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Garth Fagan Dance - Executive Director

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GARTH FAGAN DANCE

"Fagan's dances are perhaps the most profound and original in contemporary dance today." Robert Johnson, The Star-Ledger

"This is a brilliant company." Clive Barnes, New York Post

"Consider the Fagan program a prime example of the versatility and sophistication of concert dance in this new century." Lewis Segal, Los Angeles Times

In 2012, Garth Fagan was added to the list of *Irreplaceable Dance Treasures* by the Dance Heritage Coalition. Honorees must have made a significant impact on dance as an art form, demonstrated artistic excellence, enriched the nation's cultural heritage, demonstrated the potential to enhance the lives of future generations and shown himself worthy of national and international recognition.

Now in its 43rd season, the mission of the award winning and internationally acclaimed Garth Fagan Dance is to conduct cultural, educational and charitable activities including furtherance of the Founding Artists Director's artistic vision, production of dance theatre of the highest quality, development of new works by the Founding Artistic Director, development of future dancers and expansion of audiences.

Garth Fagan Dance is located at 50 Chestnut Street in Rochester, New York. Garth Fagan has xx full-time dancers, xx administrative staff, and xx seasonal support staff. Garth Fagan Dance is a non-profit organization and performs throughout the year highlighted by a one week season in both New York City and Rochester, New York. The Garth Fagan Dance school offers programs for all ages and levels in fall and spring semesters as well as a three week in-house Summer Move Institute. The 2012 operating budget was approximately \$1.2 million, funded through grants, corporate and individual donors, and earned revenue.

Executive Director

Position Summary

The Executive Director is responsible for articulating the institutional vision and creating the long-range strategic plan while leading, managing, and participating in the complex day-to-day operations. The ED serves as the bridge between the artistic aspirations of the Artistic Director and the company, and the practical realities of the available human and financial capital. The Executive Director is the supportive and collaborative partner to the Artistic Director, Board, staff, and other constituencies that make up and support the Garth Fagan Dance community. The Executive Director reports directly to the Chair of the Board of Trustees and works in close partnership with the Artistic Director and Founder. The Administrative staff report to the Executive Director.

Primary Functions

Generate new sources of revenue Grow current and new generation of audiences and supporters Participate in developing and implementing a long-range strategic plan Oversee all administrative and educational departments Participate directly in fundraising, marketing, and communications efforts Represent Garth Fagan Dance in external functions With the Board, formulate, implement and monitor annual and long-term financial plans and budgets Preserve and enhance the rich history and reputation of Garth Fagan Dance

Key Responsibilities

General Management

Work closely with all stakeholders –Artistic Director, Board, artistic staff, administrative and production staff, major donors, foundations and corporations Monitor the annual business plan and long-term business strategy to ensure financial stability, maintain and enhance the artistic excellence of Garth Fagan Dance, and grow and deepen audience support Provide effective leadership in managing the day-to-day operations and programs; ensure staff members contribute and develop to their potential and with high integrity; build /maintain a team oriented environment that fosters trust, cooperation, and collaboration. Oversee all aspects of finances and work in close collaboration with staff and Board financial leaders; develop realistic budgets and attainable revenue projections; review often and modify as necessary to maintain financial stability.

Board Relations

Establish and maintain a positive and collaborative working relationship with the Board Chair and Executive Committee and individual members; ensure alignment of governance and management; understand and align the strengths and capabilities of individual Board members to optimize their respective contributions to Garth Fagan Dance. Implement Board policies, goals and objectives; inform Chair and Board members of all relevant topics; participate in all Board and committee meetings as required. Participate in identifying, developing and nominating new Board members

External Relations

Participate in all fundraising by cultivating new and existing individual, corporate, agency and foundation donor support. Serve as public relations ambassador and spokesperson for Garth Fagan Dance to multiple constituencies, including the media, dance, arts and education communities, donors and patrons, and general public. With support from Marketing Committee, develop and execute marketing and branding strategies and tactics to increase awareness and promote Garth Fagan Dance performances and programs.

Ideal Experience and Qualifications

Executive leadership experience in non-profit (preferably in performing arts) organizations or volunteer leader with significant business experience Informed passion for the performing arts Vision and demonstrated skills in setting and executing short and long-term direction Strong financial management and business skills Effective people leader Skilled and creative fundraiser with record of success in identifying, cultivating, and soliciting major donors and generating other sources of revenue Experience in contract and fee negotiations Understanding and experience in media and marketing tools to build new audiences and patrons Effective communicator with presence and credibility to serve as primary spokesperson for Garth Fagan Dance to key constituencies

Personal Characteristics of the ideal candidate

High Integrity who engenders trust and confidence; values diversity Resourceful and one who gets things done Can ALWAYS be relied upon Creative and inventive Committed to the GFD mission and vision of the Founder and Artistic Director and understands the needs of the dancers who create the art Self-confident, decisive and collaborative Diplomatic and skillful negotiator; good listener, emotionally mature

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