



TOM O'CONNOR
CONSULTING GROUP

Ogunquit Playhouse
Managing Director

Position Profile

July 2022

Managing Director Position Profile

OGUNQUIT PLAYHOUSE

About the Opportunity

The Ogunquit Playhouse seeks its next Managing Director to work alongside Executive Artistic Director Bradford Kenney, leading this storied theater into its next era of growth and excellence. The Playhouse has been on an extraordinary trajectory of transformation from one of America's most respected summer companies to increasing recognition as a leading regional theatre, an important home for developing major new musicals, and a partner to producers from New York and London. Over the past 17 years under Kenney's leadership, it has grown from a \$1 million to a \$12.5 million operation. After the pause of the pandemic closures and a joyous return to the theatre this summer, the Playhouse is poised to resume its ambitious vision for the next five years as articulated in a recent planning cycle with its board and staff and as it lays the groundwork for a robust capital campaign.

Situated on the stunning coast of southern Maine, the Playhouse is a major force in the heart of Ogunquit, a town with a rich cultural life and a progressive mindset. The Playhouse building itself is a significant historic treasure in the community, and the next Managing Director will play an important role in not only the continuing restoration and updating of the theater, but also in plans to develop the theatre's campus to better serve its growing programs and audience. Simultaneously, the Playhouse is already at work developing new strategies to grow brand awareness and annual revenue, both earned and contributed. Key to this growth and success will be supporting the Ogunquit Playhouse's committed Board of Directors in their own expansion and deepening of engagement with the company's goals and needs. The Managing Director will be energized by the opportunity to cultivate authentic community relationships and seek local leadership opportunities that will support this vision and demonstrate the Playhouse's commitment to its not-for-profit mission.

The ideal candidate for Managing Director will bring expertise in the non-profit theatre field (including its relationship to creative development in the commercial sphere), with a love for the work on stage and a commitment to generating the resources, empowering the staff, and engaging the audiences at levels necessary to ensure that art can thrive. The Managing Director will need to have the skills to navigate the complexities of co-leading an organization that is undertaking long-term capital projects while at the same time conducting the complex daily operations of a regional theatre, and while prioritizing the needs and goals of the people who make the Playhouse hum—the staff, the artists, the volunteers, and the audience.

About the Ogunquit Playhouse

Mission

Building upon a legacy of leadership in American theatre, the Ogunquit Playhouse produces world-class performances, educates people of all ages, cultivates new works for the stage, and preserves an iconic and historic playhouse for future generations.

Institutional Beliefs and Core Values

At the Ogunquit Playhouse, we believe art is an essential aspect of life. We believe theatre is a transformative experience that inspires both artists and patrons and enriches their lives.

We further believe that the Ogunquit Playhouse is a unique and impactful organization in both the history and the future of American theater. In carrying out our mission, the staff, volunteers, and board of the Ogunquit Playhouse are guided by the following core values:

- Quality
- Innovation
- Personal and artistic integrity
- Inclusiveness
- Collaboration

History

Ogunquit Playhouse has a 90-year legacy of producing world-class theatre from the ground up, collaborating with creative teams from New York, Los Angeles, and London, and featuring the best and brightest talent from Broadway, film, and television.

It all started on a warm summer evening in 1933, from a renovated garage in Ogunquit's town square, as Ogunquit Playhouse opened its doors for the first time. Over the years, this little theater company built a state of the art facility in 1937, evolving into a critically acclaimed and industry renowned production company quickly outgrowing its Summer Stock origins, earning national and international recognition, with its historic building earning a coveted spot in the National Register of Historic Places.

Today under the leadership of Executive Artistic Director Bradford T. Kenney, the Ogunquit Playhouse 26-week season runs from May through October, with off-season co-productions at The Music Hall in Portsmouth, NH, playing to over 110,000 audience members who visit from all over the world. The annual operating budget is now over \$12 million, positioning the Playhouse as one of the largest regional theaters in the country.

Read more about the storied history of the Ogunquit Playhouse here:

<http://www.ogunquitplayhouse.org/history>

The Playhouse acknowledges the Wabanaki Confederacy and the N'dakinna land on which Ogunquit Playhouse stands, paying respect to all Native American and First Nation tribes, their ancestors, history, and our shared future.

About Ogunquit, Maine

According to legend, Ogunquit (pronounced /o-gun-quit/) was named by the Abenaki tribe, because the word means “beautiful place by the sea.” Ogunquit has evolved from a fishing village in Perkins Cove surrounded by farms to the bustling tourist destination it is today. Ogunquit is part of the greater Portland, Maine statistical district, encompassing several communities along the 30 miles of gorgeous coastline between Ogunquit and the state’s largest city.

Beginning in the late 19th century, fishermen brought their catch into the Cove. It didn't take long for the first artists to arrive, drawn to the rugged beauty of the coastline. In the late 1920's, the Ogunquit Art Association began organizing art education and exhibitions and as the reputation of the summer art colony grew, word of Ogunquit's beauty and lively lifestyle began to spread throughout the region. Families flocked to this easy-to-reach beach community and visitors followed.

Today the four-square mile town of Ogunquit is defined by its sandy beaches, vibrant art and theater scene, thriving and welcoming LGBTQ+ community and an abundance of independently-owned dining, shopping and lodging establishments.

Ogunquit is 35 miles south of Portland, Maine; 75 miles north of Boston, MA; and 60 miles northeast of Manchester, NH.

[Life in Southern Maine](#)

[Travel guide to south coast of Maine](#)

[A travel guide to Maine](#)

[The Ogunquit Chamber of Commerce](#)

Job Description

The Managing Director reports to the Ogunquit Playhouse Board of Directors and is a pivotal collaborator with the Executive Artistic Director. Directly supervising three direct reports (Director of Development, General Manager, and Director of Marketing), the Managing Director's primary responsibilities will be in the following areas:

Organizational Leadership & Strategic Vision

- Along with the Executive Artistic Director, co-lead the company in a manner that centers the art and programs of the theater while valuing the people who make them possible. This is done through intentional people and culture strategy and a commitment to supporting staff at all levels with the tools and resources they need to succeed.
- In conjunction with the Playhouse's seasoned Senior Leadership Team, create and lead annual business plans that allow the organization to thrive through a commitment to artistic quality, equity, financial health, and fulfilling the company's mission, vision, and values.
- In collaboration with the Board of Directors, the Executive Artistic Director and the theater's Senior Leadership Team, align business strategies with the company goals as articulated in the strategic plan.
- Directly supervise the Development, General Management, and Marketing Departments, including collaborative goal-setting, ongoing coaching, and assisting with problem-solving, as well as annual performance reviews.
- Create and instill throughout the company communication practices that ensure that key stakeholders in all areas of the organization – staff, board and others – are well-versed in annual operations plans and long-term goals.
- Lead multi-year financial forecasting, development of overall financial strategy, and systems of budget accountability.
- Support collaboration among all departments of the theatre by connecting each of them to the central work of the company and through concepts of shared outcomes.
- Be a mentor and advisor to Playhouse staff, with a focus on recruitment and retention of team members in a challenging era of changing employee expectations and needs.

Culture and Community

- In partnership with the Executive Artistic Director and the Leadership Team, oversee and model Playhouse vision and values in all theater operations and relationships.
- Co-lead an organizational culture that prizes collaboration, innovation, mutual respect, and creative problem solving—all while centering the artistic quality and financial responsibility needed to support these values.
- Provide leadership, space, and time for long-term planning and goal setting, as part of developing team capacity for growth and change.
- Provide leadership for scaffolding the necessary conversations, training, and evaluation of progress to ensure that company goals around diversity, equity, and inclusion are kept in focus in the midst of competing priorities.

Resource Development & Board Engagement

- Provide leadership to the development team to generate overall strategy for fundraising and engage in direct personal engagement in major gift cultivation and solicitation for annual funds as well as capital needs.
- Take an active role in fundraising in collaboration with the Director of Development and manage a portfolio of major donors, including high engagement during an upcoming capital campaign currently being planned
- Provide leadership and support to the marketing department and be an advocate for the team and its strategic needs, in a company with a significant and successful reliance on earned revenue.
- Curate and develop the Playhouse's real estate plan and holdings, including leading the master plan to centralize and expand its current footprint. Manage this in a way that serves Playhouse goals to honor the land and its community commitments.
- With board leadership, work to deepen engagement of the board, creating opportunities to grow into an even stronger and more impactful group in support of the work of Playhouse. Collaborate with board leadership to assess and further develop current board capacities (included but not limited to financial capacity).
- Manage overall administrative operations through the direct reports, including finance and HR needs, in order to track the organization's health on an ongoing basis, in both financial terms and in people terms.

Qualifications

Skills and experience:

- The ability and desire to work in a collaborative partnership with a co-executive leader; the ability to engage in productive problem solving as a team, while also being a decisive leader in areas of direct responsibility.
- Demonstrated leadership skills in leading a team with distinct areas of expertise and responsibility, while fostering the collaboration among those teams needed to effectively and efficiently fulfill the theatre's needs.
- Strong non-profit financial literacy, with ability to lead budget creation, understand forecasting models, and ensure accuracy of tracking and reporting.
- Experience with or understanding of the role of the non-profit theater in connection to the commercial producing world, and how those partnerships benefit the Playhouse and the field.
- Comfort and success with fundraising and a strategic fundraising approach that aligns with belief in the impact of the Playhouse both historically and currently, and both locally and nationally.
- An appreciation for the legacy of the Playhouse, from the historic value of the building and the commitment to its preservation and the rich experience of the space, to the role the Playhouse has filled in the creation of Ogunquit's identity as an arts destination.
- Experience in or demonstrated understanding of the position of an executive in a non-profit organization, reporting to a Board of Directors, holding the organization in trust for the community.
- Knowledge of capital projects management and finance.
- Experience managing competing priorities in complex, often fast-paced settings.

- Strong and persuasive communication skills, with the authenticity to effectively inspire excitement for Playhouse across a range of constituents, from board and staff to audiences, volunteers, and donors.
- A demonstrated commitment to anti-racism, and a dedication to staying abreast of best practices around creating equity and access and applying them to the work of running a theatre.

Qualities and Characteristics:

- A firm belief in the power of theater and the impact it can make on our world.
- Organized and attentive to deadlines and immediate needs of operations, but also maintains long-term focus to support the vision of the strategic plan.
- Understanding that growth brings occasional discomfort but can lead through those times with the larger goal in mind.
- Has an open and inquisitive mind that values differing perspectives.
- Ability to build trust and loyalty with multiple stakeholder groups: staff, artists, donors, and the larger community in which the theater lives, both in Maine and with the national theater field.
- Believes in the strength of collaboration, and is adept in and committed to resolving conflicts that can arise in collaborative groups.

Not sure you meet 100% of our qualifications? Research shows that men apply for jobs when they fulfill an average of 60% of the criteria. Yet, women and other people who are systematically marginalized tend only to apply if they meet every requirement. **If you believe that you could excel in this role, we encourage you to apply.**

We are dedicated to considering a broad array of candidates, including those with diverse workplace experiences and backgrounds. So, whether you're returning to work after a gap in employment, simply looking to transition, or taking the next step in your career path, we will be glad to have you on our radar.

Please use your cover letter to tell us about what you hope to bring to this role, and how your background and experience responds to the desired skills and qualities.

Compensation

Compensation package for the Managing Director includes an approximate salary of \$200K plus a performance-based bonus tied to the theatre's overall financial health. Benefits include paid time off/holidays, health, medical, dental, vision, and 403b with employer match.

Application Instructions

The search for the Managing Director is being conducted on behalf of Ogunquit Playhouse by Tom O'Connor Consulting Group, a New York-based executive search and consulting firm specializing in the arts and culture industries. Tom O'Connor, President, and Cynthia

Fuhrman, Vice President, Executive Search, are leading the search process, reporting to a board appointed search committee.

To apply, visit the **online application** and submit your materials. Your cover letter should include relevant experience, including any direct experience you've had with similar roles and institutions. No phone calls, please.