

# CAPE TOWN CITY BALLET

Reporting to the Board of Directors, and working in close partnership with the Executive Manager and CFO the Artistic Director is responsible for conceiving, developing, and implementing the company's artistic vision. They will ensure and provide the highest level of excellence in implementing this vision through programs and performances, as well as the recruitment, development, and management of exceptional dancers and artistic staff.

## THE ROLE

Key responsibilities of the Artistic Director role include:

- **Setting & Implementing Artistic Vision:** The Artistic Director will oversee the development of a compelling artistic vision for the company.

The Artistic Director will honour the core values of the company: They will continue to celebrate and perform great classical ballets, and also forge new pathways which will include commissioning new works from choreographers and creative collaborators who bring new and important voices, stories, and styles of ballet to CTCB.

- **Internal Leadership & Management:** The Artistic Director will partner effectively with CTCB's Executive Manager and CFO and lead the organization's artistic staff, dancers, and a wide range of choreographers, designers, directors of repertoire, and coaches. The Artistic Director is responsible for facilitating the continued development of a healthy work environment, promoting strong and respectful internal communication between artistic staff and dancers, and managing the company with confidence and care. CTCB looks to its Artistic Director to champion diversity, equity, and inclusion in all aspects of the company's team, culture, repertoire, and community. The Artistic Director and Executive Manager will work together to prepare CTCB's annual priorities and budget for Board approval.

The Artistic Director serves as chief artistic talent scout for CTCB, and critical to the Artistic Director's success will be their ability to recruit and develop a talented and diverse company of dancers and artistic staff, as well as choreographers. With a deep commitment to the company's future talent will incorporate a training program that identifies talent and provides professional training for them.

- **External Leadership & Building Community:** It is expected that the Artistic Director will partner with the Executive Manager, Board, and development team to inspire financial support for CTCB through philanthropy and innovative partnerships.



Choreography: Satori, A Trilogy of Ballets  
Photographer: Paul Seaby

CTCB seeks an Artistic Director who is grounded in classical ballet, inclusive of new voices and open to new approaches, and captivated by the opportunity to lead CTCB forward through this next phase of artistic growth and excellence. They are looking for someone visionary, inspiring, strategic, and highly collaborative.

In terms of the performance and personal competencies required for the position, we would highlight the following:

## CANDIDATE PROFILE

### Artistic Strategy & Vision

The ability to create and articulate an inspiring artistic vision for the organization which brings CTCB's mission to life.

Has an acute awareness of where ballet has been, is today, and what it has the potential to become in future; understands the continuum between tradition and innovation in ballet and sees the unique opportunities that lie therein.

Has received full classical ballet training, has danced professionally as a classical ballet dancer and has choreographed and/or directed ballets. With these qualifications, is able to teach professional ballet class and rehearse company productions.

Has demonstrated an entrepreneurial and creative approach to developing new and innovative artistic approaches that will stretch the company and push the boundaries within the industry, while also continuing to champion and perform classical and story ballet of the highest quality.

Has deep and broad connections throughout the classical dance community and larger performing arts arenas; will be able to call upon a truly global network to further CTCB's artistic vision, and to seek inspiration and influence from beyond the classical ballet world.

### Executing for Results

The ability to set clear and challenging artistic goals for CTCB while committing the organization to improved communication, process management, and collaboration; holds the team accountable with a spirit of transparency and fairness.

Ensures financial viability of each production working strategically with the Executive Manager, CFO and Board on these matters.

An intelligent risk-taker who seeks input from others to foresee possible threats or unintended consequences of decisions; makes hard decisions, admits mistakes, learns, and adapts.

A leader who is viewed by others as having a high degree of integrity, humility, and forethought in their approach to making decisions; the ability to act in a transparent and consistent manner while always taking into account what is best for the company.

Evidence of experience in and/or curiosity about digital media and video storytelling, including digital performance content capture strategy; open to piloting new approaches to build audience reach, resonance, and engagement.



Choreography: Romeo and Juliet by Veronica Paepers  
Dancer: Hannah Ward and Brandon Lawrence (guest artist)  
Photographer: Joan Ward

# CANDIDATE PROFILE

## Leading and Managing Teams

The ability to attract and recruit top artistic talent, motivate the team and company, delegate effectively, celebrate diversity, and manage performance; widely viewed as a strong developer of others with a track record of coaching and nurturing within their organization.

Sets a tone of open communication, trust, and respect in all aspects of management, coaching, rehearsals, etc. as well as between staff and the company; known for making others feel heard while still being able to make executive decisions.

Equitable approach to dancer development and advancement, which entails deep engagement with dancers at all levels of the company.

The ability to persevere in the face of challenges and exhibit a steadfast resolve and relentless commitment to high standards of artistic quality, which commands respect within the company and beyond.

Will have earned a reputation for effectiveness in partnering with a Board or a senior management team, and will be able to guide and effectively delegate to others.

## Communication & Building Relationships

Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.

An ability to inspire trust and followership in others through compelling energy, passion for the art form, and a spirit of positivity.

Encourages others to share the spotlight and visibly celebrates and supports the success of the team, dancers, and others around them.

Exuberance and enthusiasm to partner with the Board and development team around fundraising and broader resource development activities.



# CANDIDATE PROFILE

## **Diversity, Equity, & Inclusion**

Brings deep personal commitment to diversity, equity, and inclusion in all aspects of their work and leadership; seeks to build an organization that is substantively diverse and reflective of the diversity of CTCB's communities.

Demonstrated ability to listen to others who have had different experiences than they did in the ballet world, and to create and open and inclusive spaces and platforms for those voices.

Continuously opens lines of communication and sponsorship with historically excluded communities to broaden access to and engagement with CTCB.

Embraces diversity, equity, and inclusion as cornerstones of all organizational and artistic decisions.

## **Personal Competencies & Character**

A leader who is self-reflective and aware of their own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback.

Confidence balanced with self-awareness and humility; possesses strong empathy, a keen sense of humour, and kindness; makes others feel welcome, heard, and at ease.

Cares for the quality of the art being created and the well-being of the company above their own ego.

PLEASE SUBMIT CV'S TO: [suzetteraymond@yahoo.com](mailto:suzetteraymond@yahoo.com)