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ARTISTIC DIRECTOR

Ballet BC

A unique opportunity to lead
Ballet BC's artistic vision



THE OPPORTUNITY

As Canada's leading creation-based contemporary dance company, Ballet BC is at the forefront of artistic expression while contributing meaningfully to the future of dance, dance artists, and the broader dance community in Vancouver, across Canada, and internationally.

Ballet BC is seeking its next Artistic Director to lead the company's artistic vision and creative team. Internationally acclaimed for its collaborative, creation-based approach to contemporary ballet, Ballet BC is a leader in the creation, production, and presentation of innovative dance works that contribute to the evolution of contemporary dance in Canada and on the global stage.

The Artistic Director will build on the legacy led by Medhi Walerski over the past seven years, while advancing their own artistic vision and maintaining the highest standards of artistic presentation and production. This is an exceptional opportunity to inspire and lead Ballet BC's collective work in developing a diverse repertoire at the forefront of contemporary ballet—work that resonates with audiences and contributes to the continued evolution of the art form.

Building on Ballet BC's strong brand and critical acclaim, the Artistic Director will work in close partnership with the Managing Director to advance the organization's mission and strategic priorities. The role fosters a collaborative artistic culture in which dancers, choreographers, creative partners, and administrative teams contribute meaningfully to the evolution of Ballet BC's work and the realization of the company's vision of artistic excellence. The position offers an exceptional platform for an artistic leader to shape the next chapter of Ballet BC's evolution, advancing the company's international profile while deepening its impact within Vancouver and across Canada.

Success in this role will be reflected through the continued artistic growth of the company, strong engagement and development of its dancers, and the expansion of Ballet BC's reputation as one of the world's leading contemporary ballet companies.

COMPANY OVERVIEW

Ballet BC is a creation-based contemporary dance company currently led by Artistic Director Medhi Walerski. Formed in 1986 by David Y.H. Lui and Jean Orr, with Annette av Paul as founding Artistic Director, the company has been a leader and resource in the creation, production, and education of dance in Canada and internationally for more than 40 years.

Rooted in Vancouver and performing globally, Ballet BC has developed a distinctive artistic voice that has made a significant contribution to the evolution of contemporary dance. The company is widely recognized for its acclaimed international touring, alongside its regular performance season at the Queen Elizabeth Theatre (QET) in Vancouver.

Attracting top talent from around the world, Ballet BC's 22 dancers are open-minded, curious artists whose dynamic movement and shared commitment drive the company's creative process. Ballet BC fosters a highly collaborative environment and aims to present dance at its most essential: visceral, powerful, thought-provoking, and transformative. Combining classical integrity with contemporary sensibility, the company presents a diverse repertoire of works by leading Canadian and international choreographers.

Through dance education, community engagement, and professional development initiatives, Ballet BC also serves as a leader and resource within the broader arts community. Through performances at the Queen Elizabeth Theatre, regional and national touring, and outreach programming for children and youth, more than 40,000 people experience Ballet BC each season.

COMMITMENT TO EQUITY, DIVERSITY, AND INCLUSION

Ballet BC is committed to fostering an inclusive artistic environment where diverse perspectives, identities, and experiences are welcomed and valued. The company strives to create a culture of belonging in which artists, staff, collaborators, and audiences feel respected, supported, and empowered to contribute fully.

Recognizing that systemic barriers continue to exist within the arts sector, Ballet BC is committed to advancing equitable opportunities in artistic creation, professional development, and audience engagement. Through initiatives such as the Dancers of Today Scholarship Program, movement workshops with at-risk youth and alternative schools, and the Arts for All and Community Comp ticket programs, Ballet BC works to expand access to dance and strengthen connections with diverse communities in Vancouver, across Canada, and internationally.

The company seeks to ensure that its artistic programming, recruitment, partnerships, and community engagement efforts reflect the diversity of the communities it serves and contribute to a more inclusive future for dance.

INDIGENOUS RELATIONSHIPS AND RECONCILIATION

Ballet BC recognizes that it operates on the unceded and ancestral territories of the Musqueam, Squamish, and Tsleil-Waututh Nations. The company is committed to building respectful, long-term relationships with Indigenous artists and communities, and to supporting the presence and visibility of Indigenous dance practices within the contemporary dance landscape.

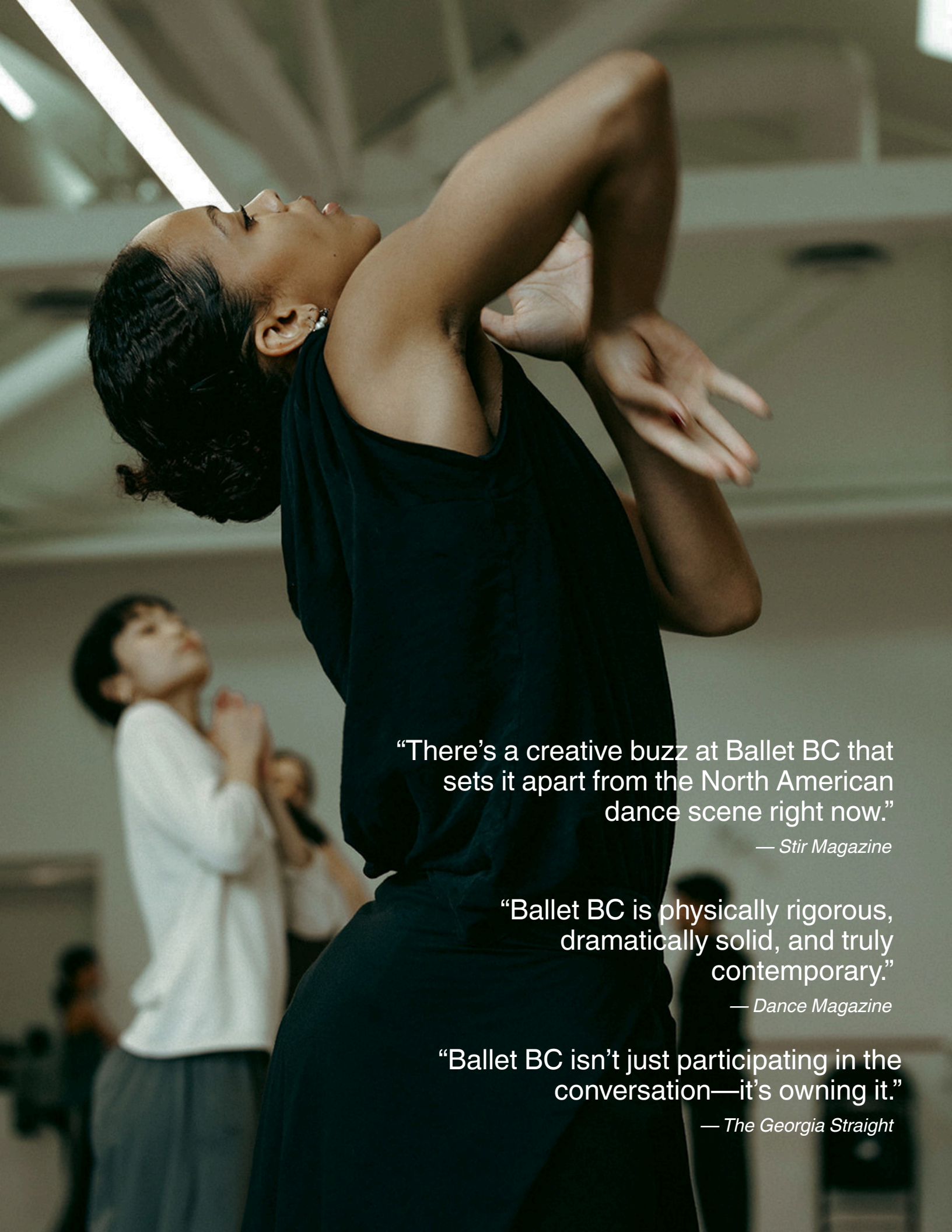
BC-based Indigenous dance artists and choreographers Margaret Grenier and Starr Muranko serve as Ballet BC's Artists in Residence. Both have collaborated with the company over the past five seasons through Ballet BC's Choreographic Lab and Artists in Residence programs, contributing artistic leadership, mentorship, and cultural knowledge to the company.

Ballet BC is grateful for the opportunity to deepen relationships with Indigenous artists and communities and is committed to continuing to create space for Indigenous voices, artistic practices, and perspectives within the company's creative work and community engagement.

HOME ON GRANVILLE ISLAND

Ballet BC recently established a new home on Granville Island, one of Canada's most vibrant arts and culture destinations located in the heart of Vancouver.

The new facility includes four light-filled studios, a studio gallery, green room, event space, a health and wellness room, and expanded office space for staff. The move has had a transformational impact, creating a revitalized environment that unites artistic and administrative teams while supporting the professional development and well-being of dancers and staff. The space supports the continued growth of Ballet BC's outreach and education initiatives, deepens partnerships with local organizations, expands accessibility, and creates new opportunities to engage audiences.

A full-page photograph of a dancer in a black leotard performing a pose in a ballet studio. The dancer is in the foreground, leaning back with her arms raised and hands open. In the background, other dancers in white leotards are visible, also in motion. The studio has a high ceiling with exposed beams and large windows.

“There’s a creative buzz at Ballet BC that sets it apart from the North American dance scene right now.”

— *Stir Magazine*

“Ballet BC is physically rigorous, dramatically solid, and truly contemporary.”

— *Dance Magazine*

“Ballet BC isn’t just participating in the conversation—it’s owning it.”

— *The Georgia Straight*

THE ROLE

The Artistic Director reports to the Board of Directors and fulfills all responsibilities in alignment with Ballet BC's strategic goals and objectives and policies established by the Board.

Artistic Programming:

- Conceives, articulates, and leads the artistic vision of Ballet BC, developing and delivering programs that advance the artistry of the company, resonate with audiences, and are aligned with the company's Strategic Plan
- Maintains a strong awareness of current and emerging practices in national and international contemporary dance
- Commissions, curates, stages, and produces new and existing works for Ballet BC, fostering a creative environment in which dancers are engaged collaborators in the artistic process
- Ensures the highest level of excellence in all artistic production, touring, programming, and outreach activities within the parameters of the approved annual financial plan and budget, internal policies, and the company's Strategic Plan as it evolves under new leadership
- Builds and sustains effective, respectful, and healthy collaborative relationships and partnerships in support of artistic programming
- Works collaboratively with senior management to support the negotiation and delivery of touring engagements in alignment with financial plans and organizational policies

Artistic Administration, Budgeting and People Leadership:

- Develops, implements, and evaluates artistic programs and tours for each season, taking a multi-year perspective with a focus on keeping Ballet BC at the forefront of dance
- Works with the Managing Director to develop annual program and artistic and production budgets in advance of each fiscal period
- Leads key artistic human resource functions, including auditions and the selection of dancers, choreographers, rehearsal directors, teachers, and other artistic staff, with a focus on coaching and developing artists over the course of their careers

- Champions a culture of belonging and inclusion, advancing Indigenous Truth and Reconciliation, equity, diversity, and accessibility through leadership, learning, and professional development
- Cultivates a healthy, inclusive, and supportive work environment that encourages creativity, well-being, and sustainable artistic practice
- Provides clear artistic direction, constructive feedback, and career development guidance to dancers in support of their continued artistic growth

External Relations, Development, and Community Leadership:

- Represents Ballet BC and serves as an effective spokesperson in local, national, and international forums
- Plays a visible role in promoting Ballet BC and advancing its artistic profile
- Partners with the Board and senior leadership to support strategic development and fundraising efforts, engaging with donors, partners, and key stakeholders, participating in cultivation and stewardship activities, and contributing to major gift solicitations as appropriate
- Provides artistic leadership in collaboration with the marketing team to ensure the organization's brand, voice, and public communications authentically reflect and advance Ballet BC's artistic vision and reputation
- Builds and maintains strong relationships with dance, arts, cultural, and community organizations locally, nationally, and internationally, strengthening Ballet BC's global artistic presence and reputation
- Advances public interest in, access to, and appreciation for dance

ROLE SPECIFICATIONS

The Artistic Director will have:

- Senior professional experience as a dance artist, with extensive training and performance background, and a strong understanding of contemporary dance and contemporary ballet repertoire
- Deep knowledge of and connections within national and international contemporary dance, with a global and innovative perspective
- A broad understanding of dance in relation to society and other art forms
- Proven, inspirational leadership skills in building an artistic team and conceiving, developing, and implementing an artistic vision while empowering artists to contribute meaningfully to the creative process
- A servant leadership style that challenges dancers to grow and expand their artistry within a culture of respect, equality, trust, and low hierarchy

- Previous experience in a senior artistic leadership role within a professional dance organization, ideally at a company of comparable scale and complexity, is preferred
- Previous experience leading a touring company is an asset. Strong relationships and connections with international performance venues, choreographers, agents, and other dance companies are an asset
- Strong organizational skills, including the ability to manage multiple projects simultaneously and meet deadlines
- Demonstrated ability to solve problems, navigate complexity, and resolve conflicts constructively
- Demonstrated ability to build strong, trusting relationships with dancers and creative collaborators
- Excellent leadership judgement, interpersonal skills, and relationship-building ability critical to long-term success
- Demonstrated understanding of equity, diversity, and inclusion principles, along with an informed awareness of Indigenous reconciliation in Canada and a commitment to ongoing learning and reflection
- Knowledge of the Canadian and Vancouver cultural and arts scene is preferred

Compensation: The salary range for this position is \$130-\$150K. Placement within the range will be determined based on the successful candidate's experience, qualifications, and leadership background.

Anticipated Start Date: Spring/Summer 2027

Application deadline: August 28, 2026, at 12pm PST by confidential email to careers@balletbc.com

Attention: Kate Parker, Chair, Artistic Director Search Committee

Consideration of applications will begin as soon as they are received. We thank all applicants for their interest; however, only those selected for an interview will be contacted. Ballet BC is an equal opportunity employer that fosters an inclusive, equitable, and accessible environment.

Ballet BC is located on the traditional, ancestral, and unceded territory of the Coast Salish peoples: the Skwxwú7mesh (Squamish), Stó:lō, Salílwata7/Selilwitulh (Tsleil-Waututh), and xʷməθkʷáʔəm (Musqueam) Nations.

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