

# *Artistic Director —*

## *The Royal Swedish Ballet*

### THE COMPANY

The Royal Swedish Ballet is one of the world's oldest ballet companies. It was founded in 1773 by King Gustav III. It is Sweden's largest dance company with the task of curating and developing classical ballet as well as contemporary, innovative works. Every year, several productions are staged; everything from brand-new works to classical masterpieces. The Royal Swedish Ballet respects tradition, while embracing the future – in three main areas: opera, ballet, and activities for children and young people.

### OPPORTUNITIES AND CHALLENGES

There are certain opportunities and challenges facing the next Artistic Director (A.D.). After many years of discussions there is now a report from SFV, the National Property Board, regarding an upcoming renovation of the Opera House. If the renovation will be carried out it means a closure of the Opera House for a period of 3–5 years starting the autumn of 2026. The operation for the whole house will then be moved to other locations in Stockholm to continue rehearsal and performance activities. One of the biggest tasks for the incoming A.D. is, therefore, to seek opportunities at all levels during this “c/o-period”. The next A.D. will need to be adaptable and embrace those challenges while continuing to inspire the company. Further, remaining relevant to audiences during the closure and beyond in an era of increased competition, as well as identifying and nurturing emerging choreographers and balancing programming that reflects the commitment to the classics, will be a challenging opportunity for the right candidate.

### THE ROLE

The next A.D. will be someone who has a commitment and understanding of classical ballet while possessing the ability and desire to evolve the art form. They will demonstrate a shared sense of the values of The Royal Opera House to create world-class art of the highest standard, to be open and welcoming to the whole of society and to all ages. The Opera strives to uphold the values of diversity and gender equality in an engaging and inclusive manner, and to lead with courage. With a Company of close to seventy dancers, the next A.D. will be a consummate professional who is communicative and collaborative.

**The ideal candidate has the following responsibilities, attributes, and qualifications:**

The Artistic Director is responsible for recruiting, motivating, developing, and inspiring a world class company of dancers while supporting the health and well-being of the artists.

- Has been a highly accomplished artist or skilled teacher/talent developer who can maintain and increase the standards of the company.
- Has deep knowledge of the classical ballet repertoire as well as modern and contemporary dance from a staging perspective and/or a performance background.
- Is a strategic thinker.
- Has excellent leadership skills with the ability to motivate and develop the approx. 80 employees in the ballet company.
- Actively contribute to the overall operation, quality, and development of the Royal Swedish Opera as a member of the Management Team.
- Experience in budget management, organizational planning and resource allocation.
- Has artistic management experience in an organization, with an understanding of engaging with designers, production, and technical staff.
- Is a team builder and a team player believing in dialogue, openness, involvement, common goals and visions.
- Has an open mind and interest in the Swedish culture and its system of work ethics.

The Royal Swedish Ballet has engaged *To the Pointe*, International Ballet Consultants, to facilitate the search with Madeleine Onne, David McAllister AC, and Cynthia Harvey leading the process. Internally, the CEO of The Royal Swedish Opera Fredrik Lindgren, HR Director Anna Byström, and Board Member Åsa Söderberg, hope to make the decision by the autumn of 2024. Interested candidates, who fit the criteria described above, are encouraged to apply in complete confidence by providing the following materials, with the applicant's name included in the file:

- Resumé or CV
- A cover letter of a maximum 1.5 pages describing what makes you a strong candidate for the position and why you are attracted to this post.
- Three professional references, including email and phone contact information.
- Answers to the following questions-limiting this to under 500 words each question:
  1. What do you think is the most important quality in a leader?
  2. Speak of your understanding of the culture and work ethics of Sweden and describe how you would see your leadership in relation to that.

**HOW TO APPLY**

Please submit your materials to: [2thepointe@consultant.com](mailto:2thepointe@consultant.com)

The closing date for applications is June 30th, 2024.

