

**THE IMPROV CENTRE IS HIRING!
ARTISTIC DIRECTOR AND/OR ARTISTIC DIRECTION TEAM**

Improv Centre (TIC) is accepting proposals from enthusiastic and energetic individuals for the role of Artistic Director or Artistic Direction Team (more than one individual working together). With General Auditions set to take place this summer, it is a time of renewal for the organization, and we are look forward to receiving proposals from individuals eager to infuse their creative vision and continue to evolve our organization.

Reporting to the Managing Director (MD), the Artistic Director or Artistic Direction Team (AD) leads the organization in all matters that support and sustain TIC's artistic and programming goals. The Improv Centre's AD is responsible for shaping, communicating, and implementing the artistic vision of TIC; overseeing the continued development of TIC's ensemble; overseeing TIC's diversity, equity and inclusivity objectives; and making major decisions regarding the hiring and ongoing professional development of artistic staff.

ABOUT THE IMPROV CENTRE

The Vancouver Improv Centre Society (The Improv Centre) is one of Vancouver's leading and best-known improv theatre companies. The Improv Centre (TIC) was originally established as The Vancouver TheatreSports League in 1981. TIC's purpose is to promote, develop, maintain, and present improvisational theatre productions and presentations to local and visiting audiences in Vancouver. We are a proud member of the International Theatresports™ Institute (iTi). Our administrative office and 186-seat theatre are located on Granville Island.

OUR STYLE

The Improv Centre is devoted to excellence in the development and presentation of both short-form and long-form improv comedy theatre. Our style is shaped by committed, character-driven, theatrical storytelling. We showcase the vibrant and exciting team-on-team format of Theatresports™ to thousands of guests every year, and we also develop and present unique, engaging and hilarious show formats for year-round programming.

ARTISTIC LEADERSHIP, ENSEMBLE FORMING, & PROGRAMMING

- **ARTISTIC LEADERSHIP**
 - Develop and communicate a clear artistic statement / vision;
 - Develop and implement a strategic plan (together with the MD);
 - Artistically lead the organization through our core values (integrity; diversity, equity & inclusivity, safety, and community focus);
 - Commit to help cultivate an anti-racist, gender progressive, culturally aware, anti-discrimination, inclusive organizational culture, and environment;
 - Foster strategic relationships with other artistic entities in the greater community and internationally;
 - Manage and address challenges proactively in the internal and external environment to protect the organization's interests.

- **ENSEMBLE FORMING & GROWTH**
 - Design and implement ensemble formation processes (e.g., auditions, scouting, etc.) and develop casting values;
 - Plan, deliver and/or coordinate ensemble rehearsals and professional development workshops;
 - Provide performer feedback and cast notes as guided by artistic values and vision;
 - Create avenues for artistic and professional development of performers and directors.

- **PROGRAMMING**

- Develop and communicate annual artistic programming that aligns with TIC's values in support of artistic excellence;
- Encourage the development of new shows and formats;
- Manage show lifecycle process (e.g. creation, revision, rehearsal, pre-production, post-show evaluation).

ESSENTIAL QUALIFICATIONS:

- 5+ years of professional improv experience (fluent in short form, long form, and iTi formats);
- 5+ years of experience in teaching and/or directing and/or producing improv and/or theatre;
- 2+ years of experience in a leadership position.

ESSENTIAL SKILLS:

- Strong aptitude for verbal and written communication, as well as relationship development;
- Attention to detail and strong organizational skills;
- Strong entrepreneurial spirit;
- Working collaboratively and independently;
- Ability to problem solve under pressure and adapt to changing circumstances;
- A passion for the arts and the non-profit sector;
- Knowledge of best practices in management and governance.

HOURS: Approximately 30-40 billable hours per week. However, we will happily consider different working arrangements requested by shortlisted candidates depending on individual circumstances.

REMUNERATION: \$32-35/hr based on experiences. We have recently introduced a health benefits plan through RBC Insurance, which is 50/50 co-pay.

DURATION: This is a two-year contract, with the opportunity of extension based on mutual interest and successful 360 review.

LOCATION: Administration office, theatre, and some remote access. Our theatre is located at 1502 Duranleau Street and our admin office is located at 1575 Johnston Street on Granville Island.

PROCESS & TIMELINE: Please email your resume, as well as a leadership statement in lieu of a cover letter (maximum one-page summary of your leadership approach and/or philosophy) and three (3) references to hr@theimprovcentre.ca with "Artistic Director" in the subject line by **noon on Tuesday, April 30th, 2024**. This is a rolling application process; submissions will be evaluated as they are received.

The Improv Centre is committed to building a skilled, diverse workforce reflective of Canadian society. We hope to receive applications from candidates with a broad range of backgrounds including, but not limited to race, ethnicity, indigeneity, disability, gender, gender identification and sexual orientation. We are very interested in increasing diversity within our staff. A plurality of lived experiences and perspectives is important to us.

We thank all candidates for applying; however, we only have the capacity to contact those selected for an interview.

With gratitude we acknowledge we are on the traditional, unceded, ancestral territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səliłwataʔ (Tsleil-Waututh) First Nations.

Thank you!