



**Position:** Artistic Director  
**Location:** Birmingham, Alabama

### **The Dance Foundation**

The Dance Foundation’s mission is to teach the art of dance to all, inspiring creativity, curiosity, and confidence.

Children’s Dance Foundation, d/b/a The Dance Foundation (TDF), began in the early 1970’s teaching dance with young children and children with disabilities, inspired by the belief that dance is a foundation for learning for all, regardless of ability, income, or background. TDF emerged as social movements intersected in Birmingham – social justice and civil rights, modern dance, and early childhood education values to teach the “whole child”. Over time, programs have reached our community’s most underserved and disenfranchised individuals – young children in particular - through extensive collaborations. Work continues to expand the idea of what dance is and who dances through these main programs: Community In Motion (community engagement), Studio (classes for pre-k to adults with tuition assistance), Studio Use (affordable, professional space for area artists), and Service to the Dance Field (professional development, events, artist residencies).

Programs are designed with a non-competitive approach, and a focus on the participant. We celebrate their engagement and growth, be they students, community artists, educators or audience. We remain true to the tenants of our beginnings to expand the idea of what dance is and who is a dancer. We have a staff of 30, which includes a leadership team of six (full and part time), and 25 or more part-time dance teachers and musicians. Year-round programs follow a school year and a summer schedule. Our facility has 5 state of the art studios, one of which is a black box performance studio which seats 100.

### **The Position**

The Artistic Director is the leader for the comprehensive programmatic dance education efforts of The Dance Foundation, and the spokesperson of the organization with the Executive Director. The Artistic Director works closely with the management team to ensure the integrity and vitality of The Dance Foundation programs to fulfill its mission, vision and values. This position supervises, supports, and closely collaborates with two seasoned program directors (one full time and one part time) who lead and manage much of the day-to-day programs. Selected program elements will also be directly managed by this position. The Artistic Director cultivates and fuels a healthy, creative and dynamic culture for our faculty, staff, students and their families, and community partners. The Artistic Director shows commitment to the mission while exploring the possibilities of how that mission is embodied.

The heart of this position is to continue to develop creative, diverse, and committed individuals in our organization for current needs and for the future. This position reports to the Executive Director.

### **Responsibilities include**

- Strategically plan with leadership team, board and staff to set goals, overall programming and policies.
- Develop artistic staff, programs, curriculum in close partnership with the program directors to cultivate vitality, strength and growth
- Develop and implement program evaluation particularly for community and school-based programs to measure meaningful change and inform program design
- Direct selected programs in collaboration with program directors, including further development of K-12 arts integration programs and curricula, relationships with educators, principals and school administrators, broad community engagement, studio use by community artists, and special initiatives which could include programs for senior adults
- Supervise and assist coordination of student performances and all logistical details with program directors
- Lead the process to hire, supervise and evaluate teaching artists
- Teach classes as appropriate to expertise and work load (additional pay per hour)
- Assist with classes as needed for professional development, curriculum development, faculty and student support
- Maintain master program report which captures all programs and participants
- Cultivate and engage studio students and parents
- Cultivate and maintain partnerships in the community to strengthen community knowledge, expand resources, make new connections for program opportunities and collaborators
- Provide support and perform duties as assigned

### **The successful candidate**

- Embraces the highly collaborative nature of this position
- Supports strong and established programs and offers critical assessment and insight for possibilities of enhancement, growth and change
- Possesses core administrative and technological skills for efficiency and effective communication and project management
- Thinks globally but explores the work with an experienced eye for big and small successes, processes, details, and improvements
- Nurtures faculty and community artists, and explores how to do so across the organization
- Works towards synergy and cohesiveness across programs and curricula
- Brings expertise in, and a perspective and knowledge of dance education to the work
- Finds and celebrates value in artistry in students of all ages, abilities and backgrounds
- Brings curiosity, energy, openness, generosity, and seasoned insight to the work, to collaborations and communications with diverse stakeholders, and the organization as a whole
- Offers forward-thinking, strategic, and inclusive approaches for current work and the evolution of that work to effectively fulfil mission and serve the community
- Has proven success as a leader and collaborator in a variety of settings and with a diverse collection of individuals

### **Candidate requirements**

- Bachelor's degree; MFA in dance preferred
- Minimum of five years in a leadership position with a dance (preferred), educational or creative organization
- Experience developing and leading teaching artists and creative teams, concurrent projects, and interconnecting elements of an organization
- Experience developing and managing community collaborations

- Experience advocating for the arts, specifically dance, and being a spokesperson for an organization or program
- Experience as a strategic, creative and inclusive collaborator for problem solving and organizational growth
- Strong interpersonal and communication skills

**Additional details**

Status: Full time  
Salary: Beginning at \$45,000 based on relevant experience and expertise; 5 weeks paid time off (Thanksgiving week, December break of 2 weeks, March spring break, Independence Day week)  
Posted: June 18, 2022  
Applications due: July 18, 2022  
Start date: August 2022

**To apply**

Email resume and cover letter to:  
Diane Litsey, Executive Director  
diane@thedancefoundation.org  
Please include “Artistic Director application” in subject line.  
No phone calls please; an email will be sent when application is received.