MCA MANAGEMENT CONSULTANTS FOR THE ARTS

POSITION PROFILE

Director of Production
Oregon Shakespeare Festival

OPPORTUNITY

The Oregon Shakespeare Festival (OSF) seeks a Director of Production (DOP) to lead one of the most complex and accomplished production operations in American theatre. Leading a large, highly skilled, unionized team across multiple shops and a rotating repertory season, the Director of Production will be first and foremost a developer of people, mentoring production managers and department heads and building the systems that let them do their best work. As a trusted partner to Artistic and Executive leadership, the Director of Production will help shape each season from its earliest stages, owning a long-range production budget and being the driver inside the organization to ensure bold programming is balanced with real operational capacity. The Director of Production will keep a large, dispersed organization well informed of production activities and planning through clear, honest communication and sturdy and confident leadership when challenges arise. This is a rare opportunity to shape the production culture of one of the nation's most respected producing organizations and the most compelling candidates for the role will embody collaboration, accountability, respect, and equity, ensuring that work of the highest artistic excellence is delivered safely, on time, and within budget.

BACKGROUND

The Oregon Shakespeare Festival (OSF) was founded in 1935 in Ashland, OR, and has grown from a three-day festival of two plays to a nationally renowned theatre that presents a rotating repertory season of 9-10 plays and musicals, including illuminating interpretations of Shakespeare, other enduring classics, and new work. OSF received the 1983 Special Tony Award for Outstanding Regional Theatre and is one of the largest nonprofit theatres in the nation with three stages, including an outdoor Allen Elizabethan Theatre.

Over its 92-year history, it has achieved what is arguably one of the great dreams of not-for-profit theatre: an accomplished resident company of artists performing plays in rotating repertory to a large and appreciative audience. Still grounded in its founding

impulses toward the classic theatre, OSF has built a body of work that includes traditional and contemporary classics. Further, OSF has commissioned and produced an extraordinary and growing number of new plays, with important work originating at OSF and going on to other stages around the United States, including Tony winning Broadway transfers.

OSF is truly a destination theatre. The majority of its audiences make a pilgrimage to Ashland from outside Oregon; they seek and obtain an immersive theatre-going experience in Ashland where the town and the region around it are also stars in providing a wonderful experience. It is safe to say that this theatre has moved into the very center of the national dialogue about the art form and a theatre organization's responsibility to sustain it.

Statement of Purpose

The Oregon Shakespeare Festival creates world-class theatre, revealing our collective humanity through illuminating interpretations of new and classic plays, and inspiring a love of our art form for current and future generations.

Company Values

- We are committed to work toward inclusion, diversity, equity, and accessibility, creating a space of belonging for all audiences and employees—through concrete actions and systemic improvements.
- We nurture and support our artists, attracting and retaining diverse, innovative talent across the organization.
- We believe in the transformational power of collaborative artmaking and performance.
- We recognize the importance of responsible stewardship of resources and sustainable business, financial, and environmental practices.
- We serve the public good and engage with and respect our community of artists, audiences, staff, local citizens, patrons, donors, and the greater theatre community worldwide.

Company Priorities

For the 2027 Season OSF has established a set of priorities that drive the work of the entire company. They are stated as follows:

1. Artistic Excellence and Audience Growth. Rebuilding earned revenue through high-caliber art, reactivation of lapsed audiences, audience acquisition, membership growth, and audience engagement.
2. Principal and Legacy Giving. Securing major and multi-year gifts while strengthening the pipeline for planned and legacy giving to support near-term stability and long-term sustainability.
3. Systems and Operational Modernization. Improving clarity, documentation, efficiency, and accountability through creating structure and leveraging new tools.
4. Refining Budgeting and Season Planning. Strengthening accuracy, timeline coordination, and financial transparency in season development and departmental budgeting.
5. Growth in Ancillary Revenue Streams. Expanding and refining revenue generated through concessions, retail, rentals, education, costume rentals, and related programs.
6. Strengthening Organizational Culture and Connection. Increasing transparency, cross-department communication, and shared institutional understanding.
7. Long-Term Groundwork. Preparing for formal strategic planning and cultivating multi-year artistic and institutional initiatives.

Tim Bond has served as Artistic Director since 2023, a return after serving as Associate Artistic Director earlier in his career during Libby Appel's tenure as Artistic Director. OSF operates on a $43 million annual budget, and the nature of their repertory season producing model is increasingly rare in contemporary regional theatre producing models.

- The production arm of OSF is composed of the following departments: Production; Costumes, Wardrobe, and Hair; Properties; Sound and Video; Stage Operations; Lighting; and Technical Direction/Scenic.
- The theatres and support facilities occupy a four-acre campus in the heart of Ashland and adjacent to Lithia Park. Each year, up to ten productions are presented on its three primary stages in a rotating repertory over an eight-month period. Those spaces are:
    - Allen Elizabethan Theatre (1,198 seats)
    - Angus Bowmer Theatre (up to 601 seats)
    - Thomas Theatre (270-360 seats)
- The Green Show Stage – centrally located between the three venues in an open courtyard known as "The Bricks" – offers free outdoor performances prior to selected shows.
- In addition, OSF owns an impressive 72,000-square-foot production facility in nearby Talent, OR, where sets and props are created, and costumes are stored.
- OSF operates under collective bargaining agreements with AEA, IATSE and SDC.

- The company has approximately 130 full-time, 217 full-time seasonal, and 65 part-time employees, as well as 700 volunteers. There are approximately 93 artists in the 2027 Resident Performing Company.

To learn more about Oregon Shakespeare Festival, please visit https://www.osfashland.org/.

ASHLAND, OR

Ashland, Oregon is a town of about 21,000 people tucked into the stunning Rogue Valley, just north of the California border. It offers a quality of life well beyond what its size suggests. OSF draws theatregoers from around the world, while Southern Oregon University adds youthful energy and a steady stream of lectures, concerts, and events. The setting is a major draw: downtown sits beside Lithia Park, a 93-acre park with miles of trails, and the surrounding hills and nearby Mount Ashland offer hiking, mountain biking, and skiing. The climate is mild and sunny, with warm, dry summers and moderate winters, and the walkable downtown is full of independent restaurants, wine bars, and local shops that reflect the region's strong farm-to-table and wine culture. Medford's airport is about 15 minutes away, Portland is roughly a five-hour drive, and the San Francisco Bay Area is about a six-to-seven-hour drive south on I-5.

POSITION RESPONSIBILITIES

The Director of Production oversees the full range of production activities for OSF's season of rep productions. As a senior leader, the Director of Production sets goals for the production team and provides direction and support to production personnel through strong supervisory skills. Reporting directly to OSF's Artistic Director, the Director of Production's primary responsibilities are:

Team Management and Supervision

The Director of Production leads a large, highly skilled, and unionized (IATSE) Production department, spanning multiple shops and a complex rotating rep calendar. First and foremost a manager of people and a developer of talent, the DOP provides direct supervision, coaching, and evaluation of production managers and department heads, mentors newer managers, and holds every member of the team to the highest professional standards. At the systems level, the DOP builds sound hiring, training, and documentation practices and partners early and collaboratively with OSF People & Culture on personnel matters, delegating day-to-day operations in order to focus on oversight and strategy. As a leader, the DOP helps teams set priorities and build repeatable systems, and makes timely decisions while bringing people along.

Season Planning / Budget Creation, Oversight, and Tracking

The Director of Production ensures the rep season is delivered safely, on time, within budget and rep parameters, and with artistic excellence. The DOP takes ownership of the overall production budget, ensuring its accuracy and discipline and presenting it with clarity and transparency to OSF leadership. Leading a long-range budgeting cycle that begins 12 to 18 months or more ahead of production, the DOP oversees production managers and department heads, addressing variances early. The role also advises Artistic and Season Planning leadership on the capital planning and budget implications of calendar and design decisions, always balancing programming ambition with capacity.

Advance Problem Solving and Conflict Resolution

Serving as the escalation point for complex, high-level production issues, the Director of Production anticipates challenges before they surface. When conflicts cannot be resolved at the production manager level, the DOP steps in with compassion, discretion, and decisiveness. The DOP has a key role in emergency response leadership, as well as in safety and regulatory compliance.

Transparent and Effective Communications

OSF is large and geographically dispersed, making clear, proactive communication essential. The Director of Production keeps leadership, departments, and union representatives informed and aligned through thoughtful communication structures, enters difficult conversations directly and honestly, and follows through on every commitment. The DOP also brings the Production perspective to early season planning, working as a trusted partner to Artistic and Management leadership.

Support and Advancement of OSF's Culture

The Director of Production embodies OSF's values and helps shape a culture of collaboration, accountability, and respect within Production. The DOP models OSF's values, brings a concrete commitment to equity, diversity, inclusion, and accessibility, fosters shared accountability, and builds a collaborative, good-faith working relationship with leadership, external artists, other departments, and OSF's key partners.

QUALIFICATIONS

While no single candidate will likely possess all these qualifications, OSF has identified these skills and traits as compelling characteristics for the Director of Production:

- Extensive production management experience with demonstrated success leading large, multi-disciplinary teams.

- Experience building/maintaining relationships and negotiating with unions, especially IATSE.
- Strong planning and financial acumen, including complex budget forecasting, management, and reporting.
- Proven ability to manage sensitive personnel, union, and artist relations and emergency responses with decisiveness, discretion and care.
- Excellent communication, organizational, and project management skills.
- Proficiency with Microsoft 365, including SharePoint, Teams, OneDrive, and other cloud-based collaboration tools, is preferred.
- Positive, curious, and collaborative attitude with commitment to high-quality work.
- Belief in OSF's mission, vision, and values and the ability to contribute positively to the organization's culture and success.
- A talent for working with a diverse group of people who operate on differing schedules and timelines for a shared purpose.

COMPENSATION AND START DATE

Oregon Shakespeare Festival hopes to make a hiring decision by the first quarter of 2027, with the selected candidate transitioning into the position shortly thereafter. The salary range starts at $145,000 annually and includes a full benefit package.

All OSF employees are expected to respect diverse ideas, races, genders, sexualities, abilities, cultures, and religions, and contribute to working in an anti-racist theatre committed to the values of Inclusion, Diversity, Equity, and Access (IDEA).

HOW TO APPLY

Emily Knapp and **Jonathan West** are the consultants from Management Consultants for the Arts who are facilitating this search. Interested and qualified candidates should submit the following items for consideration:

- A current résumé
- Cover letter (no more than 1 ½ pages)
- Four professional references

All documents should have the candidate's name as part of the file name.

Submissions should be made through Management Consultants for the Arts' website at: https://www.mcaculture.com/director-of-production-osf