

Executive Director



ABOUT THE ROLE

Omaha Community Playhouse is seeking an exceptional Executive Director to serve as the face, voice, and strategic engine of one of the nation's premier arts entertainment and education organizations. This is a rare opportunity to lead with vision and heart – championing the arts, connecting communities, and driving an institution that has shaped cultural life in the Omaha region for generations.

The ideal candidate is a dynamic composite: an inspiring leader, a savvy business mind, a passionate fundraiser, and a relationship builder who thrives on making meaningful impact. If you believe the arts can transform communities – and you have the skills to make that happen – we want to hear from you.

This is a full-time, exempt position that will report to and be supported by the OCP Board of Trustees.

BUDGET & FINANCIAL MANAGEMENT

★ Required

- Proven financial management skills, with a thorough working knowledge of all phases of the budget process.
- Demonstrated ability to achieve and sustain fiscal health for a complex, multi-revenue organization.
- Track record of making smart, data-informed financial decisions that support long-term organizational stability.

MANAGEMENT & LEADERSHIP

★ Required

- A forward-looking visionary and strategic thinker – able to develop and implement a dynamic long-term strategic plan while keeping daily operations running smoothly.
- Proven ability to attract, hire, and retain exceptional staff, cultivating high-performance teams aligned with OCP's mission and vision.
- Strong, confident, and collaborative decision-making skills with the ability to navigate diverse stakeholder perspectives effectively.
- Experience engaging constructively with Board leadership, committees, and individual Board members to accomplish shared goals.
- Facilities management expertise to ensure OCP's physical environment reflects the creativity and excellence of the OCP brand.

◆ Nice to Have

- Technologically savvy with a demonstrated record as a catalyst for innovation and organizational advancement.
- Experience in elected or appointed leadership roles.

FUNDRAISING & MARKETING

★ Required

- Proven fundraising experience, with the specific ability to cultivate, nurture, and grow relationships with benefactors across the Omaha-metro and broader Nebraska/Iowa community.
- Business development mindset with skills to expand and diversify the organization's earned revenue base.
- Marketing savvy with the ability to enhance public awareness and grow both mind share and market share locally and regionally.

◆ Nice to Have

- Working knowledge of major trends within the theatre and live arts industry.

CULTURE-BUILDING

★ Required

- Demonstrated ability to create a positive, mission-driven culture and genuine sense of community throughout the organization.
- Passion for inspiring and motivating an effective, knowledgeable, and engaged staff.
- Deep commitment to inclusivity – contributing to an environment where everyone feels a true sense of belonging.
- Shared values with OCP, including: inclusivity, artistic and educational impact, excellence, stewardship, and community.

EDUCATION & EXPERIENCE

★ Required

- Degree in Arts Administration, Business, Marketing/Communications, or another relevant field.

◆ Nice to Have

- Advanced degree (Master's or equivalent).
- Evidence of civic involvement and community engagement.

CHARACTERISTICS & QUALITIES

The successful Executive Director of OCP will bring not just the right skills, but the right spirit. We are looking for a leader who embodies:

Emotional Intelligence & Integrity

- High emotional intelligence, diplomacy, objectivity, and unwavering professionalism.
- Readily approachable – a genuine, active listener who processes information thoughtfully and communicates clear direction.
- Service-oriented by nature, with a deep sense of integrity at the core of every decision.

Communication & Influence

- Outstanding verbal and written communication skills; polished and effective presentation abilities.
- Comfortable and compelling in any room – whether with boards, artists, audiences, media, volunteers, or community groups.

- Proven ability to build coalitions, gain consensus, and sell a vision in a non-polarizing, inclusive way.
- The rare ability to blend the interests of disparate groups into a cohesive, unified, positive force.

Drive & Adaptability

- Initiative and self-discipline – a self-starter who brings confidence and charisma to every challenge.
- Flexible and adaptable, with exceptional facilitation skills and comfort in complex, ever-evolving environments.
- Intuitive and creative – someone who genuinely enjoys identifying problems and opportunities, and thrives on finding innovative solutions.
- A catalyst for progress who makes a decisive, positive impact on the people and organizations they lead.

WHAT WE OFFER

Compensation

The base salary for this position ranges from \$125,000-\$150,000. We consider a variety of factors when formulating an offer including, but not limited to, the role and responsibilities, work experience, education/training, skills, and demonstrated expertise.

Benefits include paid vacation, holidays, sick leave, 403-B retirement plan, and short-term disability.

If you're reading this and thinking this is exactly the work I want to be doing, we want to hear from you.

HOW TO APPLY

Omaha Community Playhouse Search Committee would like applicants to submit a cover letter and resume, along with questions about the search process, to [NEXT Recruitment & Consulting](#) no later than **April 18, 2026**.

Omaha Community Playhouse is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees and artists.