

# Wallis Annenberg Center for the Performing Arts

## POSITION ANNOUNCEMENT VICE PRESIDENT OF ARTISTIC PLANNING

### WHO WE ARE

The Wallis Annenberg Center for the Performing Arts is a dynamic cultural hub and community resource where local, national, and international artists share their artistry with ever-expanding audiences. The campus, located in the heart of Beverly Hills, CA, is committed to robust and distinctive presentations and education programs curated with both creativity and social impact in mind.

Distinguished by its eclectic programming that mirrors the diverse landscape of Los Angeles and its location in the entertainment capital of the world, The Wallis has produced and presented more than 275 dance, theater, opera, classical music, cinema and family programs since its doors opened in October 2013. Hailed as “au courant” (LaLa Magazine), The Wallis was lauded by Culture Vulture, which proclaims, “If you love expecting the unexpected in the performing arts, you have to love The Wallis.” Its programming has been nominated for 48 Ovation Awards and seven L.A. Drama Critic's Circle Awards. The campus itself, a breathtaking 70,000-square-foot facility, celebrating the classic and the modern, has garnered six architectural awards.

Designed by acclaimed architect Zoltan E. Pali (SPF:architects), the restored building features the original 1933 Beverly Hills Post Office (on the National Register of Historic Places), which serves as the theater's dramatic yet welcoming lobby, and includes the contemporary 500-seat, state-of-the-art Bram Goldsmith Theater; the 150-seat Lovelace Studio Theater; an inviting open-air plaza for family, community and other performances; and GRoW @ The Wallis: A Space for Arts Education, where learning opportunities for all ages and backgrounds abound. Together, these elements embrace the city's history and its future, creating a performing arts destination for L.A.-area visitors and residents alike.

### WHAT WE BELIEVE: OUR FOUNDATIONAL DOCUMENTS

#### VISION

We envision a world in which sharing stories, creativity, and the arts are celebrated as core elements of the human experience.

#### MISSION

Deeply rooted in our local Beverly Hills community and influenced by cultural change, the Wallis Annenberg Center for the Performing Arts, a public-private partnership with the City of Beverly Hills, strives to be a site for the convergence of relevant, dynamic performing arts, education and civic life, strengthening our local and global community in our role as a presenter, producer, educator and community resource.

## **CORE VALUES**

We approach our work with the pioneering creative spirit of Beverly Hills and greater Los Angeles, while also recognizing that we live in a multi-cultural ever-changing world and that we will face continuous challenges. We navigate that changing world guided by the following core values:

- **Trust:** We believe that trust among our fellow humans is a core tenet of our ability to accomplish our mission and vision and we are committed to building that trust among staff, board, audiences, artists, and the community. Inherent in this trust is a generosity of spirit towards each other, a commitment to behaving with integrity, and respect for the views of those with whom we disagree.
- **Artistic Courage:** We believe freedom of artistic expression is essential for our work. Artists and Wallis staff need to feel safe and supported in generating and sharing bold and provocative work. While everyone has a right to dislike any particular work, such views shall not be used to censor or inhibit future programming.
- **Enlightenment:** We value innovation and ambition, allowing us to take on the challenge of bold work that will advance our mission and vision. We strive to provide opportunities to feel, to think, to provoke, and to dream together.
- **Cooperation:** We believe our best work comes through teamwork, trust, and the ability to work together in pursuit of our mission.
- **Communication:** We believe the key to effective communication is the art of listening; considering and taking seriously all points of view. We embrace diverse voices and respect all points of view, even if we disagree. Our goal is to create human connectedness through meaningful shared arts experiences. Our marketing and community engagement will enable our goal of creating meaningful ongoing relationships with our audiences and community.
- **Diversity, Equity, and Inclusion:** We respect, honor, commit to and celebrate the full range of diverse backgrounds, abilities, identities, and orientations that comprise our community, our country, and our world. We are committed to equity; to deliberately elevating the voices of those who have not always been heard, using the platform we have to give voice to marginalized groups. We hope our audiences will mirror the wonderful diversity of our local community and our region.
- **Accountability:** We recognize that we have been and continue to be entrusted with the public's resources and revenue. We will be responsible stewards of these resources and transparent about how they are deployed in pursuit of our mission. We will strive to balance essential artistic risk with fiscal prudence.

## **ARTISTIC INTENT**

We are compelled by the power of art to both tell stories and to illuminate insights through the aesthetic experience. As one of many dynamic and growing arts organizations in the Los Angeles region, we strive for a unique artistic voice, the core of which includes:

- Presenting and producing exceptional work that celebrates, integrates, and reimagines music, dance, theater, and film for adults as well as for young audiences; programs that are transformative, insightful, joyful, provocative, and inspirational. We strive to inform, enlighten, and celebrate the vast tapestry of our common humanity. We expect our work to have an impact and influence locally, nationally, and internationally.
- Fresh, imaginative, artistically significant, and aesthetically important work from the region, the country, and the world. We especially support diverse artists and marginalized voices from the Los Angeles region whose work speaks to our local Beverly Hills community, greater Los Angeles, and the larger world. We are an artistic home for artists of all ages, backgrounds, and aesthetics, investing in the development of their unique voices.

- We are inspired by the building and campus that we occupy. We strive to produce and present extraordinary work that animates, engages, surprises, and enlivens the building, taking advantage of the intimate and imaginative possibilities in the relationship between the building, art, artists, and audiences.
- In reinventing an historic post office, the architecture embodies our artistic intent, combining the modern with the old, the classic with the contemporary. It supports us in being innovative and ambitious, yet respectful of the past. It informs our work and the journeys that our audiences take, inspiring us to create communities that eat, drink, and participate in the artistic story we are telling, through dance, theater, music, and film.
- Artistic and educational programming that speaks to people of all ages and backgrounds and inspires life-long participation with the arts. We want young people who grow up at The Wallis to become our future leaders and supporters.

## **COMMUNITY CONTEXT**

The Wallis is firmly grounded in, and of service to, the dynamic, ever changing, Beverly Hills and greater Los Angeles community. As a civic hub, a gathering place for the open exchange of arts, ideas, and interests, our vision for this community actively invites everyone to contribute to the rich arts ecosystem of Southern California. We are also an integral part of the local, national, and international arts communities and seek to play a leadership role in the advancement of the performing arts.

## **POSITION OVERVIEW**

The Vice President of Artistic Planning (VP) reports directly to the CEO and works collaboratively with the CEO, as well as the Director of Education, to further root and position the Center as an internationally recognized institution in the performing arts and arts learning. The Vice President of Artistic Planning is a member of the Leadership Team and is the senior leader of the Artistic Department, which oversees and implements the artistic programming of The Wallis in accordance with its Board-Approved Foundational Documents. The VP works in partnership with the CEO and key staff to develop and fund an annual budget to support the organization's programmatic and institutional priorities.

## **KEY RESPONSIBILITIES**

### *Artistic Programming & Direction*

- In accordance with The Wallis' Foundational Documents, supports a strong artistic and educational vision, which guides the institution's artistic programming, arts learning, community outreach programming, marketing, branding, and fundraising, as well as institutional sustainability.
- Works with the CEO and artistic team to design robust artistic programming that promotes excellence and builds and sustains interest, enthusiasm and support among diverse audiences, both locally in Beverly Hills and throughout Los Angeles County, through a dynamic mix of both produced and presented works, including adventuresome new works, emerging artists, masterworks, classical arts, popular entertainment, innovative festivals, and American and international art forms primarily in Music, Theater, Dance, Film, Lectures/Spoken Word.
- Takes full advantage of the range of The Wallis' unique spaces (indoors and outdoors) and architectural assets for meaningful artistic endeavors.
- Works closely with the Senior Director of Education to support and integrate innovative arts education programs that impact and resonate positively throughout the culturally diverse Los Angeles community.
- Pursues strategic partnerships, collaborations, and innovative artistic initiatives with local, national, and international artists and performing arts groups.
- Works collaboratively with CEO, marketing and communications team, and development team to position The Wallis and its programming to attract audiences, build base of financial support and

promote The Wallis as a compelling destination for Beverly Hills and Los Angeles community, as well as millions of tourists who visit Beverly Hills annually.

- Maximizes the year-round programming at The Wallis.

#### Financial Responsibility & Viability

- Maintains programs within the institution's financial parameters as set forth by the Board of Directors, CEO and CFO.
- Works closely with the CEO and development team to identify, develop, and access financial and other resources needed to support the mission and artistic programming of The Wallis and to ensure the financial success of the organization.

#### Organization Mission, Strategy and General Operations

- Works with the Board of Directors, CEO, staff, and community to ensure that the mission, vision and core values are being fulfilled through artistic programs, education, community outreach and visionary planning.
- Responsible for collaborative strategic planning in consultation with the Board of Directors and CEO to ensure that The Wallis can successfully fulfill its mission and long-range objectives well into the future.
- As required by the position and needs of the organization, is active and visible in the community, working closely with artists, professional, civic, media, educational, and private organizations.
- With the Leadership Team, ensures that each season is planned, developed, budgeted, contracted, and reported to the Board in a responsible and timely manner.
- Hires, evaluates builds, inspires, and retains a competent, qualified department staff, creates a safe, diverse, and ethical work environment that promotes productivity, job satisfaction, and develops a strong, collaborative, and motivated team for The Wallis.

#### **WHAT WE ARE SEEKING**

As the Wallis approaches its tenth anniversary in October 2023, we are poised to take dramatic and exciting steps forward in the years ahead. The VP will be a vital part of that upward trajectory. The ideal candidate therefore will demonstrate through their accomplishments:

- Extensive knowledge of and experience with a broad range of performing arts on the national and international level
  - Knowledge of and commitment to multiple art forms reflecting the diversity of programming at The Wallis
  - Experience with commissioning, creating, and developing new work including large-scale projects with multiple partners and collaborators
  - A demonstrated commitment to foregrounding work from artists of color and other marginalized populations
  - Knowledge of and experience with LA-based artists
  - Fully embraces family programming as an important area of programmatic emphasis and growth
- Demonstrated success working as a presenter/producer in comparable organizations
- Sophisticated understanding of the contemporary environment and arts industry issues including the important role of DEI in program design
- Understands the role of The Wallis nationally and in the LA arts ecosystem, and has a vision for the organization's future that builds on its current accomplishments

- Demonstrated expertise at curating the performing arts
- Understands the integral role of education and community engagement in the work of the organization
- Fiscal knowledge, awareness, appreciation and accountability
- Ability and willingness to participate actively in fundraising endeavors

### **TRAITS AND CHARACTERISTICS**

The VP will be a visionary artistic leader with the capacity to bring their visionary ideas competently to fruition. The ideal candidate will have a demonstrated track record of successfully working within a collaborative environment. They will have a passionate and visible commitment to DEI not only in programming but also in their working style and will move easily among diverse populations from multiple backgrounds. Outstanding communication and collaboration are key skills of the ideal candidate, including the ability to successfully communicate with a large, diverse staff and prominent Board of Directors and donors. They will value interactions with a range of stakeholders, connecting to and collaborating with the BOD, staff, audience members, and donors. The VP will build on their experience while also being an ongoing learner who is receptive to innovation and new methodologies. Prioritizing tasks and objectives while remaining sensitive and responsive to the needs of others, the VP will have developed cultural competencies and the ability to handle difficult situations with diplomacy and ease.

Other key competencies include:

- **Personal Accountability and Diplomacy** – The capacity to maintain not only a high ethical standard, but also to set an example of responsibility and tact towards all members of The Wallis community.
- **Teamwork and Leadership** – The dexterity to appropriately use positional and relational influence to organize people to pursue a collective vision, managed with a clear sense of purpose and direction.
- **Planning, Organizing, and Decision-Making** – The aptitude to analyze all aspects of a situation and to make consistently sound and timely decisions, including addressing difficult situations head-on. The capacity to establish forward-looking courses of action to ensure that longer-term efforts are completed effectively and efficiently with appropriate participation from the entire team.
- **Time and Priority Management** – The demonstrated ability to discern the impending importance of tasks and initiatives and to complete work within a given time frame and resource allocation.

### **QUALIFICATIONS**

A bachelor's degree or equivalent experience is required. A master's degree is preferred. Ten or more years of experience working in the field of performing arts and five or more years of management experience are required. Strong candidates will be comfortable working in a nonprofit environment that includes budget development and management responsibilities. The ability to work daily in a variety of communities and across lines of difference is necessary. Demonstrated accomplishments in arts advocacy, case-making, supporting funding proposals, and general fundraising will be critical to the team. Excellent verbal and written communication skills are essential, including confidence and clarity in presenting to small and large groups from a variety of constituents.

This position will frequently be required to stand, walk, and sit for long periods of time. They will be required to collaborate well with a variety of people, so the ability to speak and hear is preferred. Experience and ease interfacing with individuals with specific communication needs is valuable. Must be able to lift up to 20 pounds.

### **Compensation and Benefits**

The Wallis offers competitive compensation, anticipated in the range of \$160,000 to \$190,000. Benefits include full medical, dental and vision insurance; life insurance fully paid by the employer; and generous paid time off and holiday time. Relocation expenses, if necessary, will be negotiated at the time of the offer.

### **Applications and Inquiries**

Please submit a professional resume, as well as a detailed and thoughtful cover letter that articulates your interest in and qualifications for the position to [VPArtisticPlanning@thewallis.org](mailto:VPArtisticPlanning@thewallis.org) (electronic submissions required)

*The Wallis Annenberg Center for the Performing Arts is an Equal Opportunity Employer committed to diversity, equity and inclusion, and encourages applicants of any age, national origin, race, ethnicity, religion, sexual orientation, political affiliation, or gender.*

