career as well as those pursuing dance recreationally. The ideal candidate is an educational leader with vast experience and specialization in classical ballet and is highly motivated to implement innovative teaching methodologies centered on student success and development of overall wellness.

The Artistic Director is responsible for the recruitment, assessment, mentorship and development of all CCD faculty. The Artistic Director is an inspirational and visionary leader, has a curious outlook and awareness of both trends and conversations within the art of dance, and enhances student training with exposure to multiple dance forms.

The Artistic Director is an important voice in the development of CCD strategic planning. Working with the Executive Director, Artistic Advisory Council, Director of Community Education, and key staff, the Artistic Director supports the implementation of strategic programs, production, and community education. The Artistic Director is empathetic and at the forefront of advancing the values of diversity, equity, inclusion, and accessibility in all artistic decisions.

### **Essential Artistic and Administrative Duties and Responsibilities:**

- Works closely with the Executive Director to ensure dance education and performance programs are tied to CCD's strategic plan.
- Provides leadership to the Artistic Advisory Council, faculty, and staff.
- Recruits, assesses, hires, and supervises all faculty.
- Expands and improves upon syllabus, curriculum, and schedules for all programs, including summer programming.
- Applies strong experience in staging and choreography in rehearsals and productions.

- Develops schedules for all performances and is involved in the creation, selection, staging, casting, and production of annual repertoire, including *The Nutcracker*, adult production of *DanceFound*, and the end-of-year student performance.
- Determines level placement of students and casting for performances, using faculty input.
- In coordination with the Executive Director, and observing budget allowances, secures all guest artists, lecturers, and procurement of rights for choreographic commissions.
- Reviews proposed budgets and scholarship awards.
- Assists in content creation for the promotion and marketing of all dance programming.
- Supports all fundraising activities and helps to develop donor relations.

#### **Teaching Duties:**

- Maintains a ballet teaching presence in all levels of student training.
- Plans, implements, and oversees class structure to ensure a cohesively taught curriculum and syllabus for all levels of instruction.
- Affinity for the integration of a wide variety of dance disciplines, including but not limited to contemporary techniques, modern, jazz, multicultural, street dance, and choreography.
- Ensures high dependability, punctuality, and preparedness within all areas of work.
- Sets student learning objectives, benchmarks, evaluation, and placement criteria, including design and management of student progress reports.
- Demonstrates commitment to DEIA standard and practices and works sensitively and effectively to provide a safe space for expression for all participants.
- Establishes engagement expectations of students and faculty, enforcing disciplinary action that ensures the safety, integrity, and wellness of all parties.
- Cultivates relationships with professional dance companies, universities, and other dance institutions around the country.
- Develops ongoing student recruitment strategy and assists with student placement in university programs or professional dance companies.
- Counsels parents and students regarding student progress, placement, and career goals as needed.
- Performs other relevant responsibilities as determined.

#### **Responsibilities with Executive Director and Board of Directors:**

The Artistic Director reports to the Executive Director and provides monthly artistic and programming reports to the Board of Directors.

- Contributes to the creation of and implements strategic plan objectives.
- Maintains DEIA standards and practices.
- Affinity for growth, enrollment, and revenue benchmarks, and for overall fiscal health.
- Advances local and national identity and reputation of CCD.

#### **Community Education Support:**

The Artistic Director supports the efforts of the Director of Community Education, who establishes partnerships and programs that inspire, expand community engagement, and create accessibility to dance.

- Works collaboratively with other arts organizations in the Denver Metro area.
- Has a strong grasp of what constitutes appropriate and inclusive language when working with a diverse faculty and student communities.
- Supports marketing to grow and diversify audiences from communities of color and individuals who may not have access to dance education or attend performing arts productions and events.

**Required Skills and Qualifications:**

- Excellent time management and organizational skills.
- Excellent written and verbal communication skills and follow up.
- Stewards two-way communication between students, parents, faculty, and staff with a high level of integrity.
- Flexible attitude and approach toward work assignments, which may include weekday, evening, and/or weekend hours for teaching and production.
- Able to work under pressure.
- Excellent interpersonal skills.
- Minimum 10 years of professional experience teaching dance.
- Deep knowledge of theatrical technical, design, and production.

**Desired Education and/or Experience:**

- Bachelor's/Master's degree or related professional career and life experience are valued.
- Experience directing a dance school and providing leadership to faculty, staff, and students.
- Experience in the integration of multicultural and other dance forms.
- Experience and vision for training pre-collegiate students (ages 3 -18) and/or guiding pre-professional students (ages 14-18) and their families through the journey of dance education.

**Computer Skills:** Proficiency with Google Workspace, MS Office 365.

**Physical demands:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential function of this job. Reasonable accommodations will be made to enable individuals with disabilities to perform the essential functions.

Position requires seated work, computer work, and contact with customers by phone, email and in person. Position also requires ability to coordinate activities associated with recitals and performances, including fitting costumes, purchasing materials off site, and moving between locations and backstage. Position may have exposure to low light areas.

**Compensation and Benefits**

Salary \$60,000 - \$85,000, commensurate with qualifications, experience and competencies. Benefits include medical insurance. Time-off includes accrued vacation and sick leave.

To apply, please submit your resume, a cover letter, and additional supporting materials, such as a choreography reel, to highlight your qualifications and artistic achievements by July 31, 2023 to [careers@ccdance.org](mailto:careers@ccdance.org)