



**DALLAS
THEATER
CENTER**

2400 Flora Street
Dallas, Texas 75201

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JOB TITLE: Associate General Manager
DEPARTMENT: Production
REPORTS TO: Director of Production
PREPARED DATE: April 10, 2024
CLASSIFICATION: Salaried, Exempt
SALARY RANGE: \$52,000-\$57,000

MISSION STATEMENT

The mission of Dallas Theater Center is to engage, entertain and inspire our diverse community by creating experiences that stimulate new ways of thinking and living. We will do this by consistently producing plays, educational programs, and other initiatives that are of the highest quality and reach the broadest possible constituency.

EQUITY, DIVERSITY, AND INCLUSION STATEMENT

ALL ARE WELCOME!

At Dallas Theater Center, we want to be the best place to work and see theater, and to be a positive and transformational force in Dallas and beyond.

We stand up for equity, diversity and inclusion across our company and community. As a leading national theater, we recognize that building an equitable, diverse, and inclusive environment is central to our relevance and sustainability in the community we serve and love.

*For complete statement, please see final page of this posting

POSITION SUMMARY

The Associate General Manager reports to the Director of Production and oversees the day-to-day fiscal management of DTC's productions. As an energetic, organized and resourceful leader, the Associate General Manager will collaborate with the Director of Production and (Interim) Artistic Director to manage the finances for all productions, support the work of the artistic and production departments, contract all artists and production employees, manage artistic/production payroll, file royalty reports, and serve as liaison with LORT and the applicable unions (AEA, SDC, USA, AFM).

This is a full-time, exempt position, which is not eligible for overtime. This position includes a full benefits package: medical, dental and vision insurance, DTC-paid life insurance, voluntary life insurance and 403b programs,

HOW TO APPLY

Please submit resume and cover letter via email to careers@dallastheatercenter.org with **Associate GM** in the subject line.

KEY RELATIONSHIPS

- Director of Production
- (Interim) Artistic Director
- Production Manager
- Guest artists, creative teams, and their representatives
- Director of Finance and Operations
- Director of Public Works
- Director of People Operations
- Finance Department
- Executive Director
- Marketing Department
- Grants Manager & Prospect Research
- LORT Staff

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Work closely with the (Interim) Artistic Director and Director of Production in the planning, budgeting and producing of the season.
- Foster and maintain professional relationships with local and national directors, designers, choreographers, fight directors, agents, union representatives, performers and technicians.
- With the Director of Production, create and oversee individual show budgets, from inception through completion.
- Check the interest & availability, negotiate, and draft artist contracts (including actors, directors, designers, playwrights, creative teams, casting director, etc.).
- File employment paperwork for artist contracts with Director of People Operations/EDI, Accounts Payable/Payroll Specialist, and applicable unions.
- Attend and contribute to meetings, including: artistic planning, admin team, production, design and full company meetings.
- Interface with LORT Counsel Office and union representatives, as needed, and update DTC staff on changes to LORT Collective Bargaining Agreements with theatrical unions.
- Negotiate and agreement with local AFM, in conjunction with Director of Production and Executive Director.
- Ensure compliance of agreements and individual contracts, including reviewing of Marketing assets for crediting purposes.
- Negotiate and oversee co-production agreements and budgets when organization engages in co-productions/transfers to ensure productions remain viable for DTC.
- Oversee reimbursement payments for artists (including actors, directors, writers, designers, etc.).
- Negotiate and execute licensing agreements, and submit and file Royalty Reports for each production.
- File annual Producer's Questionnaires, etc. with unions, and coordinate annual renewal paperwork.
- Oversee the administration of reimbursement payments and departmental budget tracking for all aspects of production.
- File union reports, including weekly, monthly, per-production, and seasonal reports.
- Submit artist and production payroll.
- Submit artist & production contract payables (ex. directors, designers, creative teams).
- Reconcile artists' fees and salaries with internal records, budgets and union reports.
- Oversee & file LORT and TCG surveys.
- Support Grants Writer with data on Artistic & Production information.
- Perform work in a manner that is consistent with DTC's Mission, Vision, and Values.
- Be an active participant in DTC's work towards equity, diversity and inclusion and becoming an anti-racist organization.
- This position works onsite Tuesday, Wednesday & Thursdays at DTC's offices, with the option for remote work on most Mondays and Fridays. Some scheduling flexibility may be available with prior approval of the Director of Production and Director of EDI & People Operations.
- Must be available on some nights and weekends, as needed.
- Other duties as needed or assigned.

This job description is not exhaustive and is subject to review in conjunction with the post holder and according to future changes/developments.

SKILLS AND KNOWLEDGE REQUIREMENTS

- Sound grasp of current best theater producing practice in the USA.
- Problem solving approach and positive attitude.
- Experience with and understanding of budgets.
- Experience of forming and managing relationships with creative artists and/or their representatives.
- Experience with Contracting.
- Familiarity with LORT Collective Bargaining Agreements a plus.
- Excellent communication skills.
- Sound administrative computer literacy skills, including proficiency in Microsoft Excel. Experience with Blackbaud and DocuSign a plus.
- Self-motivated, and able to work independently outside of office supervision.
- Excellent time management skills.
- Ability and desire to work as part of a team.
- Ability to work under pressure.
- Demonstrated commitment to equity, diversity and inclusion;
- An appreciator of theater and an advocate for its value for the community;

EDUCATION AND EXPERIENCE REQUIRED

- Prior experience in a LORT, regional, or other professional theatre/arts organization a benefit.
- Undergraduate degree or equivalent practical experience a benefit.

PHYSICAL REQUIREMENTS

- Must be able to work on a computer all day.
- Must be able to lift items up to 10 lbs.
- This position operates in an office environment and requires the ability to operate standard office equipment and keyboards.

Dallas Theater Center is an Equal Opportunity Employer (EOE). Qualified applicants are considered for employment without regard to age, race, color, religion, gender, national origin, sexual orientation, disability, or veteran status. If you need assistance or an accommodation during the application process because of a disability, it is available upon request. The company is pleased to provide such assistance, and no applicant will be penalized because of such a request.

ABOUT DALLAS THEATER CENTER

One of the leading regional theaters in the country and the 2017 Regional Theatre Tony Award® Recipient, Dallas Theater Center (DTC) performs to an audience of more than 100,000 North Texas residents annually. Founded in 1959, DTC is now a resident company of the AT&T Performing Arts Center and presents its Mainstage season at the Dee and Charles Wylie Theatre, and at its original home, the Kalita Humphreys Theater. DTC is one of only two theaters in Texas that is a member of the League of Resident Theatres, the largest and most prestigious non-profit professional theater association in the country. DTC produces a six-play subscription series of classics, musicals and new plays and an annual production of *A Christmas Carol*; education programs, including the Award-winning Project Discovery and a significant partnership with Southern Methodist University's Meadows School of the Arts; and many community collaboration efforts with local organizations. In 2017, DTC's Department of Public Works launched a groundbreaking community engagement and participatory theater project designed to deliberately blur the line between professional

artists and community members, culminating in an annual pageant featuring over 200 Dallas citizens performing professional production. Throughout its history, DTC has produced many new works, including recent premieres of *penny candy* by Jonathan Norton, *The Supreme Leader* by Don X. Nguyen; *Hood: The Robin Hood Musical Adventure* by Douglas Carter Beane and Lewis Flinn; *Bella: An American Tall Tale* by Kirsten Childs; *Clarkston* by Samuel D. Hunter; *The Fortress of Solitude* by Michael Friedman and Itamar Moses; *Giant* by Michael John LaChiusa and Sybille Pearson, and many more.

As a member of The League of Resident Theaters (LORT), DTC operates under the LORT agreement with Actors' Equity, the Stage Directors and Choreographers Society and United Scenic Artists.

ABOUT THE DALLAS COMMUNITY

Dallas is a richly diverse modern metropolis in north Texas and is a commercial and cultural hub of the region. Over the years it has become a melting pot of cultures, religions and lifestyles. This important convergence of uniqueness and differences is reflected throughout the sights and sounds of the city. Dallas' authentic arts, music, food, places of worship, historic landmarks and urban lifestyle all contribute to the city's makeup. Located in the northeast corner of downtown Dallas, the Dallas Arts District is the largest contiguous urban arts district in the nation, spanning 68 acres and 19 contiguous blocks. This iconic neighborhood has more buildings designed by Pritzker award-winning architects than any location in the world. Dallas Arts District unifies culture and commerce with integrated and exemplary artistic, residential, cultural, educational, recreational, religious and commercial life Downtown's Sixth Floor Museum at Dealey Plaza commemorates the site of President John F. Kennedy's assassination in 1963. In the Arts District, the Dallas Museum of Art and the Crow Collection of Asian Art cover thousands of years of art. The sleek Nasher Sculpture Center showcases contemporary sculpture. The Perot Museum of Nature and Science sparks the imagination through a world of scientific wonders. Performing arts venues based in the Arts District include the AT&T Performing Arts Center, Moody Performance Hall, Meyerson Symphony Center, Winspear Opera House, Montgomery Arts Theater, and the Wily Theater. These beautiful venues feature the work of such notable Dallas-based performing companies as the Dallas Opera, Dallas Symphony, Titas/Dance Unbound, Dallas Black Dance Theatre and the Dallas Theater Center as well as touring productions from across the nation. Dallas is home to six professional sports teams including the Dallas Cowboys, Dallas Mavericks, Dallas Stars, Dallas Wings and FC Dallas. It is also host to several major sporting events like the Mexico National Team, college football games, e-sports competitions and more. In addition, the State Fair of Texas which takes place for over three weeks each fall at Fair Park in Dallas is the longest running fair in the nation as well as one of the largest.

EQUITY, DIVERSITY, AND INCLUSION FULL STATEMENT

ALL ARE WELCOME!

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- **EQUITY** means recognizing that not everyone starts at the same place, addressing inequities in access and opportunity, and allowing for full and fair participation.
- **DIVERSITY** means acknowledging and respecting human qualities that are different from our own and outside the groups we are a part of or with which we are associated. These qualities include but are not limited to: ethnicity, race, color, country of origin, sex, gender, gender identity or expression, age, sexual or relationship orientation, family structure, religion, beliefs, political affiliations, experiences and ability differences.

- **INCLUSION** means honoring and accepting the gifts, backgrounds, experiences, and wisdom that every individual brings with them, so that every stakeholder feels valued by Dallas Theater Center. Our stakeholders are staff, artists, board members, donors, audiences, and community members.

We will strive to create a culture of inclusion where individuals can thrive and succeed, are able to participate in and contribute to the progress and success of Dallas Theater Center while growing both professionally and personally.

We recognize and value individual differences, and we acknowledge structural and systemic racism and other access barriers that prevent full and fair participation of people outside the dominant culture and power dynamics. We acknowledge the complexities of becoming a fully inclusive and anti-racist organization, and we accept the challenge to build an organization where full and fair participation is the norm.

We commit to providing fair treatment, access, opportunity, and advancement and to creating space for culturally diverse voices to be heard and power to be shared. Together, we are even better.