



BELFRY THEATRE

Artistic Director Search

THE BELFRY THEATRE (Victoria, BC) is seeking an individual of creativity, vision, and experience to serve as its next Artistic Director. Reporting to the Board of Directors and working in close partnership with the Executive Director, the Artistic Director will be responsible for shaping the Belfry's artistic direction, while collaborating with the Executive Director to ensure the financial health of the organization.

The Belfry Theatre is one of Canada's most respected theatre companies and the largest non-profit theatre company on Vancouver Island. The Belfry plays a crucial role in the cultural ecology of the region, and it has a responsibility as an artistic leader within the Greater Victoria region to nurture and support a diverse range of artists and theatre companies within its community. The Belfry is a valuable community resource, with many outreach, mentorship, and engagement programs.

The Artistic Director will be responsible for all artistic aspects of the organization, including programming, assembling creative personnel, and supporting the production process. They will dedicate themselves to advancing local artists through apprenticeships, workshops, and other professional opportunities. They will commission the most exciting playwrights – locally and nationally – and support the development of new work.

The Artistic Director will be a leader and a colleague within the Victoria arts community, with a desire to engage with artists and arts organizations locally, provincially, and nationally. The Artistic Director will embrace their role in securing public and private sector support for the Theatre. They will utilize their excellent writing and networking skills to articulate the importance of theatre and the Belfry's artistic contributions to granting bodies, foundations, sponsors, and patrons.

The Belfry is continuing its journey toward becoming a diverse, equitable, and inclusive organization with a commitment to reconciliation. The Belfry is committed to an open and transparent hiring process and encourages applications from individuals in all equity-seeking groups, including Indigenous, Black, and racialized communities, women, persons with disabilities, and members of 2SLGBTQIA+ communities.

This is an exciting and unique opportunity for an experienced professional to bring their vision and passion for theatre into a leadership role, shaping the Belfry's next decade of bold, resonant, impactful, and inclusive artistic work.

The Belfry Theatre plans to appoint a new Artistic Director by January 2026. It is anticipated that the new Artistic Director will have input into the planning of the 2026/27 season. The full-time Artistic Director position will begin in September 2026.



The Organization



The Belfry produces theatre that allows the audience to see the world a little differently.

As a professional adult theatre company, the Belfry Theatre is dedicated to producing contemporary plays, with an emphasis on Canadian work, and to promoting artistic, cultural, and educational events in the Greater Victoria Region.

Now entering its 50th Season, the Belfry Theatre's primary focus is on Canadian playwrights and contemporary plays - plays with rigorous ideas that address issues in the world around us. The Belfry actively pursues stories that embrace the diversity of this country's population. The development of new work, through commissions, dramaturgy, workshops, readings, and first productions, is central to their artistic mandate. The Belfry aims to produce plays that engage their audiences, while opening doors to new worlds and new ways of looking at the world.

Over the past 50 years, the Belfry has produced 360 + plays, including 280 Canadian plays, and more than 50 premieres. Many of those premiere productions have gone on to acclaim across Canada, in the U.S., Australia, Europe, and London's West End. Belfry productions regularly tour to other cities and have won awards in Toronto, Vancouver, and Calgary.

The Belfry offers Pay What You Want for all single tickets and subscriptions, democratizing access to the theatre. The Belfry runs several programs designed to further the knowledge and training of young professional artists, craftspeople, and administrators.

The Belfry has an annual budget of \$3 million. Full financial statements and additional information can be found in the annual reports. <https://www.belfry.bc.ca/annual-reports/>

The Belfry Theatre is on the land of the Lək'wəŋən People, known today as the Songhees and Xwsepsum Nations. The Lək'wəŋən people have been keepers of this land for millennia, and the Belfry offers their respect and gratitude for their presence on this territory.



The Community

Voted the #1 Best Small City in the World by Conde Nast Readers in 2024 and nominated in 2024 as one of the world's best visitor cities, Victoria is located on the southern tip of Vancouver Island on the homelands of the Songhees Nation and the Xwsepsum Nation. It is a forward-thinking, active community.

The capital city of British Columbia, Victoria, is home to a dynamic and thriving economy, a vibrant arts and culture scene, and an unparalleled natural environment that both residents and visitors enjoy. Sustainability, health, and well-being are the cornerstones of creating a prosperous and inclusive future. Approximately 94,000 people call Victoria home, and it serves as the economic and entertainment centre for BC's Capital Region, which serves a population of approximately 400,000. In combination with the ocean views and mountain vistas, Victoria is an excellent place for year-round recreation. Shorter commutes and a multi-modal transit system make getting to work better and faster. Coffee shops, restaurants, and artisanal food makers celebrate local ingredients and the producers who create them. After work and on weekends, the lively local cultural scene, outdoor recreational opportunities, and family-friendly parks and services keep everyone busy and healthy.





Artistic Director Roles and Responsibilities

The Artistic Director is responsible for ensuring that the art and artists are considered in every decision and every aspect of the organization.

Reporting to the Belfry's Board of Directors, the Artistic Director, in close partnership with the Executive Director, is responsible for the well-being of the Theatre - both artistically and physically. The Artistic Director is interested in shaping an artistic journey for the audience that continues from season to season, introducing them to new worlds and new aspects of their own worlds. The Artistic and Executive Directors are the face of the Belfry.

The Artistic Director is responsible for:

Artistic Leadership

- Articulating a clear and ambitious artistic vision for the Belfry Theatre.
- Curating seasons of productions and presentations that reflect the realities and the diversity of this country and the world around us.
- Engaging artists of the highest quality to create and perform these productions.
- Approving all casting and creative team decisions.
- Normally, directing a minimum of one production each season.
- Being an ally and a resource for guest directors.
- Commissioning playwrights and developing new work.
- Staying informed about work being done across the country and initiating collaborations.
- Participating in PACT and staying connected to the national theatre network.
- Being an active leader and partner in Victoria's arts scene, as a colleague, a mentor, and a collaborator.
- Communicating the Belfry's artistic vision to a broad range of stakeholders.
- Serving as an enthusiastic ambassador and spokesperson for the Belfry in interviews, at conferences, and other public relations opportunities and events.

Organizational Leadership

- Working closely with the Executive Director to ensure the successful and thriving functioning of the theatre.
- Championing and leading by example in areas of Equity, Diversity, Inclusion, Accessibility, and community engagement.
- Conducting the affairs of the Belfry Theatre in a highly collaborative and communicative manner.
- Exhibiting deep appreciation for artists, staff members, volunteers, audiences, and all other stakeholders.
- Contributing substantially to the writing of all grant applications, donor letters, brochure copy, program notes, etc.
- Curating special events for various stakeholders, including the Directors Circle, each season.
- Nurturing and building upon the Belfry's strong relationship with local educational institutions.
- Participating in the hiring of senior staff members, particularly production staff.



- Providing leadership and management to artistic staff and maintaining a productive and collaborative working environment.
- Inspiring staff in all departments to do their best work and enabling professional development as appropriate.
- Collaborating with appropriate staff to develop the season production calendar.
- Contributing to the budgeting process as pertains to production and artistic components.
- Actively monitoring and assisting in adherence to production and artistic budgets, in partnership with the Executive Director and Production Manager.
- Exercising sound and informed fiscal management.

Board of Directors

- Recognizing that the Board of Directors is an integral part of the theatre's success, and ensuring that appropriate information is presented to the Board in a timely manner.
- Preparing and delivering a report at each Board Meeting.
- Collaborating with the Board and the Executive Director to create and adhere to a strategic plan.
- Creating an operational plan to achieve the artistic elements of the strategic plan.

Traits and Characteristics

The Artistic Director, visionary, dynamic, independent, self-motivated, detail-oriented, and people-oriented, will possess exceptional artistic, social, and written/verbal communication skills, valuing frequent interaction and collaboration with others. The Artistic Director will be committed to making space for others at the table.

The Artistic Director will be an experienced and entrepreneurial professional with the vision to actively pursue the Belfry Theatre's goals with bold creativity and determination and will have a high degree of personal accountability - with a commitment to exceeding expectations.

The Artistic Director will balance tasks and projects with a sense of urgency and be a self-sufficient and self-managed professional with a highly organized approach. The Artistic Director will have the ability to achieve organizational objectives with artists, staff, board members, volunteers, donors, and prospective supporters. This individual will bring an affinity for the Belfry's mission and vision, as well as a passion to positively impact the organization's long-term success.

Other key Traits and Characteristics of the role include:

- **Creativity & Innovation** – Creating innovative approaches, programming, processes, and/or systems to achieve the desired result.
- **Leadership** – Organizing and influencing people to believe in a vision while creating a sense of purpose and direction.
- **Futuristic Thinking** – Imagining, envisioning, projecting, and/or creating what has not yet been actualized.
- **Teamwork and Interpersonal Skills** – Cooperating with others to meet objectives and the ability to effectively communicate to build rapport while relating to many different people.
- **External Stakeholder Focus** – Anticipate, meet, and exceed stakeholder needs and expectations.



- **Flexibility, Time, and Priority Management** – The ability to prioritize and complete tasks to deliver desired outcomes within allotted time frames while readily modifying, responding, and adapting to change with minimal resistance.
- **Equity, Diversity, Inclusion & Accessibility** – Being aware and sensitive to the issues and opportunities with EDI&A in the organization.

Qualifications and Experience

The successful candidate must be based in Victoria or be willing to relocate there, with a relocation allowance provided if required. Candidates will have progressive experience in artistic leadership, ideally at one or more theatres, with experience in setting programming, budgeting, and selecting creative teams. The successful candidate will have a track record of successful directorial approaches, as well as experience in championing Equity, Diversity, Inclusion and Accessibility within an arts organization. Superior written/verbal communication skills, as well as experience collaborating with a Board of Directors and various stakeholders, are required. Candidates must possess expertise in and a willingness to mentor and develop team members to create a high-performing team. Experience at a venue-based organization is considered an asset.

Compensation

The Belfry Theatre offers a comprehensive compensation package with an annual salary of \$95,000 – \$105,000 per year, commensurate with experience, together with membership in the Belfry's benefit programs, including an extended Health & Dental plan after three months, four weeks of paid vacation, including a minimum 1-week company 'shut-down' between Christmas and New Year's.

Application Instructions

The Belfry Theatre Artistic Director Search is led by Nancy Webster, Nicola Dawes, and Martin Bragg of **Martin Bragg & Associates**. To apply in confidence, please email your letter of interest and resume in Word or PDF format to Martin Bragg & Associates at belfrytheatre@mbassociates.ca. **The review of applications will begin immediately. Deadline for receipt of applications is Monday, November 17, 2025.** All qualified candidates are encouraged to apply and will receive an acknowledgement of their application. No phone calls, please.

*Photo Credit: Gabrielle Rose in
AS ABOVE by Christine Quintana
Costume Design: Camellia Koo
Lighting Design: John Webber
Projection Design: Emily Cooper
Photo: Peter Pokorny*

