

GENOVESE VANDERHOOF & ASSOCIATES

EMPLOYMENT OPPORTUNITY THE ROYAL AND McPHERSON THEATRES SOCIETY Victoria, BC

EXECUTIVE DIRECTOR

The Position:

The Royal and McPherson Theatres Society (RMTS) seeks an Executive Director to succeed current Executive Director Lloyd Fitzsimonds who retires in December of 2019.

The mission of RMTS is to enrich the quality of life in the region, through a sustainable and relevant performing arts centre and to be the integral hub for performing arts of the region, recognized for diverse and valued performances, professional standards, and historic spaces. In the past the RMTS has focused essentially on the preservation of its two historic assets and is primarily a rental-only facility. The RMTS provides a full complement of support services to its presenter-clients.

The Royal and McPherson Theatres Society is the steward of two landmark theatres in Greater Victoria and promotes the growth and development of the arts. The Society manages on behalf of the buildings' owners and provides up-to-date facilities and services; encourages community arts, promotes quality programming; and maximizes the use of the facilities.

Reporting to the Board of Directors of the Society, the Executive Director is responsible for all aspects of the Society's mandate.

The new Executive Director must be a performing arts venue professional. The RMTS's annual operating budget is approximately \$4.5 million, with a staff complement of 20 full-time and approximately 75 part-time front of house staff. Stage crew are provided by the IATSE 168 hiring hall.

Background:

The RMTS manages two key historic assets in Victoria which together form the region's performing arts centre; it was created in 1998 as a not for profit charitable organization. The Royal Theatre (1,416 seats) is owned by the Capital Regional District (CRD) and receives funding from the municipalities of Saanich, Victoria, and Oak Bay. The McPherson Playhouse (774 seats) is owned by the City of Victoria and receives funding from that City. Both facilities are made available by the RMTS for artistic, community, and corporate uses. The RMTS does not engage in any significant presentation activity of its own at this time.

Over the past eighteen years, the RMTS has operated one of the most active and successful government-owned performing arts centres in Canada. It has consistently provided excellent professional facility licensing, box office, and advisory services to performing arts organizations throughout the Greater Victoria Area and across North America.

Reliable operating support from the building owners (the City of Victoria and the CRD) has been instrumental to its success, although rates of support have been frozen since 1998. The operating subsidies now represent 4% of the RMTS's expense budget, one of the smallest subsidies of any government-owned theatre centres in Canada. Despite this, the RMTS has been managed in a fiscally conservative manner and has achieved modest surpluses while steadily undertaking capital improvements.

The RMTS Board of Directors is made up of one municipal Councilor from each of the municipalities of Saanich, Victoria, and Oak Bay, plus five directors appointed by the Capital Regional District (CRD) Board of Directors, and up to seven elected Directors. The Board endeavours to provide support and strategic advice, as well as governance and oversight, to the management team.

The RMTS is home many key user groups including Pacific Opera Victoria, the Victoria Symphony, Ballet Victoria, Victoria Operatic Society, Kaleidoscope Theatre, Dance Victoria, Victoria Jazz Festival, National Geographic Live, and the Naden Band of the Royal Canadian Navy. Commercial presenters include Victoria Broadway Series, Live Nation, AEG, Atomique Productions and a wide array of touring shows.

The RMTS is committed to engaging the community in the arts, and is dedicated to providing extraordinary experiences for everyone who shares in this remarkable community asset. The RMTS staff team are highly experienced and have many years of service. Every member of the RMTS team strives to maintain the highest standards of quality and customer service in every interaction, performing in an environment of proactive team effort, outstanding customer service, active brand advancement, and passion for mission fulfillment.

Required Professional Skills and Abilities:

We seek an individual with 7 to 10 years of experience in cultural management (with at least 4 years of senior management) in a performing arts facility or major performing arts organization; a Bachelor's or Master's degree; a background in government relations, union negotiations, advocacy, corporate sponsorship, and the building of community partnerships; knowledge of a sophisticated ticketing system (Tessitura), grantsmanship, and event coordination.

The senior staff includes the Finance Manager, the Manager of External Affairs, the Manager of Client Services, the Technical Director, the Front of House Manager, and the Box Office Manager.

The position requires strong interpersonal, managerial, analytical, and organizational skills.

To be successful in this role one must be highly self-motivated with a strong knowledge of production and technical areas and also highly collaborative. Experience with historic theatres would be an asset.

Application Process:

Salary is commensurate with experience and qualifications. Excellent benefits package.

Deadline for applications: Friday, August 2, 2019. Interested candidates are invited to submit a resume with a list of references, and salary expectations to:

Margaret Genovese
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Preference given to qualified Canadian applicants.

For additional information: www.rmts.bc.ca, www.genovesevanderhoof.com.