LA BOITE

ARTISTIC DIRECTOR & CO-CEO

Candidate Pack, October 2026

ARTISTIC DIRECTOR & CO-CEO

La Boite is looking for its next Artistic Director & Co-CEO.

This is an opportunity to lead one of Australia's most distinctive theatre companies into its next chapter, building on more than a century of theatre-making while helping shape a bold, ambitious and sustainable future.

We are looking for an exceptional theatre-maker and experienced leader with the artistic vision, programming instinct and organisational nous to make great theatre and continue to build a great theatre company around it.

THE OPPORTUNITY

The next Artistic Director & Co-CEO of La Boite will inherit an organisation with a clear expectation: **great theatre comes first.**

You will set La Boite's artistic vision and lead a program that is ambitious, distinctive and alive to its audiences. You will be an exceptional theatre-maker in your own right, with the experience and relationships to bring together extraordinary artists and creative teams.

But this is not an artistic role that sits apart from the business. It is a leadership role in the fullest sense.

Working in partnership with the Executive Director & Co-CEO, you will share responsibility for the health, direction and future of La Boite. You will be interested in the numbers, understand the economics of making theatre and actively engage with budgets, marketing, revenue, audiences, philanthropy, partnerships and organisational strategy.

You will understand that every artistic decision has organisational consequences. Programming decisions are also audience decisions, financial decisions and strategic decisions. You will know when to take a risk, what makes that risk worth taking and how to build the conditions around great work that give it the best chance to succeed.

You will also be one of La Boite's most important advocates. You will make a compelling case for why this company matters, why its work deserves to exist and why audiences, artists, governments, donors, educators and partners should invest their time, attention and resources in it.

This is an opportunity to make exceptional theatre. It is equally an opportunity to build the company that makes it possible.

THE CHALLENGE

La Boite enters its next chapter with ambition and a clear strategy for its future. It also operates within the financial realities facing contemporary Australian theatre.

This is not an organisation with limitless resources or large reserves to absorb unsuccessful decisions. Financial stability and resilience are priorities for the company and the next Artistic Director & Co-CEO will play an important role in strengthening both.

That requires artistic ambition matched by financial discipline. It means understanding what work costs, how it earns and attracts investment, where risk sits and how programming choices contribute to the health of the organisation as a whole.

We want candidates to understand that context clearly. We are looking for someone energised by the opportunity to **build:** to grow audiences and revenue, deepen partnerships and philanthropy, strengthen La Boite's position and create greater capacity for artistic ambition over time.

WHAT WE'RE LOOKING FOR

A great theatre-maker.
You are an exceptional director or maker with a compelling artistic point of view and a track record of making work of outstanding quality. You know how to get the best from artists and create theatre audiences want to experience.

A confident programmer.
You bring strong programming experience and excellent theatrical instincts. You can build a season with range, coherence and ambition, balancing new work and existing repertoire, artistic risk and audience appetite.

An experienced producer.
You understand what it takes to bring ambitious theatre from concept to opening night. You have experience working closely with production, technical and creative teams to realise work of outstanding quality, balancing artistic vision with practical, financial and operational considerations.

An audience-minded artistic leader.
You are genuinely curious about audiences. You understand programming as one of La Boite's most powerful audience-development tools and will work with the team to grow attendance, deepen engagement and invite new audiences into the theatre.

A financially literate organisational leader.
You can read and interrogate budgets, understand revenue and cost drivers, assess risk and make informed decisions when circumstances change. You will work closely with the Executive Director & Co-CEO to ensure artistic ambition and organisational sustainability reinforce one another.

A builder of the business around the art.
You understand that a thriving theatre company is built through more than what happens on stage. You can articulate a compelling case for why La Boite matters and translate that into audiences, advocacy, partnerships, philanthropy and opportunity. You are comfortable building relationships across government, business, the arts and the wider community, and personally engaging donors, funders and partners in the company's ambitions.

An experienced people leader.
You know how to lead people through ambition and change. You set clear expectations, communicate well, make decisions and contribute to a culture where people can do their best work. You bring maturity, generosity and accountability to leadership and understand the responsibilities that come with leading an organisation and its people.

WHAT LA BOITE OFFERS

A remarkable legacy to build on.
The opportunity to help shape the next chapter of one of Australia's most enduring cultural organisations, carrying more than a century of theatre-making into its next era.

A theatre to call home.
La Boite is resident at the Roundhouse Theatre, giving the company and its Artistic Director a distinctive home for making work, welcoming audiences and building community.

The opportunity to keep making work beyond La Boite.
We believe an Artistic Director should remain an active artist. In addition to annual leave, the role includes up to six weeks of paid artistic development leave each year, enabling the Artistic Director to pursue an external directing engagement or equivalent professional artistic opportunity by agreement.

A team to lead and create with.
A skilled team spanning programming, production, marketing, development, finance and operations, committed to delivering La Boite's work and ambitions.

An engaged Board.
A committed Board that understands its role in supporting, challenging and governing the organisation, and that will work closely with the Co-CEOs as La Boite builds its next chapter.

APPLICATION REQUIREMENTS

To apply for the position of Artistic Director & Co-CEO, please submit:

- A current CV outlining your relevant artistic and professional experience.
- A brief cover letter introducing yourself and your interest in leading La Boite.
- Responses to the four Short Response Questions below.

SHORT RESPONSE QUESTIONS

These questions are designed to help us understand you as an artist and leader.

Please keep each response to a maximum of 300 words. We're interested in clear, considered answers grounded in your experience. There's no need to address formal selection criteria separately.

1. **What does great theatre mean to you, and what would make a La Boite program unmistakably La Boite?**
   Tell us about your artistic point of view, your programming instincts and what excites you about the opportunity to shape La Boite's next chapter.

2. **Tell us about one project from your career that best demonstrates the kind of Artistic Director you would be.**
   What was your ambition for the work? What decisions did you make, what constraints or challenges did you navigate, and what happened as a result? We're interested in your role in the project, the choices you made and what you learned from it.

3. **Great theatre still has to add up. How do you approach the business of making it possible?**
   Using examples from your experience, tell us how you have engaged with the practical realities around making work, whether through budgets, audiences, revenue, fundraising, partnerships or other opportunities. How have you balanced artistic ambition with financial constraints, and what role do you believe an Artistic Director should play in building a sustainable organisation?

4. **What kind of leader are you when things get difficult?**
   Tell us about a time you led people through significant change, challenge or competing priorities. What was your responsibility, how did you approach it, and what did the experience teach you about yourself as a leader?

SUBMISSIONS

Please submit your application to **chair@laboite.com.au** by **5pm Friday 27 November.**

Shortlisted candidates will be invited to interview in December.

FURTHER INFORMATION

For more information about the role and La Boite's strategic direction, please refer to **Appendix A: Position Description** and **Appendix B: Strategic Plan Extract.**

APPENDIX A

POSITION DESCRIPTION: ARTISTIC DIRECTOR & CO-CEO

REPORTS TO	DIRECT REPORTS	EMPLOYMENT STATUS	LOCATION
Board of Directors	Nil	Full-time	La Boite Theatre

POSITION PURPOSE

The Artistic Director & Co-CEO provides artistic and executive leadership for La Boite. The role shapes a distinctive, audience-aware and financially responsible artistic program, leads producing and creative partnerships, and works with the Executive Director & Co-CEO to build the relationships and revenue needed to support La Boite's future.

KEY PRIORITIES

1. **Artistic vision and programming**
   - Set and champion a clear artistic vision aligned with La Boite's strategy and cultural purpose.
   - Lead annual and longer-term programming across productions, presentations, co-productions and artist development.
   - Make programming choices that balance artistic merit, audience potential, financial stability, production capacity and risk.
   - Create meaningful opportunities for Queensland artists and stories while maintaining a strong view of contemporary practice.
   - Develop the program early enough to support budgeting, production, marketing and fundraising.
   - Oversee the artistic and educational direction of production education notes and learning resources, ensuring they reflect the work's themes, creative intent and opportunities for student engagement.
2. **Producing and program delivery**
   - Be accountable for delivering the artistic program within approved budgets, timelines and organisational capacity.
   - Set producing approaches, scope, budgets and delivery requirements for major activity.
   - Lead negotiations for significant collaborations, co-productions and presentations.
   - Support the Program Manager with clear priorities, decisions and accountability.
   - Evaluate artistic activity to strengthen future programming and organisational learning.
3. **Fundraising, partnerships and government relations**
   - Help build relationships with donors, sponsors, funding bodies and government alongside the Executive Director & Co-CEO and Development & Partnerships Manager.
   - Articulate La Boite's artistic ambition and impact in ways that inspire investment and support.
   - Identify artistic opportunities that can generate philanthropic, government or partnership support.
   - Build co-production, touring and creative partnerships that extend La Boite's reach.
   - Represent and advocate for La Boite across media, industry, government and public forums.
4. **Audiences and organisational leadership**
   - Set the artistic narrative for seasons and productions and work with Marketing to translate it for audiences.
   - Use audience insight to inform programming and positioning without compromising artistic purpose.
   - Share accountability with the Executive Director & Co-CEO for strategy, budgets, sustainability, reputation and major organisational change.
   - Contribute to an inclusive, accountable culture and collaborate across artistic and business functions.
   - Act as La Boite's principal artistic spokesperson.

SELECTION CRITERIA

- Executive leadership experience with strong commercial and financial literacy, including the ability to balance artistic ambition, audience opportunity and organisational sustainability.
- Significant artistic leadership, programming or senior producing experience in theatre or the performing arts.
- A compelling artistic perspective and demonstrated ability to develop and deliver ambitious work.
- Strong relationships and credibility across artists, sector partners, government, funders, donors and media.
- Sound judgement, collaborative leadership and the ability to operate effectively within a shared Co-CEO model.

MEASURES OF SUCCESS

- Audience response, attendance and engagement grow across a distinctive artistic program.
- The program is delivered within approved budgets, timelines and organisational capacity.
- Artistic risk, audience opportunity and financial sustainability are balanced effectively.
- Philanthropic, government, industry and creative partnerships increase and diversify.
- The Co-CEO model provides clear, collaborative and accountable leadership.

KEY PERFORMANCE INDICATORS

SHARED CEO KPIS	ANNUAL TARGET
Financial sustainability	Achieve the Board-approved annual operating result, with material variances identified, reported and addressed through agreed corrective actions.
Strategic plan delivery	At least 90% of agreed annual strategic priorities and milestones delivered within approved timeframes.
Organisational culture and performance	Implement 100% of agreed annual actions under the Organisational Culture & Performance Reset, including annual performance reviews, quarterly check-ins, role-specific KPIs and standardised onboarding.
Employee engagement	Achieve at least 80% favourable responses in the annual confidential employee engagement survey, with results and an improvement plan reported to the Board.
Revenue development and partnerships	Achieve 100% of the Board-approved annual contributed revenue target across philanthropy, sponsorship and grants, supported by an active pipeline and coordinated engagement with key stakeholders.

ROLE-SPECIFIC KPIS	ANNUAL TARGET
Artistic program delivery	Presentation of a draft season to the Board in April each year and a final season, with balanced budget, in June for final approval. 100% of approved productions and artistic programs delivered within agreed scope and timelines.
Production budget performance	Final expenditure within ±5% of approved production budgets, excluding authorised variations.
Audience performance	At least 90% of aggregate attendance targets achieved across the annual mainstage artistic program.
Queensland artist engagement	At least 70% of contracted creative roles filled by Queensland-based artists.
Artistic partnerships and development	At least 2 new or renewed co-production, presenting or strategic artistic partnerships annually.

APPENDIX B
Strategic Plan 2027–2029 (Extract)

The following is an abridged extract from La Boite's Strategic Plan 2027–2029, outlining our vision, purpose, values and four strategic goals. It provides an overview of the organisation's direction and the priorities that will guide the next chapter of La Boite.

OUR STRATEGIC DIRECTION

La Boite enters the next chapter of its second century with a clear ambition: to make great theatre, grow and connect with audiences, invest in artists and build an organisation capable of thriving for generations to come.

OUR PURPOSE

To create bold theatre for curious minds.

We make theatre that is ambitious, distinctive and alive with possibility. We invite artists to take risks and audiences to come with us – to be entertained, challenged, surprised and moved.

OUR VALUES

Make it extraordinary. We set a high bar. We care deeply about the quality of our work and strive to create experiences that are distinctive, memorable and worth showing up for.

Be bold. We back ideas, artists and choices with conviction. We embrace creative risk, challenge convention and have the courage to try something new.

Make room. We create space for different people, perspectives and possibilities. We listen with curiosity, share opportunity and believe La Boite is stronger when more people can see a place for themselves within it.

Do what's right. We act with integrity, respect and care. We take responsibility for our choices, have honest conversations and consider the impact of what we do on our people, our artists, our audiences and our community.

Build to last. We think beyond today. We use our resources wisely, invest in our people and relationships, and make decisions that strengthen La Boite for the generations that follow.

OUR STRATEGIC GOALS

1. **Make great theatre**
   Create ambitious, distinctive and memorable theatre that excites audiences, takes creative risks and reinforces La Boite's place as a leading Australian theatre company.
2. **Grow curious and connected audiences**
   Welcome more people to La Boite, deepen relationships with existing audiences and create experiences that spark curiosity, conversation and connection.
3. **Develop our artists and industry**
   Give artists opportunities to create, experiment, develop and thrive, while contributing to a stronger, more connected and sustainable theatre industry.
4. **Build a resilient La Boite**
   Strengthen our financial, organisational and cultural foundations so La Boite can adapt with confidence, invest in its ambitions and thrive for generations to come.

LA BOITE

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