



**Job Title: Performance Operations Director**

## **CLASSIFICATION DESCRIPTION**

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**Department: Performance Operations**

**Pay Grade: 115**

**FLSA Status: Exempt**

**Remote Work Eligible: No**

### **JOB SUMMARY**

This position is responsible for planning, directing, and supervising assigned functions or operations of a theater. Duties include: developing and implementing a programming strategy; creating and implementing a marketing strategy; maintaining the physical facility; developing and managing a budget; and supervising assigned staff.

### **DISTINGUISHING CHARACTERISTICS**

N/A.

### **ESSENTIAL JOB FUNCTIONS**

- Manages assigned staff including: prioritizing and assigning work; evaluating performance; training; ensuring employees follow procedures and safety guidelines; and making hiring, firing, and disciplinary recommendations.
- Develops, implements, and administers programming and marketing strategies, policies, and procedures; oversees the daily operation of the theater to ensure compliance.
- Directs and participates in the preparation of departmental budgets as well as operational/capital improvement budgets; monitors revenues and expenditures; and coordinates fundraising activities.
- Manages the facilities and landscape renovation projects; determines equipment improvement needs.
- Facilitates, leads, and/or participates in meetings, proceedings, and committees; represents the Department at campus meetings and conferences; and serves as a liaison between departments, external organizations, the general public and other agencies.
- Reviews and monitors a variety of operational, financial, and statistical records and reports.
- Performs other duties as assigned.

### **MINIMUM EDUCATION AND EXPERIENCE REQUIREMENTS**

Master's Degree in Theatre, Business, or a related field; five (5) years of related work experience managing a performing arts venue; or any equivalent combination of education,

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training, and experience which provides the requisite knowledge, skills, and abilities for this job.

## **KNOWLEDGE, SKILLS AND ABILITIES**

### Knowledge of:

- Managerial principles;
- Theater operations;
- Strategy development principles and procedures;
- Program development and administration principles and practices;
- Marketing principles;
- Budgeting principles and practices;
- Fundraising practices;
- Customer service principles;
- Public relations principles;
- Applicable federal, state, and local laws, rules, and regulations; and
- Computers and related software applications.

### Skills in:

- Providing leadership;
- Analyzing and developing policies and procedures;
- Developing and managing budgets;
- Fundraising;
- Using a computer and related software applications; and
- Communication, interpersonal skills as applied to interaction with assigned employees, coworkers, supervisor, the general public, etc. sufficient to exchange or convey information and to give and receive work direction.

### Ability to:

- Monitor and evaluate the work of staff;
- Prioritize and assign work;
- Develop, implement, and evaluate marketing and public relations programs;
- Interpret and apply applicable laws, rules, and regulations; and
- Analyze problems, identify alternative solutions, project consequences, propose actions, and make recommendations.

## **CERTIFICATION, LICENSE AND SPECIAL REQUIREMENTS**

Valid Florida driver's license.

## **PHYSICAL DEMANDS**

This work typically requires the following physical activities to be performed. A complete description of the activities below is available upon request from Human Resources.

(X = Required to perform essential job functions)

| <b>Physical Activities</b>   |          | <b>Physical Activities</b>   |          |
|--|----------|--|----------|
| Balancing – maintain equilibrium to prevent falling while walking, standing, or crouching. |          | Pushing – use upper extremities to press against objects with force, or thrust forward, downward, outward. |          |
| Climbing – ascending, descending ladders, stairs, ramps, requires body agility.            | <b>X</b> | Reaching – extending hands or arms in any direction.   | <b>X</b> |
| Crawling – moving about on hands, knees, or hands, feet.                                   |          | Repetitive Motion – substantial movements of wrists, hands, fingers.                                       | <b>X</b> |

|  |          |  |          |
|--|----------|--|----------|
| Crouching – bending body forward by bending leg, spine.  |          | Speaking – expressing ideas with spoken word, convey detailed, important instructions accurately, concisely.           | <u>X</u> |
| Feeling – perceiving attributes of objects by touch with skin, fingertips.   |          | Standing – for sustained periods of time.  | <u>X</u> |
| Fingering – picking, pinching, typing, working with fingers rather than hand.  | <u>X</u> | Stooping – bending body downward, forward at waist, with full motion of lower extremities and back.                    |          |
| Grasping – applying pressure to object with fingers, palm.   |          | Talking 1 – expressing ideas by spoken word.   | <u>X</u> |
| Handling – picking, holding, or working with whole hand.   | <u>X</u> | Talking 2 – shouting to be heard above ambient noise.  |          |
| Hearing 1 – perceiving sounds at normal speaking levels, receive information.  | <u>X</u> | Visual Acuity 1 – prepare, analyze data, transcribing, computer terminal, extensive reading.                           | <u>X</u> |
| Hearing 2 – receive detailed information, make discrimination in sound.  |          | Visual Acuity 2 – color, depth perception, field of vision.  |          |
| Kneeling – bending legs at knee to come to rest at knees.  |          | Visual Acuity 3 – determine accuracy, neatness, observe facilities/structures.   | <u>X</u> |
| Lifting – raising objects from lower to higher position, moving objects side to side, using upper extremities, back. | <u>X</u> | Visual Acuity 4 – operate motor vehicles/heavy equipment.  |          |
| Mental Acuity – ability to make rational decisions through sound logic, deductive reasoning.                         | <u>X</u> | Visual Acuity 5 – close acuity for inspection of small defects, machines, use measurement devices, or fabricate parts. |          |
| Pulling – use upper extremities to exert force, haul or tug.   |          | Walking – on foot to accomplish tasks, long distances, or site to site.  | <u>X</u> |

## **TYPE OF WORK**

Work performed is primarily:

- Sedentary work*: Exerting up to 10 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body.
- Light work*: Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force to move objects.
- Medium work*: Exerting up to 50 pounds of force occasionally, and/or up to 30 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.
- Heavy work*: Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.
- Very heavy work*: Exerting in excess of 100 pounds of force occasionally and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects

## **WORK ENVIRONMENT**

May be required to work hours other than the regular schedule including nights, weekends, and holidays. Work may involve some travel.

This position requires regular and reliable attendance and the employee's physical presence at the workplace.

May be subjected to moving mechanical parts, electrical currents, inadequate lighting, and work space restrictions.

Work is performed in a dynamic environment that requires sensitivity to change and responsiveness to changing goals, priorities, and needs.

*To perform this job successfully, an individual must be able to perform the essential job functions satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the primary job functions described herein. Since every duty associated with this position may not be described herein, employees may be required to perform duties not specifically spelled out in a job description, but which may be reasonably considered to be incidental in the performing of their duties just as though they were actually written out in a job description.*

**St. Petersburg College has the right to revise a classification or job description at any time. This description does not represent in any way a contract of employment.**