



Job Title: Executive Director
Date: September 2025
Classification: Full Time, Exempt

POSITION SUMMARY

The **Executive Director (ED)** will provide visionary leadership and strategic direction for STREB, ensuring a strong and sustainable business model to fulfill its mission and expand its impact. The **ED** will be responsible for overseeing all aspects of the organization, including fundraising, financial management, strategic planning, community engagement, and organizational development. The **ED** will serve as the chief executive officer for the STREB Extreme Action Company, the STREB POPACTION School and the España-STREB Trapeze Academy. They will be a skilled communicator, an inclusive leader, and a values-based decision maker with a passion for STREB's mission and history and a willingness to work collaboratively with the Co-Artistic Directors, staff, and Board. Reporting to the Board of Directors, the **Executive Director** will lead the administrative team, manage daily operations and business matters, and ensure the organization's long-term sustainability and programmatic growth. The **Executive Director** will also serve as a spokesperson for the organization, promoting the mission and vision of STREB while spearheading the creation of a new strategic plan. The right candidate will have a passion for the organization's mission and a creative approach to challenges; they will be capable of developing new partnerships with presenters, funders, and patrons, while activating a talented staff and a committed Board of Directors. Essential elements of this role will include income generation (both contributed and earned), strategy development and implementation, and a commitment to developing relationships within the civic, philanthropic, and artistic community.

Opportunities and Challenges

The next Executive Director will join an ambitious organization with an exceptional artistic team. Among the opportunities for the next Executive Director are:

- In concert with the Co-Artistic Directors and Board, developing, and implementing the vision and focus of Streb and, importantly, articulating this vision internally and more broadly to the Streb community.
- Building a strong and collaborative administrative team and strengthening systems and processes to ensure clear communication, efficiency, and support throughout the organization.
- Expanding performance opportunities for the professional company locally, nationally and internationally and through expanded community engagement efforts.
- Embracing an inclusive, diverse, and equitable work culture and working with the Board and senior team to reinforce these values throughout the organization.
- Nurturing existing relationships and securing new resources, while serving as a representative of Streb to the greater community.

Along with these opportunities, there are challenges the next Executive Director must embrace in concert with the Co-Artistic Directors and Board, including:

- Enticing patrons back to live performances in a time of quickly changing buying trends
- Balancing the ongoing challenge of artistic ambition and fiscal stability. Finding the right balance of programming, partnerships, rentals and other activities to maximize productivity and revenue.
- Building a stronger organizational brand and expanding messaging to boost audiences and increase earned revenue and enrollment across all platforms to pre pandemic levels and beyond.

The Executive Director will serve as a clear and present leader in all actions, thoughts, and deeds. The key priorities of the position include the following:

Strategic Leadership and Vision

The ED will lead the development and implementation of strategic plans and initiatives, ensuring alignment between programs, operations, and organizational mission. A key aspect of this role involves fostering a culture of innovation, excellence, and continuous improvement throughout the organization. The ED will also build and maintain strategic partnerships that advance the organization's goals and enhance its impact in the arts community and beyond.

Financial Management and Fundraising

The Executive Director will oversee the organization's financial health, including budget development, financial planning, and fiscal management. Serve as a principal in fundraising, especially with major donors, and continue the nurturing and growth of long-held partnerships. The ED will steward STREB's existing institutional and individual funder relationships and cultivate new relationships with donors, foundations, corporations, and government agencies to secure the resources needed to sustain and grow the organization. Developing and implementing strategies to diversify and expand revenue streams will be essential to ensuring STREB's long-term sustainability. The ED will ensure compliance with all financial reporting requirements and best practices, working with the Board of Directors to develop and implement sound financial policies and procedures, including development of clearly articulated key performance indicators.

Board Relations

The Executive Director will work closely with the Board of Directors to advance the organization's mission and goals, providing regular reports and updates on organizational activities, finances, and strategic initiatives. The ED will support Board development and engagement, helping to build a strong governance structure that enhances STREB's effectiveness and sustainability. The ED will be responsible for implementing Board policies and decisions, ensuring clear communication between the Board and staff, and leveraging Board members' expertise and networks to benefit the organization. They will work with the Board Chair to recruit and engage Trustees actively in fundraising, audience development, advocacy, and board development.

Community Engagement and External Relations

Along with the Co - Artistic Directors and as one of the primary spokespersons and ambassadors for STREB, the Executive Director will build and maintain strong relationships with the New York, regional and national community and other stakeholders. The ED will represent the organization at community events, conferences, and other forums, articulating STREB's mission, values, and impact. Developing and maintaining partnerships with other cultural organizations, educational institutions, businesses, and community groups will be crucial to expanding STREB's reach. The ED will oversee communications and marketing efforts to raise STREB's profile locally and nationally, ensuring consistent messaging that effectively communicates the organization's unique value proposition.

Operational and Administrative Leadership

The Executive Director will oversee the day-to-day operations of the STREB Lab for Action Mechanics (SLAM) ensuring the facility supports STREB's programmatic goals and provides an inspiring environment for dancers, artists, program participants and community members. The ED will review current policies, systems, and procedures to ensure efficient and effective operations across all aspects of the

organization, recommending changes as needed in collaboration with the Co-Artistic Directors. This includes recruiting, supervising, and evaluating staff, providing opportunities for professional development and growth to build a high-performing team. The ED will foster a positive, inclusive, and collaborative organizational culture that reflects STREB's values and commitment to diversity, equity, and inclusion. Ensuring compliance with all legal and regulatory requirements will also be an important aspect of this role.

Experience, Skills & Qualifications

- 5+ years of leadership experience in a creative performing arts organization with a record of success in managing people, operations and budgets for an institution of similar size and scope and the ability to articulate a vision of STREB company's role in the cultural and intellectual life of New York and beyond.
- Enthusiasm for and a commitment to fundraising and marketing with measurable and successful results in identifying, cultivating and soliciting major donors, furthering a capital campaign, increasing corporate sponsorship, and generating new sources of revenue.
- Effective leadership and management skills, with the proven ability to conceive, develop and execute a strong business and strategic plan.
- Strong experience in and knowledge of the economics of arts organizations and the ability to align artistic ambition and resources strategically.
- Ability to compassionately and effectively engage and inspire a diverse group of team members to consistently strive to meet challenging goals on time and within budget and multitask in a fast paced and high energy environment.
- Ability to make hard decisions in a practical but kind way, with awareness of their impact on individuals and the organization as a whole.
- Active network within the New York and global arts community along with knowledge of and a commitment to presenting the kind of diverse and thought-provoking programming that attracts and engages audiences and preserves artistic integrity while being cutting edge and financially viable.
- Grit, drive, tenacity.
- Analytical problem solver with the ability to identify and solve problems creatively, quickly and effectively.
- Strong organizational, verbal, written and interpersonal communication skills accompanied by an articulate, compelling and engaging presence effective in representing STREB.

COMPENSATION

The annual salary range for the Executive Director begins at \$120,000 and includes a benefit package commensurate with other organizations of its size. Benefits include subsidized health insurance, paid time off, and observed holidays.

HOW TO APPLY

Please submit a cover letter and resume to edsearch@streb.org. The cover letter of no more than 1 1/2 pages should address how the opportunities and challenges shared in this profile intersect with the candidate's professional background and what about this opportunity is of greatest interest to them personally.

The hiring decision will be made by a search committee of STREB's trustees and staff members. No phone calls please. Position open until filled.

We are most interested in finding the best candidate for the position, and that candidate may come from a less traditional background. If you are interested in this opportunity, we encourage you to think broadly about your background and skill set for the role. We may consider equivalent combinations of knowledge, skills, education, and experience to meet qualifications.

ABOUT STREB

Founded by Elizabeth Streb in 1979, STREB has performed in theaters large and small, on the streets and in sports stadiums, and has been commissioned to create new work for large scale events and festivals from the Whitney Museum of American Art's groundbreaking to the London 2012 Olympic Festival. In January 2003, STREB moved into a vacant facility in Williamsburg Brooklyn and transformed the space into the STREB LAB FOR ACTION MECHANICS (SLAM) which now serves as the home for the STREB EXTREME ACTION performing company, the STREB POPACTION School and the España/STREB Trapeze Academy. As a performance and presenting venue and an open access education and rehearsal space, SLAM creates community through interaction and experimentation serving approximately 10,000 people annually - 5,000 audience members at nearly 40 shows; 800 students weekly at approximately 60 weekly classes; 3,000 city school children and community organization constituents; 200 artists who rent SLAM to create and present work, teach and take class; 600 tweens and teens who attend monthly SLAM ACTION CLUBS; and 250 children who attend SLAM summer camps. STREB is a 501(C)3 and operates on an annual budget of approximately \$2M, which fluctuates depending on strategic initiatives.

More information can be found at www.streb.org.

STREB is committed to diversity at all levels: on our stage, in our audience, on our staff and within our leadership. STREB provides equal employment opportunities to all employees and applicants for employment. STREB prohibits discrimination and harassment based on race, color, religion, age, sex and pregnancy, citizenship status, national origin, disability, protected veteran status, sexual orientation, gender identity, or marital/partnership status.