



**MANAGING DIRECTOR
SOUTH COAST REPERTORY
COSTA MESA, CALIFORNIA**

THE SEARCH

South Coast Repertory (SCR), a League of Resident Theatres (LORT) member located in Orange County, California, seeks a passionate, imaginative, and collaborative individual to serve as Managing Director. With a vision of creating the finest theatre in America, SCR was founded on the belief that theatre is an art form with a unique power to illuminate the human experience. From its inception, SCR has committed themselves to exploring the urgent human and social issues of our time that test the bounds of theatre's artistic possibilities.

Serving as one of Orange County's greatest cultural resources, SCR's work is led by its values of literature, stewardship, community, collaboration, and diversity, and is one of the foremost regional theatres that excels in the development and production of new plays. SCR is the recipient of numerous awards including a Tony Award for Distinguished Achievement, being named one of America's five Top Regional Theatres by TIME Magazine, and has been the most-honored theatre by the Los Angeles Drama Critics Circle and Drama-Logue magazine over numerous years.

The Managing Director, reporting to the Board of Trustees, is primarily responsible for the governance, business operations, marketing, development, financial, administrative, and personnel affairs that are necessary to support the organization in carrying out its mission. The Managing Director will serve as an active collaborator and partner with the Artistic Director in all areas to coordinate and fully reflect the vision and image of SCR. The position calls for innovative and visionary leadership, an entrepreneurial mindset, and effective partnership with leaders throughout SCR, including the Board of Trustees, staff, and community partners. The Managing Director will honor the legacy of SCR and work to provide leadership to bring the theatre into its next phase of presence and prominence locally, regionally, and nationally. They will have demonstrated experience developing and implementing strategy, balancing artistic initiatives and risks with responsible fiscal management, effectiveness as a fundraiser, and a strong ability to motivate and collaborate with a staff around a shared vision. The Managing Director will be a strategic leader and culture builder, nurturing a collaborative environment that celebrates diversity, equity, accessibility, and inclusion.

South Coast Repertory has retained Isaacson, Miller, an international executive search firm, to assist in conducting this important search. All inquiries, applications, and nominations for this opportunity should be directed to the search firm as indicated at the end of this document.

SOUTH COAST REPERTORY

[South Coast Repertory \(SCR\)](#) was founded in 1964 by David Emmes and Martin Benson. The two worked to sketch out a four-step plan to turn their then-small company into a successful resident theatre organization, which led SCR through many transformations: initially beginning as a 12-member tour company, transitioning into a 75-seat theatre in Newport Beach, and a 217-seat theatre located in a converted dime store in Costa Mesa where it then undertook a 10-year transition from an under-funded company into a full-fledged professional theatre. In the fall of 1978, SCR successfully completed its 14 years of planning and evolution, moving into its theatre complex, built on land donated by the Segerstrom family. Between 1979 and 2002, the company produced its subscription series in the 507-seat Mainstage and in the 161-seat Second Stage before they acquired their 17,000 square foot warehouse in Santa Ana in August of 1993 that became the Production Center, which serves as additional space for rehearsals, play development, construction, scenic painting, and storage. SCR moved into its grand new complex to begin its 39th season in the fall of 2002, which consists of a renovated and refurbished Segerstrom Stage (formerly the Mainstage), a newly constructed 336-seat proscenium theatre named the Julianne Argyros Stage, and a reconstructed 94-seat Nicholas Studio (formerly the Second Stage). Additional features included a new Grand Lobby, education center, prop shop, and offices. The construction nearly doubled the size of the original facility, bringing the Folino Theatre Center, named for Honorary Trustee Paul Folino, to a total of 79,000+ square feet. During SCR's 50th season, between 2013-2014, the complex, at the request of Paul Folino, was renamed The David Emmes and Martin Benson Theatre Center.

South Coast Repertory's work is led by its values of literature, stewardship, community, collaboration, and diversity.

Literature: We value dramatic writing of the highest literary distinction, whether new or classic, and center our collaboration on the playwright's vision and its nexus with direction, design, and performance.

Stewardship: We hold SCR in the public trust, maintaining the highest standards of integrity in artistry, service, governance, and fiscal management.

Community: We value theatre's unique capacity as a forum for civic interaction, where artists and community members engage in an ongoing consideration of shared values and diverse perspectives.

Collaboration: We value artistic goals over personal ambition, sustaining a collaborative and creative work environment that honors the efforts of those who have contributed to our past and supports the development of those who will ensure our future.

Diversity: We believe that the inclusion of a variety of voices, perspectives, and backgrounds enhances our work, broadens our impact, and strengthens our understanding.

Programming at South Coast Repertory includes its Segerstrom Stage Series, a series of plays that the theatre chooses from the finest classical, modern, and contemporary works in world theatre presented in the repertory's 507-seat [Segerstrom Stage](#) and its Julianne Argyros Stage Series, a series of shows

presented in their 336-seat [Julianne Argyros Stage](#) that was opened in November of 2002 after a \$50 million capital campaign. SCR also allows its subscribers to mix and match the plays that they'd like to see from the entire lineup of both stage productions. Additionally, SCR's Theatre for Young Audiences offers programming for children and their families that includes both new works as well as adaptations of popular children's books and classics for young readers. As part of this programming series, weekday matinee performances of all shows are given free of charge to groups from Orange County schools, and SCR underwrites the cost of school buses for Title I schools with funding from foundations. [Outside SCR](#), is a community-based initiative where SCR has partnered with Mission San Juan Capistrano to produce fully realized productions outdoors. The initiative started in 2021 in response to the pandemic, and since then has provided the opportunity for audiences to gather outdoors and experience world-class theatre under the stars.

South Coast Repertory is passionate and committed to the development of new plays and new playwrights. The [Lab@SCR](#) is the repertory's multi-initiative investment in new works for the American theatre which provides numerous resources that artists can use to imagine, create, and develop new work for SCR and for the American theatre including but not limited to the [Pacific Playwrights Festival](#) which has presented 152 new plays since its creation in 1998, [NewSCRipts](#), Lab Residencies, Samples from the Lab, and a variety of commissions (pinnacle, mid-career, emerging, and crossroads). South Coast Repertory is proud to have awarded 357 commissions to 246 playwrights, composers, and lyricists since 1983 to work to support and develop long-term relationships with these writers.

South Coast Repertory offers an array of educational outreach programs. The [Kids and Teens Acting program](#) offers a variety of options including playwriting, musical theatre, improvisation, and sketch comedy, in addition to a progressive curriculum where students build upon the skills they've learned from year to year. The repertory offers [Neighborhood Conservatory classes](#) for underserved children that are free and provide students the opportunity over a 7-10 week span to learn basic theatre skills while developing their self-confidence, self-expression, and creativity. [Summer Acting Workshops](#) also provide children and teenagers in grades 3-12 an opportunity to spend two weeks studying voice, movement, character development, and more in addition to learning from theatre professionals who serve as special guests. The [Adult Acting and Playwright classes](#) provide a wide variety of class options including playwriting, improvisation, musical theatre, and a variety of acting classes for all experience levels.

South Coast Repertory has a commitment to being an anti-racist theatre and works to create safe, accessible, and inclusive spaces for all to flourish in the pursuit of creating the finest theatre in the country. As SCR works to continue to educate themselves and evolve, it will be essential for the Managing Director to demonstrate the same commitment to the values of equity, diversity, inclusion, and belonging in all aspects of their work.

South Coast Repertory has an annual operating budget of approximately \$11.7 million, with a full-time staff of 60 and part-time staff numbering more than 200. SCR's endowment is approximately \$56 million. Supporting the work of the organization is a Board of Trustees made up of community leaders from business, civic, and arts backgrounds.

LEADERSHIP

David Ivers, Artistic Director

David Ivers is the Artistic Director at SCR. In his Artistic Director role, he is responsible for the overall artistic operation of the theatre, and in conjunction with the Managing Director, the day-to-day operations of South Coast Repertory. He started at SCR in March 2019 after serving as artistic director for Arizona Theatre Company. Before that, he served more than 20 years as an actor and director at Utah Shakespeare Festival, with the last six as artistic director. He was a resident artist at Denver Center Theatre Company for a decade, acting in and/or directing more than 40 plays and has helmed productions at many of the nation's leading regional theatres including the Guthrie Theatre, Oregon Shakespeare Festival, Berkeley Repertory Theatre, and South Coast Repertory. His early career included serving as associate artistic director of Portland Repertory Theatre, and he appeared in productions at some of the nation's top regional theatres, including Portland Center Stage and the Oregon, Alabama, and Idaho Shakespeare festivals. He taught at the University of Michigan, University of Minnesota, Southern Utah University, and Southern Oregon University. He earned his BA from Southern Oregon University and his MFA from the University of Minnesota.

Paula Tomei, Outgoing Managing Director

Paula Tomei has been managing director since 1994 and a member of SCR's staff since 1979. As SCR's first and only managing director to date, Tomei has been instrumental in leading the organization through numerous periods of growth and change. That included The Next Stage Campaign, which raised capital for the expansion of the theatre facility, resulting in the addition of the 336-seat Julianne Argyros Stage, technical shops, administrative offices, Theatre Conservatory classrooms, and the reconfiguration of the former Second Stage into the 94-seat Nicholas Studio. She is a past president of the board of Theatre Communications Group (TCG), the national service organization for theatre. In addition, she served as treasurer of TCG, vice president of the League of Resident Theatres (LORT), and as a member of the LORT Negotiating Committee for industry-wide union agreements. She is also on the board of Arts Orange County, the county-wide arts council, and the board of the Nicholas Endowment. She graduated from UC Irvine with a degree in economics and pursued an additional course of study in theatre and dance.

MANAGING DIRECTOR

The Managing Director, reporting to the Board of Trustees, is primarily responsible for the governance, business operations, marketing, development, financial, administrative, and personnel affairs that are necessary to support SCR in carrying out its mission. The Managing Director will serve as an active collaborator and partner with the Artistic Director in all areas to coordinate and fully reflect the vision and image of SCR, internally and externally. Both the Managing and Artistic Directors will support senior staff and, in consultation with the Board of Trustees, provide leadership and direction for the successful accomplishment of SCR's mission, strategy, goals, and objectives.

The Managing Director directly supervises the General Manager, the Director of Development, the Director of Marketing and Communications, the Assistant to the Managing Director, and co-supervises the Production Manager and the Conservatory and Educational Programs Director.

The role calls for innovative and visionary leadership, an entrepreneurial mindset, and effective partnership with leaders throughout SCR including the Board of Trustees. The Managing Director will honor the legacy of SCR and work to provide leadership, along with the Artistic Director, to bring the theatre into its next phase of presence and prominence locally, regionally, and nationally. They will have demonstrated experience developing and implementing strategy, balancing artistic initiatives and risks with responsible fiscal management, effectiveness as a fundraiser, and a strong ability to motivate and collaborate with a staff around a shared vision. It is essential that the Managing Director serves as a natural team builder, an excellent communicator, and an active listener. An understanding and passion for theatre, along with knowledge of the evolving nature of and trends in the industry, are essential to the success of the individual in this position.

OPPORTUNITIES AND CHALLENGES

The next Managing Director of South Coast Repertory will be charged with providing leadership to address the following opportunities:

Create and enact an innovative and future-oriented vision and strategic plan for South Coast Repertory

South Coast Repertory is in an exciting period of transition and transformation with the active recruitment of their second Managing Director in the history of the theatre and its continued work to navigate within a rebounding industry post COVID. The Managing Director will capitalize on the opportunity to assess SCR's existing operations, programs, and systems with a fresh perspective and provide recommendations and insight on improvements for the organization inspired not only by standard industry practices but also with a welcomed approach to enhancing and reimagining the work ahead. The Managing Director will lead strategic planning efforts, in conjunction with the Artistic Director and the team to develop a vision for the future of the theatre that engages SCR's brand, audience development and engagement, resource optimization, and fundraising.

Through successful fiscal management and fundraising efforts, further ensure South Coast Repertory's continued financial health and prosperity

The success of South Coast Repertory is contingent, in large part, on its ability to obtain, secure, and maintain the financial resources to sustain its operations and support its artistic endeavors. SCR is in a place of fiscal stability with a strong endowment; however, it will be important for the Managing Director to explore how to effectively increase both earned and contributed revenue. The Managing Director will possess strong fiscal management skills and demonstrated experience with fundraising to provide leadership in all fiscal operations of SCR, identify potential new donors, and build excitement around SCR, its commitment to developing new works, and its contributions to Orange County. Throughout this work, the Managing Director should be a clear and transparent communicator around the financial landscape of the organization with the Board of Trustees, Artistic Director, and staff.

Forge a productive working relationship and collaboration with the Artistic Director

The co-leadership model and strong partnership between the Managing Director and the Artistic Director is critical and essential to ensure the success of SCR. It is essential that the Managing Director and Artistic Director work as close, effective partners and in collaboration with each other. While the Artistic Director

will provide oversight of the artistic direction, the Managing Director will work to operationalize those ideas and provide leadership in the building of capacity so that the Artistic Director's vision can be realized. The Managing Director will maintain an open line of communication with the Artistic Director, keeping them in the loop with the day-to-day operations and affairs of the theatre, maintaining existing collaborations as well as identifying new opportunities for the partnership to grow.

Effectively lead, coach, and supervise South Coast Repertory staff

South Coast Repertory has a dedicated and talented staff who are committed to the mission, vision, and work of the theatre. The Managing Director, working in tandem with the Artistic Director, will direct this team of highly skilled professional staff in carrying out the goals and day-to-day operations of SCR. It will be important for the Managing Director to serve as an effective leader, coach, and supervisor of the staff demonstrating a full understanding of their work and prior accomplishments, thereby promoting institutional cohesion and a shared sense of SCR's future. It will be essential for the Managing Director to provide guidance and support as needed to staff members, ensuring that high standards of excellence are maintained throughout the organization. The Managing Director will ensure that the SCR's structures, systems, and staff roles and responsibilities allow for the most effective and efficient organizational capacity.

Enhance South Coast Repertory's efforts around audience engagement

As South Coast Repertory continues to rebound post-COVID, the Managing Director will play a critical role in understanding who SCR's audience members are, assessing their wants, and working to implement efforts to increase audience attendance at performances. The Managing Director will invest time and resources in engaging the community and develop a strategy to bring diverse audiences into the theatre, ensuring that the community is aware of the tremendous work happening at SCR and the various avenues one might engage with the organization. It will be essential for the Managing Director working in conjunction with the Artistic Director and the rest of the staff, to utilize data to guide the work of the theatre, especially through artistic and educational lenses, to make sure that SCR's offerings are catering effectively to those in attendance.

Strengthen South Coast Repertory's connection to the Orange County area and beyond

The Managing Director will be a visible and active leader in the community and will build productive relationships throughout Orange County and beyond. The Managing Director plays a key role in serving as the external face of the organization and cultivating relationships outside the theatre with the Orange County community, local, national, and regional arts organizations. It will be essential for the new Managing Director to establish themselves within the community, explore further collaborations with existing relationships, and cultivate new ones, when it comes to programming, facility usage, and working to encourage more active participation in SCR events.

Partner and engage with the Board of Trustees

The Board of Trustees is an engaged group of individuals, passionate about South Coast Repertory, ambitious and optimistic about its future opportunities, and committed to its success. The Board is actively involved with and provides overarching leadership over the organization, supervising both the

Managing and Artistic Directors. The Managing Director will partner with the Board of Trustees in meaningful ways, communicating effectively, and calling on their talents and resources to ensure the success of the organization. The Managing Director plays an integral role in board development, working to support efforts to recruit, staff, and train members of the Board of Trustees as well as identifying ways to harness the experience and expertise they have and view them as valued partners in the success of South Coast Repertory, its operations, and its financial affairs.

QUALIFICATIONS

The successful candidate will bring many of the following professional and personal experiences, qualifications, and characteristics:

- Passion for and demonstrated commitment to South Coast Repertory's mission, vision, and values;
- An inspiring, entrepreneurial, and collaborative leadership style;
- A keen financial eye with a track record of strategic budget oversight;
- Highly developed analytical skills, with the ability to drive effective use of data and an understanding of fiscal planning, reporting, and budgeting.
- Experience leading growth in the not-for-profit theatrical world;
- Familiarity with the work of audience development, community engagement, competitive pricing, and effective marketing;
- Extensive track record of organizational and individual fundraising;
- A commitment to understanding and the development of artists and the arts;
- Demonstrated experience advancing diversity, equity, and inclusion, and the ability to articulate the necessity of inclusivity and anti-racism within the work of a regional theatre or related field;
- Ability to be strategic regarding local and national partnerships and understanding of the variety of constituents that South Coast Repertory serves;
- Enthusiasm and energy for fostering connections and relationships with community groups, civic and educational leaders, and national arts organizations;
- Eagerness for authentic engagement with the greater community; a visible presence and active participant in a range of events and activities;
- Experience working with or serving on governing boards or advisory boards.
- Excellent oral and written skills as well as strong interpersonal skills;
- Collegiality and a pronounced orientation toward teamwork and partnership.

COMPENSATION AND LOCATION

Salary range: \$250,000-\$310,000

Location: Residing within daily commutable distance of Costa Mesa is essential. Relocation support will be provided if necessary.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Confidential inquiries, nominations, referrals, and resumes with cover letters should be sent electronically to:

Ben Tobin, Partner
David Grimes, Senior Associate
Isaacson, Miller

<https://www.imsearch.com/open-searches/south-coast-repertory/managing-director>

SCR is a proud equal opportunity employer, embraces diversity and is committed to creating an inclusive environment for all employees.