



Gettysburg College, the owner and operator of the Majestic Theater, seeks an Executive Director to lead the enterprise as a key contributor to the College, the Gettysburg community, and the region, and as a driver of downtown Gettysburg's creative and economic vitality.

The 1925 Majestic Theater

The Majestic Theater, located in the heart of historic Gettysburg, is a performing arts center with three venues: the beautifully restored 800-seat Majestic Theater, and two DCP cinemas with stadium seating for 198 and 88 patrons respectively. Following a \$16.5 million renovation, the Majestic reopened in 2005 as Gettysburg College's flagship performance space. The Historic Theater is home to a vibrant series of public presentations, as well as the Sunderman Conservatory of Music, the Gettysburg College Theatre Department, and a daily film program featuring first-run titles and an eclectic mix of classic movies, independent features, and more.

The Majestic Theater's Founding Executive Director, Jeffrey Gabel, has led the department since its inception in 2003 – two years before the venue's reopening. During his tenure, the Majestic has earned a reputation as a significant cultural and economic catalyst in Downtown Gettysburg and as a major asset serving the College's fine arts programs. The Sunderman Conservatory of Music uses the Historic Theater for over 125 days annually, both as an acoustically excellent rehearsal space and as a public performance venue. A biannual collaboration between the Sunderman Conservatory and the Theatre Department brings a large-scale musical to the Majestic stage as well.

In addition to partnering with the College's fine arts departments, the Majestic maintains relationships with a variety of local, regional, and national collaborators. Connections to filmmakers, tour promoters, service organizations such as the League of Historic American Theatres, and the tourism industry enhance the Majestic's capacity to offer dozens of varied, year-round presentations that complement the academic calendar. Of particular note is the first-ever, sold-out [Ken Burns Film Festival](#), a multi-day event that wove together film screenings, panel discussions, and live presentations to explore American history and identity, drawing attendees from 28 states across the country.

The Majestic Theater's annual direct expenditures range up to \$1.2 million. Core expense drivers, as at many performing arts centers, are personnel and live event programming. Expenses associated with Sunderman Conservatory and other departmental use are managed



through an internal College transfer. In addition, Majestic staff frequently engage with fine arts departments as adjunct faculty, subject matter experts, and otherwise in service of the College's academic mission. The theater also rents its venues and staff services to promoters and community groups on an average of 25 days annually which generates substantial cash revenue.

Gettysburg College

Founded at a pivotal time in American history, Gettysburg College has upheld a rigorous commitment to the liberal arts since 1832.

The College is two hours from Baltimore, Washington, D.C., and Philadelphia. The campus and the surrounding land were witness to the turning point in the Civil War that shaped the course of American democracy. The College's connection to our country's history has long shaped and strengthened its modern approach, pedagogy, and emphasis on the preparation of the whole person—igniting students' passion and commitment to our nation and the world.

As a residential, undergraduate college of the liberal arts and sciences, Gettysburg College prepares its 2,400 students from across the nation and around the globe to pursue lives of personal and professional fulfillment, and to engage in society through effective leadership and socially responsible citizenship. In March of 2022, the Board of Trustees approved Gettysburg's new Strategic Direction, [*Living Our Promise*](#), with the goal to inspire students to lead lives of meaning, service, and consequence. The plan advances this essential work and marries the excellence of a rigorous liberal arts and sciences education with a student experience that integrates learning inside and outside of the classroom.

Gettysburg College ranks among top colleges in the country for value, programs, and liberal arts experience. The College is ranked among the Best Colleges by U.S. News & World Report—63rd in liberal arts and 53rd in 'Best Value Schools.' Gettysburg College boasts an impressive 98% rate for alumni employed or attending graduate school or pursuing further education within a year after graduation.

Equity, Diversity, and Inclusion

Gettysburg College's perspective on diversity and inclusion is grounded in its core values. It believes in the worth and dignity of all people and the limitless value of their intellectual potential. It is also committed to providing a diverse and inclusive learning and working environment because this enhances the educational experience for all students, faculty, and staff. Research shows that a diverse college environment is linked to the development of critical thinking skills. Nurturing, respecting, and sustaining an inviting campus climate where individual differences and identities are perceived as strengths, not deficits, is critical to developing a sense of belonging. The College strives to be that place where everyone can live



authentic lives without concern that this authenticity will negatively impact their opportunities for success.

Gettysburg College seeks candidates who have the communication skills and cross-cultural awareness to maximize their effectiveness with diverse groups of students, colleagues, and community members.

The Majestic Theater Executive Director

In their capacity as a department head, the Executive Director of the Majestic Theater balances a wide range of stakeholder needs and is the leader, manager, and facilitator of a dynamic team. The position reports to the College's Vice President of Finance and Administration.

Gettysburg College – Majestic Theater is seeking a leader who will have the following skills, abilities, and experience:

- **Programming expertise.** Experience developing and implementing programming for a range of audiences; particularly touring programming.
- **Relationship building:** A joyful, energetic, collaborative approach to nurturing partnerships with stakeholders, including colleagues, donors, staff, artists, peer organizations, the private sector, and public sector leadership.
- **Cross-cultural understanding.** A record of modeling cross-cultural awareness, through programmatic initiatives, voluntary service, or other professional and/or personal commitments.
- **Institutional leadership.** Demonstrated leadership and related professional experience, particularly in a performing arts/presenting organization or similar academic or not-for-profit setting.
- **Management acumen.** Commitment to the professional and personal development of staff; a successful track record of managing, directing, and motivating a diverse team. Capacity to bring policy and practice concerns to a just, timely resolution.
- **Business savvy.** Demonstrated problem-solving and (balanced) budgeting skills, as well as experience stewarding financial and building resources.

A Bachelor of Arts or equivalent is welcome, but not required for consideration.

Executive Director Core Responsibilities and Objectives

The Executive Director would demonstrate capacity to hold the following responsibilities and meet a set of near-term objectives, as described below. At the heart of this role is a keen interest in the campus community and Gettysburg's residents, visitors, businesses, and the regional community, paired with a zeal for cultivating engagement in the Majestic's programs and initiatives.



Programming

- Program a season of presented content that complements Majestic Theater usage by the Sunderman Conservatory, Theatre Department, and other departments.
- Assemble a season of live presentations and cinema programming that reflects a forward-looking, diverse, inclusive perspective, consistent with the College's principles and strategic plan.
- Develop and implement thematic programming that is innovative, leverages multiple delivery methods, and appeals to the full breadth of the campus community, Gettysburg, and the region.

Community Relations and Fundraising

- Collaborate closely with College Advancement.
- Nurture existing and establish new relationships with key individual contributors to the Majestic Theater.
- Nurture existing and establish new institutional partnerships, as appropriate, with live arts and cinema industry entities.
- Visible and routine engagement with the civic life of Gettysburg, through participation in (for example) business associations, downtown initiatives, and partnerships with the hospitality and tourism sectors serving the borough and Adams County.

Collaboration with Campus Departments

- Maintain cordial, close collaboration with the Sunderman Conservatory, the primary academic user of the Majestic Theater, as well as the Theatre Department.
- Engage academic and non-academic departments in Majestic Theater programming and activities.
- Seek out opportunities to integrate academic priorities and learning into the operations, programming, and initiatives of the Majestic Theater.

Staff leadership

- Integrate into the Majestic's close-knit professional staff team.
- Encourage continuing professional development, campus service, community engagement, and personal growth of staff that contributes to the value the Majestic provides, both to the campus community and the region.

In their first 12-24 months, the future Executive Director will advance the following priorities through their work at the Majestic Theater and the relationships with stakeholders on- and off-campus:

- Become the face of the Majestic on the campus, in Gettysburg's civic life, in the region and on the national stage.



- Initiate an exploration of how the Majestic could broaden and deepen experiential arts learning for Gettysburg College students.
- Identify and implement new initiatives and programming to generate revenue and inspire philanthropic support.
- Plan and implement programming that meets a high standard of excellence, is innovative in its delivery, and reflects the College's priorities in regard to cross-cultural understanding.
- Develop and implement student engagement strategies that increase student participation in Majestic programming; nurture collaboration with the Sunderman Conservatory and other departments in defining and implementing these strategies.
- Successful planning and implementation of the Majestic's Centennial Celebration in November 2025.

About the Borough of Gettysburg and Adams County

The seat of Adams County, Pennsylvania, Gettysburg offers local community members the best of both worlds—a quaint and intimate setting that fosters deep intellectual curiosity and the opportunity for real-world impact. The rich history in the area goes hand in hand with the evolution of the College. Gettysburg's campus is home to portions of the battlefields as well as several important Civil War monuments. Gettysburg today offers a welcoming community and a range of amenities. The downtown area is characterized by well-preserved 19th-century architecture, housing boutiques, restaurants, and art galleries.

The town and campus are connected not only by this important history, but also by community-wide events and volunteer and social justice activities across the community and Adams County as a whole. Many professors and staff members are active in the greater community. The borough's elected leadership, as well as a close-knit business community, are deeply familiar with the Majestic Theater, with many influential community members hailing the Majestic as a cornerstone in the borough's vitality.

The campus is a 40-minute drive to the state capital of Harrisburg, Pa., and is easily accessible to several key metropolitan centers, including Baltimore (59 miles), Washington, D.C. (86 miles) and Philadelphia (130 miles). In addition to the cultural and educational offerings that draw many tourists in the summertime and throughout the academic year, Adams County is near several state parks and other amenities that draw outdoor enthusiasts for hiking, cycling, and other activities.

Compensation & Work Location

The salary range for this position is \$110,000-\$125,000. Gettysburg College offers a [comprehensive benefits package](#).



Gettysburg College is in Gettysburg, Pennsylvania. The College has adopted a [remote and hybrid work policy](#). However, given the nature of the Executive Director position and its responsibilities, the College prefers an incumbent who can commit to working fully or substantially in-person.

Applications and Nominations

Gettysburg College, an equal opportunity employer, complies with all applicable federal, state, local laws and regulations regarding nondiscrimination. All qualified applicants will receive consideration for employment and admission. The College prohibits discrimination and harassment and provides equal opportunity without regard to race, ethnicity, color, religion, national origin, disability, veteran status, marital/familial status, possession of a General Education Development Certificate (GED) as compared to a high school diploma, sexual orientation, gender identity, gender expression, sex, age, or genetic information in all aspects of employment, educational programs, activities and admissions. Pursuant to Title IX of the Education Amendment of 1972, Gettysburg College prohibits discrimination on the basis of sex (i.e., which includes but is not limited to the prohibition of sexual misconduct and relationship violence, including sexual assault and harassment) in all of its educational programs and activities. Gettysburg College reserves the right to close the search for its convenience at any time.

Applications will be reviewed on a rolling basis.

More information about the Majestic can be found on the organizational website: www.gettysburgmajestic.org

Please send inquiries and nominations to mfriedman@ams-online.com.

Applicants are advised to submit their materials via this [link](#).