



**ARTISTIC DIRECTOR
LINCOLN CENTER THEATER
NEW YORK, NEW YORK**

THE SEARCH

Established in its current form in 1985 under the leadership of Chairman John V. Lindsay, Director Gregory Mosher, and Executive Producer Bernard Gersten, Lincoln Center Theater (“LCT”) has been named "the pre-eminent theater in the country" by *The New York Times*. Under the leadership of Producing Artistic Director André Bishop since 1992, LCT is one of the leading nonprofit theaters in the country and one of 11 autonomous constituents of the Lincoln Center for the Performing Arts and like its neighbors, the Metropolitan Opera, New York City Ballet, New York Philharmonic, among others, operates as an independent 501(c)(3) with its own Board of Directors, artistic management, administrative staff, and fundraising operation. LCT and its outstanding productions have received many of the highest accolades, including 87 Tony Awards, 89 Drama Desk Awards, 77 Outer Critics Circle Awards, 29 Obie Awards, 12 New York Drama Critics Circle Awards, and a Pulitzer Prize for Drama. It will celebrate its milestone 40th-Anniversary season with the 2024-2025 season.

With three theatres on site, LCT produces a regular annual program of new plays and musicals as well as cherished revivals in the 1,050-seat Tony-eligible Vivian Beaumont Theater, the 299-seat Mitzi E. Newhouse Theater, and from time to time, in rented Broadway venues. Its third theater is LCT3, a bold initiative devoted to producing work by the next generation of artists and engaging new audiences. Created in 2008, LCT3’s productions are presented at the 112-seat Claire Tow Theater, which opened in June 2012 on the Beaumont complex rooftop.

Education has long been an institutional priority at LCT. Each year, its education initiative, Open Stages, works with thousands of New York City Public School students to develop an increased appreciation of the performing arts and encourage them to discover resonance between the arts and their life experiences. Established in 1990, Open Stages is comprised of four key programs: the High School Program, The LEAD Project, The Shakespeare Program and the Songwriting in The Schools Program. In the 2023-2024 school year, the Open Stages program anticipates working with over 4,700 students and 81 teachers at 43 schools across four of the five New York City boroughs.

LCT has also made great strides to broaden and diversify its audiences. The *LincTix* program (for individuals between the ages of 21 and 35) has served over 100,000 individuals since its inception and currently has 54,000 active members who obtain markedly reduced fee seats. LCT also incentivizes people with disabilities to attend productions by offering amenities at no charge such as induction loops in its three venues and GalaPro and I-Caption technologies.

Lincoln Center Theater is a LORT A+ member, operates on an annual budget of approximately \$45 million and a core endowment of \$100+ million, employs 49 full-time and 5 part-time staff. LCT operates under contract in a performing arts facility on the Lincoln Center campus that consists of rehearsal studios, offices, dressing rooms, and production and support facilities. The Board of Directors of Lincoln Center Theater is comprised of up to 55 members (currently 47) elected for three-year terms and meets quarterly. To learn more about Lincoln Center Theater, please visit <https://www.lct.org/>.

Lincoln Center Theatre 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.

THE POSITION

The Artistic Director will be a passionate, compelling champion of theater. An energetic and natural leader, they will leverage LCT's rich history and bring fresh energy to further enhance its pre-eminent position in American theater. Reporting to the Board of Directors, they will have excellent artistic credentials and possess the management savvy to enable LCT to grow, develop, and sustain itself as it adapts to a rapidly evolving environment. This leader will be entirely focused on and dedicated to LCT's success, and their inclusive, global perspective will recognize that LCT is internationally connected yet intrinsically aligned with New York City and the diversity of experiences it offers. They will fully grasp LCT's proud legacy as the 'theater of yes' that artists trust to realize creative projects. The Artistic Director will arrive practiced in the commissioning, directing, and alchemy of creative matchmaking necessary at a preeminent producing institution. They will be demonstrably invested in the nonprofit theater movement and its developmental system of production. Heralded for their artistic track record and fresh ideas, the Artistic Director will be well-versed in the classics and musicals while motivated to realize on stage their future iconic additions. This leader will excite established and new patrons to contribute and increase their giving and will draw artists, staff, board, and the public to a lively destination on the Lincoln Center campus made vibrant with possibility and people regardless of production or hour.

Professional Experience

Ideal candidates will have experience in and be able to:

- Continue [and expand] LCT's tradition as a recognized home for artistic talent and excellence in line with LCT's history, vision, mission, and values
- Design and implement top-of-class production seasons that will attract both long-time LCT members and a newer generation of younger theatergoers to attend consistently
- Demonstrated success in staging and developing artistic and critically successful productions which attract a diverse and global audience
- Work closely with the leadership team to help ensure LCT's long-term organizational and financial stability, bringing familiarity with effective structures and best practices
- Identify and ignite friend-raising and fundraising opportunities, inspiring both to enthusiastically believe and invest in the organization
- Hire, supervise, and evaluate artistic and production teams in collaboration with staff
- Evaluate potential projects, resources, and collaborators within the context of LCT's mission and values; cultivate strategic partnerships to advance LCT's capacity and impact
- Participate, contribute, and stay connected to the evolving regional, national, and international performing arts landscape
- Initiate, build, and steward relationships with a range of stakeholders, including artists, staff, audiences, trustees, donors, funders, and partner organizations
- Update and sustain an effective and professional organizational culture; deepen LCT's commitment to diversifying voices on and off stage and to equitable theatre practices
- Embrace technological advances that will ensure a more effective and efficient operation and support LCT's mission
- Proven skills in hiring a team to use technology to enhance donors and audience member experiences and drive new revenue channels
- Communicate progress towards artistic vision regularly with team and stakeholders, including LCT's Board of Directors

Personal Characteristics

The successful candidate will have or be:

- Leadership and management skills to bring all elements of LCT together to bring energy and excitement to drive LCT's future and elevate LCT to the next level
- Passionate about the theater, in particular American theater, what it can achieve and who it can inspire; experience leading growth in nonprofit theaters
- Impeccable artistic credentials and credibility; committed to the development of artists and the art form
- 100% time commitment to LCT

- A demonstrated commitment to LCT's mission, vision, and values; experience introducing fresh thinking and informed risk to a treasured legacy
- Driven, decisive, with the ability to drive effective use of data and an understanding of fiscal planning, reporting, and budgeting; entrepreneurial instincts welcomed
- Familiarity with the work of audience development; authentic engagement with the greater community; serving as a visible presence
- A history of success in all types of fundraising
- Demonstrated experience advancing diversity, equity, and inclusion
- Experience working with governing and/or advisory boards
- Excellent oral, written, and related interpersonal skills
- Familiarity with thrust stages and their strengths is a plus

COMPENSATION

Salary range: \$500,000 - \$650,000

APPLICATIONS, INQUIRIES, AND NOMINATIONS

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

Sarah James, Ben Tobin, David Grimes, Siobhan Hanley
Isaacson, Miller

<https://www.imsearch.com/open-searches/lincoln-center-theater/artistic-director>

Lincoln Center Theater is a proud equal opportunity employer, embraces diversity, and is committed to creating an inclusive environment for all employees. To read LCT's Anti-Racism Commitment visit

<https://www.lct.org/about/anti-racism-commitment/>