

Position Profile

Production Manager



INDIANA
REPERTORY
THEATRE

PUBLIC THEATRE

Indiana Repertory Theatre

ABOUT THE IRT

Indiana Repertory Theatre is the flagship nonprofit theatre of the state of Indiana, producing six productions each season across two stages (LORT C/D) inside a beautifully restored 1927 movie palace in downtown Indianapolis. Both stages, along with our production shops, rehearsal spaces, and administrative offices, are housed under one roof in a beautifully restored 1927 movie palace in downtown Indianapolis. This rare "all-in-one" setup fosters an unusually connected and collaborative working environment.



With an annual operating budget of approximately \$8 million and a staff of around 70 full-time employees, **IRT is a major cultural institution with deep roots in its community and strong connections across the national theatre landscape.**

IRT is a leader in co-producing among LORT theatres, maintaining active partnerships with similarly sized companies around the country. We are engaged participants in LORT and the broader regional theatre ecosystem, and we take pride in the collaborative relationships that make this work possible.

IRT is built for the long term. We hold one of the strongest endowments relative to budget size among LORT theatres nationally, the result of decades of careful stewardship. As we look ahead, we are positioned not just for stability but for steady transformation. We are looking for a Production Manager to join our senior leadership team as we adapt, evolve, and write the next chapter of this institution's history.



WHY INDIANAPOLIS?

Indianapolis offers a balance that is becoming rare for theatre professionals: **a vibrant career in a city where you can actually afford to live.** The cost of living is roughly 10% below the national average, and housing costs are about 23% lower than the U.S. norm. This means a competitive salary goes significantly further here than in most other cities.

Indianapolis is a city with real momentum, and IRT is proud to be one of the cultural anchors at its center. Our theatre sits at the center of a wave of downtown investment, including a major convention center expansion and new pedestrian-focused streetscapes. Our airport has been named "Best in North America" for 14 straight years, and Chicago is an easy three-hour drive away.



THE OPPORTUNITY

The Production Manager is one of the most vital roles at IRT. Reporting to the Artistic Director, the Production Manager oversees planning, budgeting, and execution of our six-show season. You will serve as a core member of a small senior leadership team, working interdepartmentally to guide the organization.

This is a leadership-first position. You will directly manage six department heads (scenic, paints, props, costumes, electrics, and sound) who, in turn, lead their respective teams. Our production staff is a mix of decades-long veterans and early-career professionals. **The right candidate will be a genuine thought partner who can earn the trust of experienced artisans while championing the flexibility a modern, constantly-evolving workforce requires.** It requires presence, curiosity, and the confidence to lead people who know their craft extremely well.

IRT's production manager will be entrusted to:

- Build, lead, and develop the teams that bring IRT's season to life: hiring, mentoring, and managing staff across scenic, paint, costumes, lighting, sound, and props departments, as well as run crew and overhire.
- Coordinate between designers and production staff, solving problems creatively and ensuring communication between everyone involved.
- Manage production calendars, budgets, and resource allocation across a six-show season on two stages.
- Serve on IRT's senior staff team, collaborating on season planning, institutional priorities, and organizational decision-making.
- Foster a production culture grounded in equity, safety, and mutual respect.



WHO YOU ARE

You are a thoughtful, decisive leader with deep experience managing teams in a professional theatre environment. You understand how a regional theatre works—the rhythms, the relationships, the complexity—and you bring the kind of calm competence that steadies an organization and earns the trust of the people around you.

If the following resonates with you, we'd love to hear from you.

- **Professional Experience:** You have demonstrated leadership experience and a thorough understanding of how nonprofit regional theatres work. Prior production management experience at a LORT or similarly sized professional theatre is a strong advantage.
- **Managerial Maturity:** Multiple years of experience (at least five) managing diverse teams, with a track record of developing and leading staff at various career stages. You lead decisively when the moment calls for it, and you genuinely thrive in collaboration with direct reports, artists, and colleagues.
- **People Management & Workplace Leadership:** Real experience navigating interpersonal challenges, resolving conflict, and developing employees, all grounded in a working understanding of labor law fundamentals and workplace best practices. You have worked with artists engaged under collective bargaining agreements with theatrical labor unions (AEA, SDC, and USA).
- **Budgetary Precision:** The ability to build and manage production budgets, allocate resources across multiple concurrent productions, and keep the big picture in focus while the details shift underneath.
- **Adaptability:** Enough experience to understand and appreciate how things are done, paired with the vision and courage to lead change when it's needed.
- **Curiosity:** You are constantly curious. You want to learn, to improve, and to help the people around you do the same.



COMPENSATION & BENEFITS

The anticipated salary for this position starts at \$80,000. IRT provides comprehensive benefits, including health, dental, vision, long and short-term disability, accident, critical illness, and company-paid life insurance. Employees have access to a 403(b) plan with employer contribution, a flexible spending account, and generous paid time off.

HOW TO APPLY

Materials: Using the form on our website, submit your resume along with a brief cover letter describing how your experience has prepared you for this kind of leadership and what excites you about this opportunity.

Timeline: Applications will be accepted until this role is filled. We encourage you to apply by April 27, 2026, for priority consideration. Interviews may begin at any time, and we encourage you to apply as early as possible for best consideration.

Communication: All applications must come through the portal on our website. We will not accept materials by email. Rest assured, a real human reviews every application we receive, and your application decision, and we are not relying on AI or keyword matching.

If you have specific questions about this position, please feel free to reach out to Director of General Management and Special Projects Drew Kowalkowski: dkowalkowski@irtlive.com. Please note that every applicant will hear from us about the status of their candidacy, but we are unable to respond to individual requests for feedback or updates at this application stage.

Don't meet every qualification? Apply anyway. If this role resonates with you and you think you'd thrive here, we want to hear from you. We're genuinely interested in a wide range of backgrounds, career paths, and life experiences— whether you're pivoting from another field, re-entering the workforce, or building on a career already in motion.

[APPLY HERE](#)

