



Artistic Director

Pay Range:

\$45,000 - \$55,000

Position:

Salaried, exempt

Job Description:

The Artistic Director for CCB provides the creative and artistic leadership for CCB Company in accord with the direction, philosophy, mission and vision of CCB. This is a salaried position and reports to the CCB Board of Directors (BOD). The position is full-time, salaried, exempt, averaging 40 hours/week for an annual salary of \$45,000 - \$55,000, and is expected to work nights and weekends as needed for organization events.

About Canyon Concert Ballet and Company of Dancers:

Canyon Concert Ballet's mission as a nonprofit educational organization is to expand, nourish, and enrich the artistic opportunities in classical dance through training, performance, and community outreach in service to the Northern Colorado region. CCB is Northern Colorado's premier ballet Company and dance studio. We provide both outstanding dance education and exceptional performance opportunities.

Founded in 1979, CCB's Company has over 40 years of performance history in Northern Colorado. The Company produces at least three full-length ballet and contemporary ballet performances each year. These include *The Nutcracker*, accompanied by the Fort Collins Symphony Orchestra; a Spring production, and one or more intimate contemporary concerts at smaller venues each year, including the fall production Ballet & Beer.

The Company sees itself as semi-professional in that, while unpaid at this time, eligible dancers are afforded the opportunity to perform in professional quality, full-length ballets and contemporary productions. The Company provides these opportunities to both dancers who love to dance but have chosen different career paths and those who seek a stepping stone to full-time employment in a professional company. The Company endeavors to work with its dancers to provide the most fruitful and equitable relationship possible.

Required Qualifications

- Professional experience in production planning/direction, artistic leadership, and ballet and contemporary choreography.
- Exceptional ballet teaching skills, including ability to teach pointe, variations, and pas de deux

- Familiarity with setting classical choreography and ability to navigate intellectual property constraints
- Ability to teach and work with a wide range of dancers in both age and ability
- Have experience working collaboratively with many different business partners, staff levels, and the community
- Bachelor of Arts or equivalent experience
- Minimum of three years of relevant work experience

Preferred Qualifications

- Experience with the Vaganova method
- Ability to teach genres other than classical ballet
- Experience working for a nonprofit organization
- Masters of Fine Arts or equivalent experience
- Five years or more of relevant work experience

Role Responsibilities

Artistic Leadership

- Imagines and executes the artistic vision of CCB through its Company and productions by utilizing creative and financial resources
- Creates yearly performance season traditionally consisting of the spring show, fall show, Nutcracker, and other lesser promotional performances from time-to-time as may be agreed, coordinating with Executive Director (ED) for budget and CCB BOD for final approval
- Designs new, original choreography or creatively refurbishes existing CCB choreography as needed to conform to season selections
- Seeks opportunities to enhance CCB's Company repertoire to include both classical works and innovative new choreography
- Identifies and recruits guest choreographers and guest artists as needed and within approved budget and coordinates contracting with ED
- Coordinates with ED to prepare and complete Company dancer contracts.
- Represents CCB by attending fundraising activities, performs occasional speaking duties, and other functions as needed
- Takes interest in and care for the Company, including soliciting dancer feedback, holding quarterly meetings with Company members, boosting Company morale through planning of social events such as potlucks and cast parties

Productions

- Designs the overall look and artistic feel of each production
- Coordinates with ED to create the look and artistic feel of performance marketing and programming
- Conducts and oversees auditions, working with Ballet Program Coordinator and Assistant to the Artistic Director to cast
- Conducts and oversees and rehearsals, coordinating with rehearsal assistants
- Ensures that rehearsal schedules are reasonable, consistent, and are distributed in a timely manner
- Recruits rehearsal assistants as needed, and contracts them through ED

- Hires, oversees, and coordinates with all technical staff (contracting them through ED) and costuming staff/volunteers to communicate vision and respective needs for each production
- Works with production team and Assistant to the AD to utilize all props, sets, and costumes already owned by CCB as effectively as possible
- Works within current production schedule (Ballet and Beer, The Nutcracker, and A Story Ballet) and works within current Company structure for a minimum of one year before making substantive changes. All changes must be approved by the BOD.
- Conceives of and coordinates in conjunction with the ED yearly photoshoots for promotional purposes

Dancer Recruitment /Training/Evaluation

- Identifies and recruits prospective Company dancers. Coordinates recruiting materials with ED and School Director (SD)
- Coordinates with SD, Ballet Coordinator and ED to recruit and retain ballet students in Levels 5-8
- Collaborates with SD and Ballet Coordinator to evaluate and make improvements to curriculum
- Participates in evaluating and hiring instructors
- Coordinates with SD, Ballet Coordinator, and ED to create summer intensive workshop, other workshops and master classes, and the development of any other artistic programs that may benefit the Company
- Participates in yearly student evaluation process
- Teaches a minimum of two Company classes per week so as to help foster Company dancer development in accord with AD's artistic vision, but hourly compensation for teaching is separate from the AD salary. The AD will only be paid for classes actually taught, not those that were missed due to fulfillment of AD's primary duties
- Assigns instructors for all other Company classes and communicates this staffing to SD

Administrative Management

- Prepares and submits for BOD approval an annual schedule of all activities including auditions, productions, outreach performances, and competition participation. This plan must also be coordinated with the SD and ED to avoid scheduling conflicts with overall Company and school activities
- Regularly checks CCB master calendar to be sure all deadlines for which AD is responsible are met
- Coordinating with ED, prepares annual budget for all productions as well as budgets for each seasonal production. Monitors budgets closely and stays within the confines of same
- Is familiar with, promotes, and adheres to CCB policies
- Maintains the highest standards of professionalism as the artistic face of CCB in all public, teacher, student, and staff contacts
- Prepares monthly written reports to the BOD and attends monthly meetings, keeping ED, SD, and BOD informed of all performance planning, recommended changes to programs, and challenges faced by AD or by CCB in a timely manner