



Artistic Director

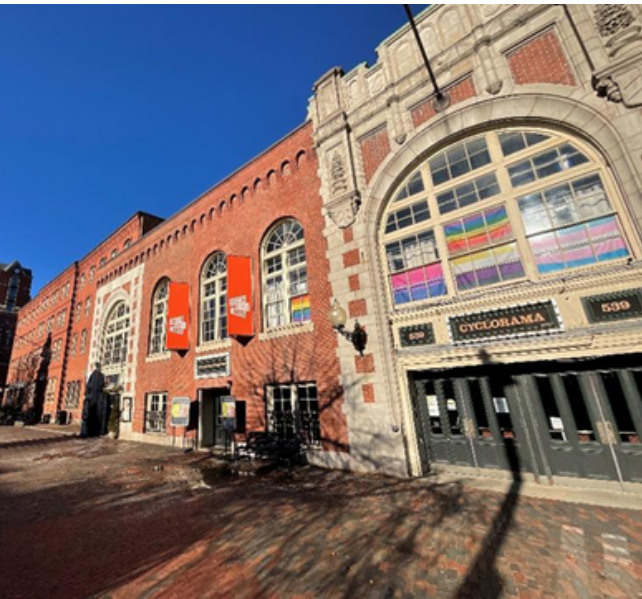
Boston Center for the Arts

Boston, MA

Salary: \$150,000 - \$185,000

The Organization

Boston Center for the Arts (BCA) is a multidisciplinary cultural campus in Boston's South End, home to artist studios, arts organizations, exhibition and performance spaces that together create a dynamic ecosystem of creativity and programming.



Through its residencies and initiatives, BCA serves as an epicenter for an expanding cohort of artists working across all disciplines, and has catalyzed careers by providing fertile ground for experimentation and artistic risk-taking. At its core is the historic Cyclorama, whose distinctive 360-degree form reflects a legacy of immersive storytelling and continues to inspire new experimentation at the intersection of art and technology.

At a time of historic transformation, BCA is deepening partnerships with the City and beyond, advancing bold commitments in governance, capital investment, and civic collaboration to redefine what it means to be a public arts institution in the 21st century.

Year Founded	Budget Size	Staff	Direct Reports
1970	\$3.4M	15 FT	3 Director of Theatre Arts, Director of Dance and Interdisciplinary Arts, Interim Visual Arts Lead

Racial Equity Commitment

Boston Center for the Arts (BCA) is committed to doing the hard work of dismantling even the most subtle forms of white supremacy in our organization, in our practices, and in the work we do to help make Boston a place where ALL artists can live and thrive.

To learn more about BCA, visit bostonarts.org.

The Position

The Artistic Director will serve as a strategic thought partner with the CEO, responsible for shaping the artistic vision and guiding the creation and delivery of programming across Boston Center for the Arts. This role blends visionary leadership with hands-on program oversight and staff mentorship, ensuring that all programming is mission-aligned, artist-centered, and civically engaged.

At a time of significant capital investment and evolving models of collaboration with resident artists, campus partners, and arts organizations, the Artistic Director will play a key role in curating and co-creating shared use of space and resources, and approach institutional challenges with creative, artist-driven solutions.

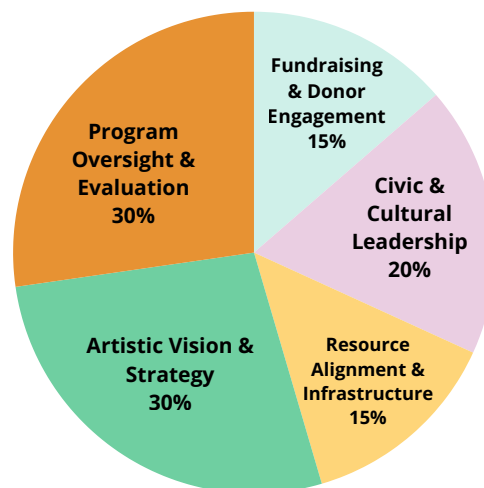


The Artistic Director will guide a diverse portfolio of programs, supervise and mentor programming staff, evaluate programmatic impact, and recommend strategies for future growth. In close partnership with the CEO, Development team, and Board, the Artistic Director will strengthen BCA's position as Boston's cultural campus and as a hub for national and international artistic exchange.

ROLE OVERVIEW

Artistic Vision and Strategy

- In partnership with the CEO, refine BCA's artistic direction and civic role, strengthening its position as a vital part of Boston's cultural infrastructure.
- Lead the design and implementation of an artistic vision that emphasizes equity, innovation, and interdisciplinary practice.
- Align BCA programs with institutional priorities, capital projects, and partnerships with the City and broader civic community, while enriching and amplifying the programming of campus partners.
- Convene discussions of new artistic models, business models, and funding approaches, fostering innovation and collaboration within the cultural sector.
- Participate in donor cultivation, stewardship, and public engagement events, strengthening relationships and support for BCA programs and initiatives.



Program Oversight and Evaluation

- Provide day-to-day leadership, mentorship, and professional development for programming staff, including three direct reports.
- Oversee and integrate the portfolio of programs at BCA, including Studio Residency Program, Mills Gallery Exhibitions, Boston Dancemakers and Dance Lab, ACTivate Residency, Playwright and Launchpad Residencies, #HellaBlack, Boston Art Book Fair.
- Evaluate the effectiveness, reach, and mission alignment of all programs using qualitative and quantitative measures.
- Collaborate with campus partners and resident artists to identify joint opportunities for programming and engagement.

- Build connections with individual universities and college faculties, fostering collaboration between academic and artistic communities to advance cultural infrastructure and expand public access.
- Create regional, national, and international partnerships to facilitate collaborative programming and exchanges.
- Collect and analyze data on participation, audience engagement, and community impact, reporting regularly to the CEO and Board.
- Recommend programmatic refinements and propose new models to strengthen artist support and broaden community engagement.

Resource Alignment and Infrastructure

- Partner with and support the CEO, Development team, and Board on aligning program goals with budgets, staffing, and fundraising priorities.
- Convene artists and arts organizations from across disciplines to foster collaboration and creativity.
- Identify resource or infrastructure gaps and propose strategies for capacity building.
- Ensure that artistic needs are central to operational planning and capital projects.

Civic and Cultural Leadership

- Represent Boston Center for the Arts locally, regionally, nationally, and internationally as a thought leader and advocate for artists.
- Build strategic partnerships with artists, cultural organizations, civic agencies, and academic institutions.
- Act as a visible and compelling ambassador for Boston Center for the Arts' civic and artistic impact.
- Advocate for the role of culture in urban infrastructure on local, national, and international platforms, positioning BCA and the development and preservation of critical cultural infrastructure, ensuring sustainable growth and a vibrant cultural landscape for Boston.
- Celebrate and champion BCA's 50-year legacy and its vital role in supporting Boston's cultural sector.
- Expand BCA's outreach, engagement, and programs across all neighborhoods of Boston, ensuring equitable access and opportunity throughout the city.



Fundraising and Donor Engagement

- Collaborate with the Development team and Board to shape fundraising narratives aligned with artistic programs.
- Convene discussions of new artistic models, business models, and funding approaches, fostering innovation and collaboration within the cultural sector.
- Participate in donor cultivation, stewardship, and public engagement events, strengthening relationships and support for BCA programs and initiatives.
- Inspire investment by articulating the artistic and civic case for support.

THE IDEAL CANDIDATE

The ideal candidate for the Artistic Director position possesses the following competencies:

Drives Vision and Purpose	Builds Networks	Strategic Mindset
Painting a compelling picture of the vision and strategy that motivates others to action.	Effectively building formal and informal relationship networks inside and outside the organization.	Seeing ahead to future possibilities and translating them into breakthrough strategies.
Communicates Effectively	Stakeholder Focus	Collaborates
Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.	Building strong stakeholder relationships and delivering targeted solutions.	Building partnerships and working collaboratively with others to meet shared objectives.

Additional Qualifications

- Deep commitment and connection to the mission and values of BCA, with a deep commitment to equity and access to the arts.
- 7–10 years of experience in artistic leadership, curation, or cultural programming, with experience casting a vision, building a strategy, and leading organizational growth.
- Demonstrated success supervising and mentoring staff at all levels with an ability to nurture creativity, innovation, and professional development.
- Proven ability to evaluate programs for mission alignment, equity, and impact.
- Strong knowledge of contemporary arts and commitment to equity and access.
- Excellent communication and public-speaking skills, with experience representing an organization to funders, partners, and media.
- Experience partnering with development teams and boards to craft compelling fundraising narratives and engage supporters.
- Familiarity with Boston’s cultural landscape or demonstrated ability to build meaningful engagement with new communities.

WHO WE ARE

Work Environment

BCA operates from a 2.5-acre campus in the historic South End of Boston. The Artistic Director position is an on-site position, with a requirement to consistently attend evening and weekend programs and events.

COMPENSATION AND BENEFITS

Salary

\$150,000 - \$185,000

Benefits

Comprehensive benefits including medical through Mass General Brigham (80% employer paid) with an HRA (Health Reimbursement Arrangement, up to 54% employer contribution), dental through Blue Cross Blue Shield (80% employer paid), vision through VSP; FSA, Dependent Care, Transit/Commuter accounts; employer paid life insurance, long and short-term disability; employee only 403b retirement savings plan; extensive paid time off, including 20 days of PTO (which increases to 25 days after 5 years), 2 one week-long administrative closures (weeks of July 4th and Christmas), remote work days and complimentary access to programs and events.

TIMELINE AND NEXT STEPS

If you are interested in this position, please [click here](#) to submit a resume and cover letter. All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by the end of November.

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[Submit an application](#)