



Artistic Director Job Announcement

Position Title: Artistic Director

Organization: Childsplay, Inc.

Location: Tempe, Arizona

Reports To: Board of Trustees

Status: Full-Time, Exempt

Organizational Overview

Founded in 1977, Childsplay, Inc. is a nationally respected, ensemble-based, professional theatre company committed to creating original, imaginative theatre experiences and educational programming that inspire young people and families. Approaching its 50th Anniversary during the 26-27 season, Childsplay has been a leader in the Theatre for Young Audiences (TYA) industry, nurturing creativity and curiosity through dynamic productions and robust educational outreach.

Mission:

To ignite imagination, wonder, and joy by creating strikingly original theatre and learning experiences that inspire young minds to explore and soar.

Position Summary

The Artistic Director is the chief artistic leader of Childsplay and is responsible for advancing the organization's mission and artistic vision. They will lead the creation and execution of Childsplay's artistic programming, cultivate collaborations with artists and community partners, and ensure the highest artistic and educational standards in all creative endeavors.

The Artistic Director will be a visionary, inclusive, and inspiring leader who values artistry, ensemble collaboration, education, and community engagement, and who demonstrates a deep commitment to the growth and enrichment of young audiences.

Key Responsibilities

Artistic Leadership

- Skilled at communicating the mission both inside and outside the organization.
- Develop and implement an inspiring and cohesive artistic vision that aligns with Childsplay's mission and values.
- Curate and oversee season planning, including the selection of plays, commissions, and educational programming.

- Direct or supervise the direction of productions as needed.
- Foster a culture of artistic innovation, equity, and inclusion.

Collaborative Leadership

- Serve as a thought partner to the Managing Director and work closely with senior staff and the ensemble to align artistic and organizational goals.
- Experience with collaborating and leading teams of creative artists.
- Engage with the Education and Community Engagement teams to integrate artistic and educational strategies.
- Supervise artistic personnel, including directors, designers, actors, and production staff.

Community and Stakeholder Engagement

- Serve as a public ambassador for Childsplay locally and nationally.
- Build and maintain relationships with artists, educators, funders, and community partners.
- Support fundraising and marketing efforts through donor cultivation, grant narratives, and public speaking.

New Work Development

- Champion the development of new plays and musicals for young audiences.
- Identify and nurture emerging artists, playwrights, and creators.
- Foster partnerships with playwrights, composers, and development labs.

Qualifications and Attributes

- Proven record of professional theatre direction is preferred as well as experience in artistic programming, and producing.
- Deep passion for and experience in Theatre for Young Audiences or youth-focused storytelling.
- Demonstrated commitment to equity, diversity, inclusion, and access in artistic practice and leadership.
- Excellent leadership, communication, and interpersonal skills.
- A collaborative, imaginative, and community-minded spirit.
- Experience in commissioning and developing new work is strongly preferred.

Post secondary study and/or commensurate professional experience preferred

Working knowledge of and commitment to arts education excellence and research.

Compensation and Benefits

Childsplay offers a competitive salary range of \$100,000 - \$120,000 with a benefits package commensurate with experience and the scope of responsibility. Details available upon request or during the interview process.

How to Apply

Applications will be reviewed on a rolling basis until the position is filled. A full application includes:

- A cover letter expressing interest and alignment with Childsplay's mission

- A current résumé or CV
- A brief statement of artistic philosophy (1–2 pages)
- Portfolio materials preferred if available

Please submit materials in confidence to: adsearch@childsplayaz.org

Inquiries can be directed to: Steve Martin, Managing Director at smartin@childsplayaz.org.

Childsplay's Statement on Cultural Equity

To support a full creative life for all, Childsplay commits to championing policies and practices of cultural equity that empower our Arizona community to become a more just, inclusive, and equitable place to live and thrive.

Definition of Cultural Equity:

Cultural equity embodies the values, policies, and practices that ensure that all people—including but not limited to those who have been historically underrepresented based on race, ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, or religion—are represented in the development of arts policy; the support of artists; the nurturing of accessible, thriving venues for expression; and the fair distribution of programmatic, financial, and informational resources.

It is central to our beliefs that in order to achieve our mission, to instill the awe and wonder of theatre to every child and community member that seek it, it is vital that equitable and inclusive practices be embedded in the very DNA that makes up Childsplay.

1. Acknowledgements & Affirmations

- In the United States, there are systems of power that grant privilege and access unequally, such that inequity and injustice result, and that must be continuously addressed and changed in order for everyone to participate fully in the creative process.
- Cultural equity is critical to the long-term viability of the arts sector.
- We must all hold ourselves accountable, because acknowledging and challenging our inequities and working in partnership is how we will make change happen.
- Everyone deserves equal access to a full, vibrant creative life, which is essential to a healthy and democratic society.
- The prominent presence of artists challenges inequities and encourages alternatives.