



Position Announcement – EXECUTIVE DIRECTOR

WHO WE ARE

We are a dynamic, professional orchestra supported by a dedicated team that believes in *building community through music*. That brief mission statement guides our programming choices, audience engagement, and community connections. As our community grows in size and diversity, we aspire to create experiences which welcome and engage everyone. In addition to our concert hall performances, we also meet people where they are – at farmers’ markets, senior centers, and community events – hoping to knock down traditional barriers and change perceptions that discourage participation. We are ready for new leadership in our next chapter, realistic about the challenges ahead, and recognize the need for representation and relevance.

WHERE WE ARE

We are located on the shores of South Puget Sound in the shadow of majestic Mt. Rainier. Washington’s third-largest city, Tacoma reflects its working-class roots, with an unpretentious vibe and genuine community spirit. Locals love Tacoma’s relaxed rhythm while enjoying a restored urban waterfront, parks and recreation services, the state’s highest density of art and history museums, and proximity to outdoor adventures of all kinds.

We are part of a vibrant cultural scene that includes opera, ballet and live theater. Under the baton of [Sarah Ioannides](#), now in her tenth year as Music Director, our performance season includes six subscription concerts, holiday and education programs, and a spring choral concert. We are deeply committed to values of equity, diversity, inclusion, accessibility, and belonging – and we believe that experiencing great music together builds community.

WHO YOU ARE

You are a confident, capable leader invested in building meaningful relationships with an array of stakeholders. You are a passionate advocate for the symphony and the role of music in the cultural life of the community. You value teamwork, recognizing your colleagues and celebrating their contributions while inspiring them to pursue and achieve shared goals on behalf of the organization. You are approachable and engaging, embracing the shared leadership model of a nonprofit arts organization. With a strong background in financial management, stewarding donor relationships, and engaging board, staff, and musicians, you inspire everyone to support plans and strategies which expand the reach and impact of Symphony Tacoma.

ABOUT THE ROLE

The Executive Director (ED) serves as the chief administrative officer for Symphony Tacoma. Working in partnership with the Music Director and Board of Directors, the ED leads a resourceful team which supports the Symphony's artistic, financial and engagement goals. The ED creates and manages the annual budget, providing reports on operating health and financial sustainability. They collaborate with the Music Director to deliver an annual season of compelling programs. The ED oversees messaging which maximizes earned and contributed income, and directs and implements fundraising strategies which solicit, steward and recognize a variety of supporters. They guide development and implementation of long-range plans and provide regular reports on progress. The ED recruits and manages a talented professional staff and provides support for the board and its committees in executing their governance and fiduciary responsibilities.

A full job description is available on the Symphony Tacoma website.

ABOUT THE QUALIFICATIONS

Qualified applicants must have a bachelor's degree, with a master's degree preferred. They will have a minimum of five to seven years of increasing responsibility at a performing arts or similar nonprofit organization. Applicants will reside in or be willing to relocate to the greater Tacoma-Pierce County area.

Candidates should possess a background successfully leading and overseeing staff, experience in nonprofit financial management and reporting, a track record of successful cultivation and solicitation of major gifts, and experience overseeing and implementing a nonprofit Strategic Plan.

Symphony Tacoma is committed to building a diverse and equitable workplace. Even if your experience does not align with every qualification, we encourage you to apply.

COMPENSATION AND BENEFITS

This is a full-time exempt position. Salary \$100-105k (DOQ). Employer-paid Medical, Dental, and Vision care, vacation, PTO, and holidays are provided.

HOW TO APPLY

Submit a resume, cover letter, and written response to the statement below by email to executivesearch@symphonytacoma.org. Applications are accepted until the position is filled; preference is given to materials received by March 29, 2024. Symphony Tacoma is an equal opportunity employer.

Written response statement:

Please attach a statement (maximum two pages) that reflects your understanding and commitment to diversity, equity, and inclusion, and describes how you would express and integrate these values in leading a symphony organization.