



**MATT AUGUST**  
KASSER FAMILY  
ARTISTIC DIRECTOR

**ANA ROSE O'HALLORAN**  
EXECUTIVE DIRECTOR

PO BOX 61893  
PHOENIX, ARIZONA 85082

PO BOX 1631  
TUCSON, ARIZONA 85702

**833-ATC-SEAT**  
**ATC.ORG**

## **General Manager**

Reports To: Executive Director  
Status: Full-Time, Exempt  
Application Deadline: Open Until Filled  
Location: Tucson, Arizona

Compensation Range: \$80,000-95,000

### **About Arizona Theatre Company:**

Founded in 1966, Arizona Theatre Company (ATC) is Arizona's only LORT (League of Resident Theatres) professional nonprofit regional theatre and the Official Arizona State Theatre. Nationally recognized for artistic excellence, ATC uniquely operates in both Phoenix/Tempe and Tucson.

ATC currently operates at LORT B. All shows originate in Tucson, built in ATC's off-campus shops, and rehearsed and opened at the historic 635-seat proscenium Temple of Music and Art. In Phoenix/Tempe, ATC is the Home Company at the 550-seat Tempe Center for the Arts. ATC currently produces a five-show season, as well as other developmental programming.

ATC's mission is to create world-class theatre that explores what it means to be alive today—sparking empathy, curiosity, and joy while bringing communities together. Through mainstage productions, education programs, and community engagement, ATC serves more than 200,000 individuals annually.

ATC currently operates with an annual budget of approximately \$8 million, supported by a balance of earned (48%) and contributed (52%) revenue. The organization employs a full-time staff of 74, along with over 125 part-time and contract employees.

### **Position Summary:**

The General Manager oversees ATC's day-to-day operations, labor relations, facilities, and organizational systems, including key vendor relationships, that support the organization's artistic and institutional goals. As a senior organizational leader, the General Manager serves as a key partner in translating artistic vision into operational excellence.

Reporting to Executive Director Ana Rose O'Halloran and working in close collaboration with Kasser Family Artistic Director Matt August,



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who together serve as Co-CEOs, the General Manager ensures alignment and implementation across departments and provides strategic leadership for a complex, dual-city operation. The General Manager works collaboratively with department leaders across the organization to ensure effective communication, accountability, and execution.

Key responsibilities include:

- Lead ATC's daily operations in partnership with the Executive Director, Artistic Director, and department leadership, ensuring organizational alignment, effective communication, and operational efficiency across departments.
  - Collaborate with the leadership team on season planning and production execution, providing operational oversight and support for production schedules, licensing, artist contracts, co-productions, and company management.
  - Ensure safe, compliant, and well-maintained venues, overseeing capital projects, property leases, permits, insurance, safety protocols, and risk management initiatives.
  - Lead labor relations and union compliance, serving as the primary liaison with unions and LORT and ensuring effective administration of all collective bargaining agreements.
  - Supervise and foster collaboration, accountability, and professional growth for key operational staff, including the Company Manager, Facilities Team, and Director of Operations and Events, and oversee venue rentals and front-of-house ancillary revenue operations.
  - In partnership with the Executive Director and Artistic Director, contribute to long-term strategic planning, budgeting, and organizational priorities, supporting Co-CEO decision-making through operational leadership and implementation.
  - Represent ATC to internal stakeholders and to external partners including unions, civic agencies, and peer institutions.

**Qualifications:**

- Significant experience in professional theatre or performing arts management, including progressively responsible senior operations roles (e.g., General Manager, Assistant General Manager, Director of Operations, Company Manager), with demonstrated responsibility for operations, labor relations, and organizational systems; experience in a LORT or unionized environment strongly preferred.

**atc**

ARIZONA  
THEATRE  
COMPANY

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EXECUTIVE DIRECTOR

- Demonstrated fluency in labor agreements, contracts, negotiations, and compliance, with the ability to effectively manage union relationships and administer collective bargaining agreements.
- Proven ability to lead and support multiple teams and departments simultaneously within a complex, fast-paced organization.
- Experience overseeing facilities operations and safety, with exposure to capital projects, long-range facilities planning, and risk management.
- Proven experience managing and monitoring budgets, including operational and departmental resources, with responsibility for reporting, analysis, and ensuring financial accountability.
- Strong organizational, analytical, and problem-solving skills, with the ability to manage competing priorities and shifting timelines.
- A collaborative leadership style grounded in clear communication, accountability, and a commitment to supporting staff growth and well-being.
- Strategic and systems-oriented thinking, with the ability to translate institutional goals into effective operational plans and execution.
- Demonstrated integrity, sound judgment, and professionalism.
- Alignment with ATC's mission and values, and a commitment to fostering an inclusive, respectful, and equitable workplace.

This position requires occasional evening and weekend work in alignment with ATC's production calendar.

**Application Procedure:**

Please send cover letter and resume to [GMSearch@arizonatheatre.org](mailto:GMSearch@arizonatheatre.org) and reference "General Manager" in the subject line.

Arizona Theatre Company is an equal opportunity employer, dedicated to a policy of nondiscrimination in employment on any basis, including race, color, age, sex, sexual orientation, religion, disability, or national origin.

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