

**MCT, Inc.** (MCT) is seeking an energetic, passionate, and strategic leader to serve as only the third **EXECUTIVE DIRECTOR** in the organization's 50-year history. Applicants for this role should have intensive business and management experience in the non-profit sector. They will be a compelling storyteller with robust oral and written communication skills. MCT is seeking an Executive Director who has the vision and skillful leadership to guide the organization into the future. We are looking for an inspiring individual who will explore new ideas, opportunities, and innovation while honoring the contributions and traditions of the past.

## ORGANIZATION

Headquartered at the MCT Center for the Performing Arts, MCT, Inc. is the umbrella organization for the Missoula Children's Theatre and the Missoula Community Theatre. The Missoula Children's Theatre is the world's largest touring children's theatre and operates year-round bringing the arts to all 50 states, 5 Canadian Provinces and 16 countries. Local children's programming offers a variety of classes, productions and camps. Each year, Missoula Community Theatre operates with hundreds of local volunteers for its seasonal production series. Essential roles include crew members, actors, singers, carpenters, stitchers, event staff, and ushers.

## COMMUNITY

Missoula is a vibrant cultural hub located in the beautiful Northern Rockies of Montana. It is a diverse and friendly community with a variety of arts and entertainment opportunities; a symphony, outdoor concerts, theatre, ballet, opera, college sports and roller derby are just a few examples. Missoula is also a regional destination for shopping and dining, and an outdoor enthusiast's dream. MCT has a significant economic footprint in the community, employing up to 120 full-time staff members, about 50 of whom live in Missoula and the surrounding area. The majority of MCT's budget (\$5.5 million in 2019) is earned outside Missoula, but more than 70% of it is spent locally.

## POSITION SUMMARY

The Executive Director is charged with fulfilling MCT's mission by providing strategic leadership and financial oversight and is responsible for the execution of all financial and artistic objectives. The Executive Director works closely with the MCT Leadership Team and Board of Directors to provide fiscal management of the budget and operational objectives. The Executive Director is an inspirational leader who fosters an atmosphere of collaboration, communication and transparency. They build positive relationships with multiple constituencies and diverse groups of people including staff, volunteers, audience, donors, and the board.

## TRAITS AND CHARACTERISTICS

- Transformative, strategic leader
- Strong people skills; approachable, empathetic and engaging
- Values, inspires, and encourages collaboration; allows teams to be successful at decision making
- Recognizes the strengths of each individual team member and offers support, guidance, and feedback
- Develops, nurtures, and leverages authentic relationships with local policy makers and civic leaders

## POSITION REQUIREMENTS

- A BA, BS, or a Master's (preferred) in business administration or equivalent work experience in the non-profit sector
- A minimum of five to seven years of progressive senior management experience
- Proven success at managing, mentoring, and supervising a management team
- Strong and effective communication skills: public speaking, writing and oral
- Demonstrated success working with a board of directors
- A successful track record in fundraising, marketing, and related revenue generating activities is essential

## COMPENSATION AND BENEFITS

- Annual Salary Range: \$90,000 to \$100,000 commensurate with experience
- Generous paid time off, sick leave, paid holidays, a partially employer subsidized health/dental plan, life insurance and telehealth and Employee Assistance Program
- Voluntary vision insurance, and short-term disability, accident and/or critical illness insurances are available
- With eligibility, flexible spending accounts and health reimbursement accounts are available
- 401K retirement plan participation with employer match is available after one year of credited service

## TO APPLY

Please send a letter of interest, resume with a summary of demonstrable accomplishments, and any other supporting materials, to:

Attention: **Julie Tomasik**, President, MCT Board of Directors, at [MCTBoD@MCTinc.org](mailto:MCTBoD@MCTinc.org)

or mail application materials to Julie Tomasik, President, MCT Board of Directors, 1200 S Reserve St, Suite B, Missoula, MT 59802

The **application deadline is November 12, 2021**. Start date is negotiable.

*MCT is an Equal Opportunity Employer committed to equity, diversity, inclusion and justice in our organization and our community, and thus we seek a broad spectrum of employees. We strongly encourage and welcome applicants who are Black, Indigenous or People of Color, as well as those who are from other underrepresented communities.*