

Thursday, November 20, 2025

Executive Director

Company: Dance/USA
Location: Washington, DC
Compensation: 130,000-145,000

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Reports To: Dance/USA Board of Trustees
Status: Full-Time, Exempt
Location: Remote, with 20–30% travel
Application Deadline: December 8, 2025, 11:59 pm ET

About Dance/USA

Founded in 1982, Dance/USA is the national service organization for dance whose membership consists of a diverse range of 400+ dance organizations, artists, and administrators. We champion an anti-oppression and anti-racist framework in all aspects of our work—advocating for equity, leadership, and sustainability across the dance ecosystem. We envision a future where Dance/USA serves as a catalyst for change, meeting the evolving needs of the dance community, modeling justice-centered practices, and leading with the urgency and innovation of now. [Learn more here.](#)

The Opportunity

Dance/USA's next Executive Director will be at the forefront of activating change to secure a vibrant future for dance. This is a pivotal moment for the organization and the field—one that calls for a builder who can bring people and resources together in innovative ways to stabilize the organization post-pandemic, operationalize anti-oppression practices, and unite members, programs, staff, and stakeholders across a fragile yet resilient ecosystem.

Accountable to Dance/USA's members, the Executive Director will lead with vision, collaboration, and courage—strengthening financial sustainability, deepening equity and inclusion, and reimagining how the field connects and thrives. We recognize that no candidate will meet every qualification and encourage applications from those who are passionate about dance and ready to guide Dance/USA and the field through this transformative time.

Key Responsibilities

Strategic Leadership & Member Engagement

- Champion Dance/USA's members by centering their priorities and addressing challenges across the field.
- Build consensus among members, staff, and the Board to establish and advance organizational priorities.
- Leverage Dance/USA's human, financial, and technological resources to support the development of new initiatives and programs in alignment with the organization's strategic direction.
- Lead and communicate a bold, anti-oppression vision that motivates innovation, collaboration, and collective progress.
- Strengthen relationships with peer organizations, policymakers, and advocacy groups to promote equitable arts policy and amplify the dance field's collective voice.

Fundraising and Financial Management

- Lead diversified fundraising efforts to cultivate and steward relationships and income streams through institutional giving, individual donations, sponsorships, and partnerships.
- Build membership base and innovative revenue models to support critical initiatives impacting Dance/USA while ensuring financial stability and growth.
- Create and manage operating and programmatic budgets, financial policies and accountability measures in collaboration with the Board and staff.
- Evaluate financial and operational systems and practices to streamline processes and mitigate risks.

Commitment to Anti-Oppression and Equity

- Ability to think critically and lead with an anti-racist and anti-oppression lens in all aspects of organizational culture, policies and operations, governance, and programming.
- Identify and address power imbalances and privilege within the organization and membership and promote practices that advance anti-oppression and anti-racism internally and externally.

Organizational and Team Leadership

- Inspire, motivate, and support a collaborative, people-centered team culture.
- Foster an authentic, inclusive, and supportive work environment that values collaboration, accountability, continuous learning, and professional growth.
- Deploy technology to improve operational efficiency, enhance connection, and collaborate with members and the field.
- Partner with the Board on governance, decision-making, and strategic initiatives.

Communications and External Affairs

- Serve as a compelling ambassador for Dance/USA, articulating the organization's vision, impact, and relevance through public speaking, writing, and thought leadership.
- Strengthen Dance/USA's brand nationally and internationally, increasing awareness of its programs and advocacy.
- Oversee communications strategy that elevates Dance/USA's visibility, and ensures consistent, inclusive, and impactful messaging.

Required Qualifications and Experience

- Minimum five years of senior leadership experience in dance or the performing arts.
- Agile and creative entrepreneurial thinker skilled at balancing day-to-day management with long-term planning for growth and impact.
- Proven success in fundraising and fiscal management.
- Demonstrated commitment to equity, anti-oppression, and inclusive community building.

Strong track record in people and organizational leadership, overseeing remote teams and programs while aligning resources to organizational priorities.

Relationship-first leader with exceptional communication skills and commitment to the belief that dance can inspire a more just and humane world.

Compensation and Benefits

The salary range for this position is \$130,000–\$145,000 annually, plus health benefits, generous paid time off, and professional development opportunities. A three-year performance-based contract will be offered.

Application Process

[Please complete the Google Form application.](#) You will be asked to respond to the following questions in lieu of a cover letter:

We'd like to learn more about who you are and what shapes your values and vision. Please share your leadership journey and the experiences that have defined your approach to leading within the dance field. (300 words)

How do you perceive the current dance ecosystem? What opportunities and challenges do you see ahead, and how do you envision shaping and strengthening its future? (300 words)

Dance/USA is a small, agile organization at a pivotal moment. The next Executive Director will be expected to demonstrate strong financial and fundraising acumen, entrepreneurial thinking to diversify revenue streams, and the capacity to build trust-based relationships and strategic partnerships. Please share examples of how you have achieved success in these areas. Bullet points are encouraged (300 words)

If you used AI or other assistive tools, please let us know how you used them in developing your application.

Please upload a PDF of your resume/CV (PDF preferred, 2 pages max).

We will accept audio/video submissions to accommodate any accessibility needs via YouTube, Vimeo, or Dropbox links. Please include any passwords. Please email EDsearch@danceusa.org if you need any other accessibility support.

Know Someone Who Would Excel In This Role?

[Nominations can be submitted HERE](#) by November 24, 2025 by 11:59 pm Eastern, in order for the nominee to have adequate time to consider the nomination, prepare, and apply thoughtfully.

Timeline

November 24, 2025, 11:59 pm Eastern: Deadline for nominations

December 8, 2025, 11:59 pm Eastern: Deadline to apply

January 12 – 21, 2026: First round of interviews

January 26 – 30, 2026: Second round of interviews

Early February 2026: Offer is made, candidate begins at least part-time in February

February 2026 or March 2026: Candidate begins full-time

The search committee will do its best to adhere to this timeline but may adjust based on candidate or organizational needs or special situations.

Dance/USA is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law. Dance/USA is committed to building a culturally diverse community and strongly encourages applications from female-identified candidates and Black, Native, Indigenous, People of Color (BIPOC).

Dance/USA
PO Box 420027
Washington, DC, 20042
danceusa.org

For more information:
Search Committee
EDsearch@danceusa.org

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