



2b theatre company  
**Executive Director**  
OPPORTUNITY BRIEF

# STATEMENT OF INTENTION

**We are in a moment of change and great potential. Organizationally, we are embracing the values of care and integrity that have allowed us to flourish, and looking to evolve the practices and structures that are holding us back. 2b is committed to divesting from white supremacy culture. We are working to create an environment that is inclusive and reflects 2b's commitment to equity and diversity.**

**This will be a designated position. We will only accept applications from qualified individuals who identify as Black, Indigenous, or a Person of Colour. Priority will be given to members of the African Nova Scotian and Mi'kmaq communities.**

## Organizational Profile

### Company History

2b turns 20 years old this season. Built from a fledgling student start up, the company has gone on to stage 24 original productions, including 21 world premieres. Our work has been presented in 61 cities, 13 countries, and five continents. Along the way it has won awards, earned five-star reviews, and appeared in "best shows of the year" lists in major newspapers as far afield as Germany, Australia, and Edinburgh. 2b has won two Herald Angel Awards, an Edinburgh Fringe First, and has been nominated for six Drama Desk Awards. 2b's shows have been finalists for the Nova Scotia Masterworks Award three times and in 2018, *Old Stock: A Refugee Love Story* became the first theatrical production to win the award.

Over the last three years, 2b has seen remarkable growth in audience numbers, creation and performance activity, partnerships, and geographic reach. In this period, budgets have grown nearly three-fold. Nonetheless, 2b retains the elements that made us who we are: innovation, dynamism, flexibility, and responsiveness, all in the service of making intelligent, moving, and unforgettable new theatre experiences that move audiences, both at home and around the world.

In 16/17, 2b's rolling three-year average revenues were \$430,322. In 19/20, they were \$1,224,802.

## Vision

2b theatre company is a driving artistic voice, bringing innovative works of great ambition, rigour, care, and impact to the world stage.

## Mission

2b theatre company strives to stimulate the mind and awaken the spirit by producing theatre that is innovative and challenging. We create, produce, present, and tour original work nationally and internationally. Our work is part of the evolution of contemporary theatre aesthetics. We are also an incubator, central to a thriving national theatre community, that offers a range of creation, performance, and production opportunities for arts professionals from our region and beyond.



## Desired Impacts

**On our audience:** that the subtle change that happens in a person's body when they are moved by a piece of art stays with audiences after they leave the theatre. We want a world of kinder parents, more engaged voters, lustier laughers, more honest politicians, more compassionate strangers, inspired justice seekers, and better lovers.

**On our staff and collaborators:** that they find 2b's projects artistically satisfying to work on, that they grow artistically and professionally, that they feel well cared for, and that they want to work with 2b again. That their work has a long, healthy life and reaches audiences all over the world.

**On our peers:** that our work inspires artists with different perspectives to make dynamic and rigorous art.

**On our city and province:** that we contribute to Nova Scotia's cultural scene in a significant way and are a reason people want to move here, live here, and stay here.

**On the planet:** we recognize that almost all human activity has an ecological impact. We value continued assessment and action to minimize and offset that impact.



## This Moment, This Position

The incoming Executive Director will be a vital team member and will play a key role in this journey. You will participate fully in redesigning organizational structures and the processes that underlie the operations of the company. You will be part of building something that contributes to our community becoming more compassionate, equitable, and just.

We are looking for someone who will exhibit trust, integrity, and transparency and will lead with passion and a vision that inspires others. The Executive Director will value frequent interaction and collaboration with the internal team and external community and will have an innate ability to build rapport with a wide range of stakeholders. You possess the adaptability to various situations and are comfortable with change.

On programming and artistic intentions: Theatre provides a space where we can model our best selves in pursuit of deeper compassion for all people. We believe that a multitude of fully embodied diverse voices involved in the process of creating the work makes for richer, better art; more perspectives lead to more complexity, texture, and nuance. 2b is committed to developing and programming works from a diverse range of vital voices.

## Position Responsibilities

The job responsibilities for this role shift significantly in a pandemic vs non-pandemic context. We are seeking a candidate with a majority of the key skill sets and the flexibility to adapt to changing circumstances. 2b is committed to supporting the successful candidate with professional development in relevant areas. This role reports to the Board of Directors and works in partnership with the Artistic Director

### **The successful candidate will lead, supported by the Artistic Director and staff:**

- Operations Management, ensuring the efficient administration of day-to-day activities, delegating duties as required
- Support to the Board of Directors in their Governing and Advocacy functions, including strategic planning and policy development
- Human Resource Management for staff and artistic collaborators, including contract negotiations, professional development planning and implementation, and relationship building
- Revenue Generation through diversified earned, private, and public funding streams (taking leadership on operating and project grants and collaborating with the Fundraising Coordinator on private revenue generation)
- Marketing and Communications Management
- Financial Management and Analysis to ensure organizational health.



**The successful candidate will collaborate with the Artistic Director in:**

- The consideration of programming decisions
- The development and implementation of outreach and community engagement activity
- The management of production, touring, and artistic development activity (with support from the Director of Production)

**Candidate Profile & Skills:**

collaborative, generous, friendly, kind, organized, empathetic, balanced, efficient, poised, playful and outspoken

- The capacity to lead with vision, care, and integrity
- Financial acumen
- Collaborative spirit
- Passion for storytelling, theatre, and community
- Knowledge of non-profit organizations
- Strong communication skills (writing, speaking, and listening)
- Critical and strategic thinking skills
- Well-developed interpersonal skills (with staff, artists, board, funders, audience, and partners)



**APPLICATION DETAILS**

**Please merge your cover letter and resume into one PDF Send to: [applications@p4g.ca](mailto:applications@p4g.ca)**

**Use the subject header: Executive Director 2b theatre**

**Applications will be accepted until the position is filled.**

**Please be sure to include a cover letter that speaks to your experience, but we also want to get a glimpse of your personality.**

**Don't be generic, be yourself**

Your cover letter should be no longer than two pages and should:

- Detail your approach to leadership
- Outline your key skills
- Explain why you are excited by this opportunity

Finalists will be expected to provide contact information for three professional references. We would like to begin the transition as soon as the candidate is able. A phased approach will be considered in response to the successful candidate's desires and needs.