
The Company

Outside the March (OtM) is Canada's leading immersive theatre company. We create unforgettable encounters which redefine theatre for a new generation of audiences. Our experiences are communal, site-engaged, and fuse the epic with the intimate. Since our founding in 2010, we have produced over 25 critically acclaimed and award-winning immersive experiences, including *Jerusalem*, *The Flick* and *Terminus* and World Premieres of *Performance Review*, *Rainbow on Mars*, *No Save Points*, *The Tape Escape*, *Vitals*, *Lessons in Temperament*, and the international COVID-era breakout success *The Ministry of Mundane Mysteries*.

We've developed a signature artistic practice and an audience base that unites hardcore theatre lovers with the newly-initiated. We've invited audiences to play with us in a Parkdale kindergarten classroom, venture to Roncesvalles on an EMS call, follow a piano-tuner into living rooms across the city, infuse a Davisville funeral home with love, and unlock mysteries in a beloved Annex VHS video store. A typical season involves two productions and a variety of ancillary and auxiliary programming. Over the past decade, our work has been recognized with 14 Toronto Theatre Critics Awards, 11 Dora Awards, and has toured across Canada, as well as to New York and London.

OtM is a not-for-profit organization and registered charity supported by city, provincial and federal funding, other sources of private funds and grants, corporate sponsorship, and a dedicated and growing group of individual supporters.

OtM is led by award-winning founding Artistic Director Mitchell Cushman, Artistic Producer Lucy Coren and Managing Director Laura McCallum. The three leaders manage a team of six full-time and part-time staff members across administrative and artistic roles.

In 2023, OtM embarked on a new five year strategic plan, through which the company deepened its focus on finding the hidden theatrical potential and unexpected joy in the world around us, forging stronger relationships between artists, collaborators, audiences, our neighbours in Toronto, and the land we share stories on, and building a sustainable future for the organization and its growing team.

In 2025, OtM publicly launched Outfit the March - a unique Bricks-and-Mortarless capital campaign, through which the company is obtaining all of the equipment and infrastructure needed to turn any space in the city into a temporary theatre. Thanks in part to a \$500,000 anchor gift from the Hilary and Galen Weston Foundation, OtM has currently raised \$1.2 million towards this campaign, 70% of its total goal of \$1.7 million.

Our Board of Directors

OtM currently has a dedicated nine-member volunteer Board of Directors (with the capacity to expand to 12-members) with experience spanning corporate and entertainment law, film and television financing and production, corporate development, start-ups, programming, HR, government relations, and corporate governance.

As the company evolves, so too does the Board. With a next stage of growth on the horizon, OtM is looking to recruit additional Board members to join the pursuit of equitable community practices, sustainable growth, maturity, focus, and artistic innovation.

The below broadly sets out the role of the Board and the capabilities the company is currently targeting.

General Board Description

The Board is responsible for the governance and financial oversight of the company as well as providing strategic guidance, supporting the tri-leadership team, and providing general support to the core team and organization. Fundraising is also a key role of the Board.

Board members are expected to have a passion for the performing arts or cultural sector more broadly, community building, outside-the-box thinking, equity and inclusion, collaboration, and an energy and desire to help the company grow. Our core focus is on a balance of skills, resources, and energies in building this company for its future.

There are currently three Board Committees: 1) Human Resources, 2) Fundraising, and 3) Board Recruitment.

Time Commitment and Expectation

Board members are expected to prepare for and attend six regularly scheduled Board meetings throughout the year (typically 1.5 - 2 hours in duration), as well as others on an as-needed basis (strategic planning sessions, committee meetings, etc.).

When needed, Board members are also expected to participate in special committees and assist in executing committee work and other special projects as required.

The Board is expected to attend the company's performances, fundraising or other company-related events.

OtM Board members serve as proud ambassadors of the company's work, team, values, and mission in the community.

Capability Areas and Skills

The company values a broad set of capabilities and skills and is open to applications from individuals with a range of experiences. The priority areas for the Company are:

1. Fundraising and/or corporate giving in a non-profit or for-profit environment. We are placing particular emphasis on this skill set given the Company's current Outfit the March campaign, the largest fundraising campaign it has undertaken.
2. Experience in / proximity to industries which may provide opportunity to explore new business relationships for our company (i.e. digital media, corporate team building, education, events)
3. Finance and/or accounting (optional financial designation such as CPA/CA)

We believe these skills can be developed in and illustrated by a broad range of professional, personal, and general life experiences. If you believe that your life experiences (immigration, single parenting, neighbourhood-building, etc.) would be an asset to the board equal to or above your professional ones, we too will value them in this way.

Diversity & Inclusion

OtM is highly focused on and committed to making our organization reflective of the diverse city in which we operate. We are therefore highlighting diversity as a key component of our Board recruitment process. Candidates from all backgrounds and walks of life are welcome.

Volunteer Position

OtM Board members serve a 1-year renewable term on a volunteer basis.

How to Apply

Interested candidates should apply by submitting a cover letter (1-2 pages) as well as a resume detailing relevant experience by **May 1, 2026**. Please name your file attachments with your first and last name.

Submissions or any questions about the opportunity should be made to applications@outsidethemarch.ca

Outside the March is committed to reflecting the diversity of our community and our country. As an equal opportunity employer, we welcome and encourage submissions from individuals of all genders, cultures, ethnicities, sexual orientations, and abilities. We encourage applications from those who identify as Indigenous, Black, People of Colour, Trans, Nonbinary, Queer, Disabled and intersections of those identities, and we encourage applicants to self-identify in their applications.

Outside the March makes theatre on Turtle Island, the Land we are on, also known by many other names. We are specifically based in the Land known as Toronto, or Tkaronto, which includes the traditional territory of the Anishinaabeg, Cree, the Wendat, Haudenosaunee, the Mississaugas of the Credit First Nation, and is now home to many diverse First Nations, Inuit and Métis people.