

Theatre Calgary

Director of Development

Posted On: October 23, 2025

Closing On: November 19, 2025



Location: Calgary, AB

Employment Type: fulltime

Level: intermediate

Salary Range: \$140,000 - \$160,000

Website: <https://theatre Calgary.com/>

File: [Download](#)

THE OPPORTUNITY

Theatre Calgary is seeking a strategic and visionary Director of Development with a passion for the arts who is ready to help shape the Theatre's future, joining a motivated team working together to achieve ambitious goals.

Reporting to the Executive Director, the Director of Development will also work closely with Theatre Calgary's Artistic Director, Board of Directors, and senior leadership team to develop and execute strategies that enhance revenue streams and build strong, authentic relationships with key partners. As a dynamic and experienced fundraiser, the Director of Development will lead and motivate the development team, coaching and mentoring 5 direct reports as they build on past successes, scaling new heights.

With strong relationship building skills and proven experience cultivating and soliciting major gifts, the Director of Development will also oversee corporate partnerships and sponsorships, annual giving, foundations, and government funding. Focused on aligning innovation with

accountability, the Director of Development will ensure that ideas translate into clear plans, action and measurable results.

Tenacious and collaborative, the Director of Development will be a strong communicator who inspires others and builds cohesive teams. Theatre Calgary is well positioned for continued growth and the Director of Development will help shape what's next, translating vision into fundraising strategy, and strategy into impact that engages donors and sponsors.

ABOUT THEATRE CALGARY

Theatre Calgary traces its origins to the 1960s grassroots movement for local professional theatre. The company formed from the city's two most prominent amateur theatre groups: Workshop 14 and the Musicians' and Actors' Club. Workshop 14 had been founded in 1944 by students of local theatre pioneer Betty Mitchell and took its name from Mitchell's drama classroom at Western Canada High School. The Musicians' and Actors' Club (fondly known as MAC) began as a social club in 1963, with meetings held the basement bar of the derelict Isis movie house on 1st St SW, but members soon took to staging short plays and musical revues in the upstairs hall. Under the leadership of Kenneth Dyba, the two groups merged in 1966 as MAC 14. Then, on July 1st, 1968, MAC 14 became Theatre Calgary, the city's first fully professional theatre company. Christopher Newton, who would later lead the Shaw Festival for more than two decades, was appointed Theatre Calgary's first artistic director.

The new company performed in the Betty Mitchell Theatre at the Allied Arts Centre, a converted tractor showroom at 9th Ave and 8th St SW that later became known as the QR Centre. In its first two decades, Theatre Calgary presented a mix of classic and new plays, including premieres by Canadian writers such as John Murrell, W.O. Mitchell, and Sharon Pollock. In 1985, Theatre Calgary became the resident company of the Max Bell Theatre in the new Calgary Centre for the Performing Arts (now Werklund Centre). In this striking new performance space, both grand and intimate, the company dedicated itself to large-scale productions of classics, period pieces, and musicals.

On March 13, 2017, Stafford Arima was announced as the 13th Artistic Director of Theatre Calgary. The Canadian-born Arima arrived at Theatre Calgary following a successful career in New York, where he most notably directed the musical *Allegiance* on Broadway. Since his arrival, the theatre has staged world premieres of *Honour Beat*, *Mary and Max A New Musical*, *The Louder We Get*, *Forgiveness*, *Selma Burke*, *Awoowaakii*, and the international premiere of *Beaches the Musical*. Additionally, Theatre Calgary has recently launched Creative Learning and TC Learning, which provide classes and training to both young adults and

experienced artists, respectively. In June, 2025, Theatre Calgary welcomed Calgary's Stephen Schroeder as its new Executive Director.

Mission & Vision

Our mission is to stimulate, provoke, and delight through ambitious programming created to ignite local, national, and international engagement.

Our Vision is to stand amongst the best theatres globally as a leader in innovative, impactful, and diverse programming.

ADDITIONAL INFORMATION

- [About Theatre Calgary](#)
- [2024-2025 Annual Report](#)
- [Directors and Staff](#)
- [Support Theatre Calgary](#)
- [Theatre for All Campaign](#)

KEY RESPONSIBILITIES & ACCOUNTABILITIES

Fund Development

- Develop and implement comprehensive fundraising strategies to cultivate and solicit major gifts, corporate sponsorships, foundation grants, government grants, licensed gaming revenues and individual donations.
- Actively manage and maintain a portfolio of donors, cultivating, soliciting and stewarding gifts.
- Build and nurture strong relationships with current and prospective donors, ensuring high levels of engagement and satisfaction.
- Engage, leverage, and support the Board of Directors and other volunteers in fundraising activities.
- Oversee donor recognition programs and ensure meaningful stewardship practices are in place.

- Create and improve systems and processes for managing fund development programs, activities, tracking and reporting.
- Ensure fundraising and stewardship events are planned and executed to the highest professional standards.
- Uphold ethical fundraising practices in alignment with the Donor Bill of Rights and the AFP's Code of Ethical Principles and Standards.

Leadership

- Provide leadership to the Development team; mentor and inspire the team and hold team members accountable for meeting individual and collective goals.
- Participate as a key member of the leadership team and an executive liaison with the Board and Development Committee.
- Provide strategic oversight for the planning, execution, and assessment of development budgets, policies, systems, and procedures.
- Cultivate a high-performing, team-oriented work environment and culture that builds trust through consultation and transparency.

Marketing and Communications

- Collaborate closely with the Marketing and Communications team to ensure consistent, compelling messaging and branding across all platforms that support fundraising initiatives, enhance donor engagement, and align with the organization's strategic goals.
- Ensure alignment between campaign communications and ongoing sales and marketing efforts so they are cohesive, coordinated, and reinforce one another.
- Strengthen the organization's brand and visibility in the community by championing its mission and impact.

Government Relations

- Develop and maintain relationships with local, provincial, and federal government officials and agencies.
- Lead the efforts to secure government funding in support of both campaign and ongoing operations.
- Monitor legislative and regulatory developments that impact the theatre and provide timely updates to the Executive Director and Board.

QUALIFICATIONS & EXPERIENCE

- Progressive experience in fundraising with a proven ability to solicit 6-figure+ donations by cultivating, soliciting and stewarding gifts.
- Demonstrated success managing diverse revenue streams that may include corporate sponsorships, foundation grants, annual giving, and/or government relations, along with marketing and communications experience.
- Ability to develop and implement strategic fundraising plans that achieve organizational goals.
- Exceptional interpersonal and communication skills, with the ability to engage and inspire diverse audiences.
- Strong leadership and management skills, with experience supervising and mentoring a high-performance fundraising team, including the ability to coach, motivate and engage others to achieve goals.
- Proven ability to build and maintain relationships with donors, sponsors, government officials, and other key partners.
- High level of accountability, integrity, professionalism, and commitment to the mission of the theatre.
- Deep understanding of fundraising best practices and a commitment to continued learning and development.
- Strong work ethic and positive team attitude.
- Bachelor's degree, or equivalent combination of training and experience.
- Experience and interest in the arts, cultural, and/or non-profit sectors is highly desirable.

INFORMATION FOR CANDIDATES

KCI Search + Talent has been retained to conduct this search on behalf of Theatre Calgary.

For More Information: Please contact Jill Anderson, Associate Vice President, Search + Talent at theatreocalgary@kcitalent.com.

To view the full Position Brief, please visit www.kcitalent.com

To Apply: Please send a resume and letter of interest to the email address above and note that the deadline for submission is **November 19, 2025**. All inquiries and applications will be held in strict confidence.

Location & Work Schedule: This role will be based out of the Theatre Calgary offices located in the heart of downtown at 220 – 9th Avenue SE, with a minimum of four days per week in the office and some remote work possible. This position requires availability outside of standard office hours, including some evenings and weekends to support performances, events, and community engagement activities.

Compensation & Benefits: The salary range is \$140,000 – \$160,000, commensurate with experience. In addition to the salary, a comprehensive benefits package is included.

This position is open to all Canadian citizens, permanent residents and those legally able to work in Canada.

Candidates will be reviewed on an ongoing basis as applications are received. Early applications and enquiries are encouraged.

Traditional Land Acknowledgement

In the spirit of reconciliation, Theatre Calgary acknowledges that we live, work and create on the traditional territories of the Blackfoot Confederacy (Siksika, Kainai, Piikani), the Tsuut'ina, the Îyâxe Nakoda Nations, the Métis Nation of Alberta, Districts 5 & 6, and all people who make their homes in the Treaty 7 region of Southern Alberta. They were the original occupants of this land and continue to be here to this day. Theatre Calgary is grateful to have the opportunity to present in this territory.

Diversity, Equity & Inclusion

Theatre Calgary encourages applications from our diverse community. Theatre Calgary is committed to equity, diversity, and inclusion. We recognize that increasing the diversity of our staff, on all levels, is integral to accomplishing this objective. We are creating policies, practices, and programs that work toward the goal of dismantling systemic racism. We welcome all applications from women and gender nonconforming people, people of colour, indigenous peoples, people with disabilities, and people of all sexual orientations, and all others who may contribute to the further diversification of Theatre Calgary.

Requests for accommodation can be made at any stage of the recruitment process, and applicants are asked to make their accommodation needs known to the Search Consultant.