

Friday, January 16, 2026

## Artistic Director

Company: Dances for a Variable Population  
Location: New York, NY  
Compensation: \$80,000 - \$85,000

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### Position Profile

#### DANCES FOR A VARIABLE POPULATION

#### Artistic Director

#### New York, NY

#### OPPORTUNITY

Founded in 2005 and incorporated as a nonprofit in 2009, Dances For A Variable Population (DVP) has emerged as a major arts programmer and thought leader in the area of dance and healthy creative aging in New York City. After two decades of artistic innovation and rapid development under the leadership of our Founding Artistic Director Naomi Goldberg Haas will be transitioning to an Emerita position. DVP seeks a new Artistic Director to inaugurate a new and exciting chapter in our company's history.

#### BACKGROUND

Dances For A Variable Population is an intergenerational dance company and educational organization with a mission to transform the lives of older adults through dance, enabling them to build creativity, improve their mental and physical health, strengthen social connections and enhance quality of life. Our artistic mission is to bring participatory dance experiences and performances to older adults throughout NYC, and to train teaching artists to expand our impact across NY and beyond. DVP's free workshops and public performances promote a democratic, interactive, and inclusive vision of dance that highlights the power and beauty of older bodies.

DVP brings vital dance programming to thousands of diverse New Yorkers each year through:

? Free site-related professional dance performances in city parks and transportation hubs. Highlights include the annual multi-borough "Revival" series begun in 2017; "Phoenix Project" in New York Botanic Garden in 2016; "Roundup" in Times Square in 2012; "Autumn Crossing," the first commissioned dance on the High Line in 2010; "LES Citizens Parade," staged at Seward Park for the 2018 River to River Festival; and other recent performances in Washington Square Park, on Governors Island, and in the Whitehall Ferry Terminal. Partners have included the LMCC, the NYC Parks Dept, and the Times Square Alliance. Most recently, Revival 8: Then and Now (2024) embodied 20th Century dance forms, showcasing works of modern, Hip Hop, Flamenco, and Afro-Caribbean dance created by legendary dance artists in their 60s, 70s and 80s who performed with major 20th century dance companies.

? Free, community-based dance programs - Movement Speaks® and Dances for Seniors - for older adults across NYC including low-income and minority communities, held at over 40 senior centers serving over 5,000 seniors. We launched Movement Speaks® in 2010 with 10-week sequential dance programs at two NYC older adult centers. That program expanded to serve over 20 sites by 2019 and currently offers 37 remote and in-person programs serving over 800 participants annually. We have built long-term partnerships with older adult centers citywide.

? Opportunities for older professional dancers to engage as choreographers, performers, and teachers, inspiring communities of dancers and extending dancers' careers.

DVP's operating budget for 2026 just under \$900,000, 90% of which comes from contributions and grants and the remaining 10% from program service revenue. DVP has a 9-member board of directors and an administrative staff of 3 full-time and 2 part-time employees, and a roster of 20+ teaching artists.

#### POSITION AND RESPONSIBILITIES

The Artistic Director will work closely with the Executive Director to provide vision and artistic leadership for Dances for a Variable Population (DVP) in service of its mission. Reporting to the Board of Directors, the Artistic Director is responsible for the artistic and community based educational programs of DVP, with the following responsibilities:

##### Artistic Vision and Direction:

Articulate and maintain a clear artistic vision for DVP in line with the organization's mission to transform the lives of older adults through dance, promoting strong, creative, and healthy movement for older adults of all abilities.

Direct programming for DVP in line with the organization's goals to empower individuals to build creativity, improve physical and mental well-being, strengthen social connections, and enhance their overall quality of life.

##### Pedagogy and Practice:

Develop and direct educational curriculums and programs that provide opportunities for people of all ages and abilities to experience the joy of dance in welcoming and accessible spaces.

Develop, implement, maintain, and expand Movement Speaks® curriculum.

Stay up to date with the latest research, trends, and best practices in creative aging.

Develop and implement creative aging training programs in alignment with our strategic priority to position DVP as the premier place to learn about teaching dance to older adults.

Teach classes to remain immersed in pedagogy.

Community Engagement, Collaboration, and Partnerships:

Foster relationships within the community and promote engagement through Movement Speaks®, DFS, training workshops, performances, public workshops, events, and in each class.

Collaborate with other artists, organizations, funders, and partners to enhance the impact and reach of DVP.

Choreography and Artistic Creation, and Casting and Rehearsal Directing:

Create choreography and/or collaborate with Guest Artists to produce innovative and engaging dance performances and public workshops, currently REVIVAL and Dances For Seniors (DFS).

Oversee the casting process, considering diversity, skills, and experience to create inclusive and dynamic works.

Direct and lead rehearsals/Guest Artists when appropriate, guiding dancers and choreographers to ensure the artistic integrity of the performances.

Artistic Staff Management:

Hire artistic staff, including Guest Artists, rehearsal assistants, teachers, and any other personnel involved in the artistic process.

Implement feedback procedures for teaching artists.

Maintain a positive and collaborative working environment within the artistic team (and within the organization as a whole).

Program Evaluation:

Lead the program evaluations to assess the success of artistic programs and initiatives, gathering feedback from audiences, dancers, Guest Artists, staff, and anyone else involved.

Use feedback to continually refine and improve the artistic direction and programming of DVP.

Budgeting, Resource Management, and Development:

Work with the Executive Director to develop budgets, and ensure that resources are allocated efficiently to support artistic endeavors, including productions, rehearsals, and educational training programs.

Work with the Executive Director and development committee to brainstorm fundraising ideas for grants/drives/donors/etc.

Attend meetings with funders and funder events when appropriate.

Advocacy and Representation:

Advocate for the importance of dance as a form of expression, community engagement, and physical and mental well-being for the older adult population.

Ensure that the programming and artistic direction represent the diversity and values of DVP.

Professional Development:

Stay informed about current trends and developments in the dance world. Pursue professional development opportunities for artistic staff and self to enhance personal artistic skills and contribute to the growth of DVP.

Attend and give presentations (with assistance) at conferences when appropriate for DVP.

KEY QUALIFICATIONS:

Artistic Experience and Vision: Bring clear artistic experience and vision in past work, and to DVP, in line with the organization's mission and a belief in the power of the arts to transform lives and strengthen communities.

A background in the dance: A career in dance including but not limited to as a dance performer, choreographer, educator, and/or producer, with a strong network of artists in the dance field.

A background in education: Has experience developing and directing educational curricula and programs.

Experience working with older adults: Has practiced and is knowledgeable about the latest research, trends, and best practices in creative aging.

Commitment to Building Community: Past work demonstrates strong commitment to collaboration, fostering relationships, and building community

Cultural Competence: The ideal candidate will have an in-depth understanding of the experiences and challenges faced by older adults and historically marginalized racial groups in the U.S., particularly Black, Indigenous, and Latinx communities, with a comprehensive grasp of institutional and structural racism and its effects on underserved populations.

Strong Interpersonal and Communication Skills: The dexterity to effectively communicate verbally and in writing, build rapport through active

listening, and develop relationships with a broad demographic.

Strong Leadership, Organization & Management Skills: The capacity to direct a large roster of diverse teaching artists with well-organized implementation plans, while building positive rapport and promoting a healthy, productive work environment.

#### PREFERRED QUALIFICATIONS

A background in choreography with a portfolio of works.

Previous experience managing teaching artists and/or dancers in a company.

A current and active network of connections in health, and/or healthy aging.

Experience managing budgets.

Experience in and knowledge of communities across NYC.

Bilingual proficiency in Spanish or Mandarin is a plus.

#### COMPENSATION AND START DATE

DVP offers a competitive and equitable compensation package, including a healthcare stipend, and an annual salary for full time work (range \$80,000 - \$85,000). DVP hopes to make its decision by May 1 of 2026, with the chosen candidate taking on the position June 15.

Dances for a Variable Population is an Equal Opportunity Employer and does not discriminate on the basis of age, color, national origin, ethnic origin, citizenship status, disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, marital status, veteran status, or any other characteristic protected by federal, state, or local law in its employment policies.

#### HOW TO APPLY

Interested and qualified candidates should submit the following items for consideration to [jobs@dvpnyc.org](mailto:jobs@dvpnyc.org) as a combined pdf\*. Subject line should read [Name]\_Artistic Director Application:

? Cover letter (no more than 1½ pages)

A current resumé

A link to an existing choreographic portfolio, educational curriculum, or work of art.\*\*

\* Please note that in the interest of an equitable hiring process your name and the name of your dance/arts company (if applicable) will be redacted from the first round of review. We encourage you to include specific examples of past accomplishments and explain how your skills align with our mission and job profile.

\*\* Please do not create a portfolio or curriculum specifically for us- please share something existing that you feel represents you, your practice, and your vision.

#### ESTIMATED TIMELINE

Applications accepted through March 1st

Interviews March 15-May 1

Preferred Start Date June 15th

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