

## **Position Opportunity**

### **President and Chief Executive Officer Music Academy Santa Barbara, California**

The Music Academy (formally referred to as “The Music Academy of the West”), welcomes applications and nominations for the position of President and Chief Executive Officer, available in the late summer of 2023. Scott Reed, who has served in this position since 2010, has announced that he will step down at the end of the 2023 summer session to pursue a new career in fundraising consulting. A Search Committee has been appointed to identify the next President and CEO and has engaged the Catherine French Group to assist them in recruiting qualified candidates. The Search Committee expects to introduce the President-elect to the Music Academy community during the 2023 summer session. The President and CEO will assume leadership in the Fall of 2023.

### **The Opportunity**

The next President and CEO of the Music Academy will have an opportunity to influence the future of classical music as the leader of an organization uniquely positioned and dedicated to developing the next generation of the world’s finest musical artists. Building on the Music Academy’s rich history and superb reputation, the CEO will curate the work of a deeply engaged board of directors whose excellent stewardship continues to ensure the Music Academy’s strong financial health. The CEO will inspire a dedicated faculty and administration as they provide exceptional professional training and performance opportunities for highly gifted musician leaders who, in turn, will reimagine the future of classical music.

### **Music Academy**

<https://musicacademy.org/>

Founded in 1947 and located in Santa Barbara, California, the Music Academy produces an annual eight-week Summer Festival emphasizing the highest caliber of classical music training for 140 fellows with more than 120 public performances and events. Fellows come on full scholarship from across the world to the Music Academy campus, Miraflores, a ten-acre garden estate overlooking the Pacific Ocean. Fellows participate in private lessons; masterclasses and studio classes; multiple orchestra, chamber music, solo, and ensemble performances; opera productions; and world premiere performances of Music Academy commissions. Fellows work with a faculty of internationally acclaimed artists such as Sasha Cooke, John Churchwell, Jeremy Denk, Glenn Dicterow, Jonathan Feldman, Richie Hawley, and The Takacs Quartet. They have the opportunity to enter competitions in duo, instrumental, solo piano, and art song categories. In recent years, the Music Academy has partnered with the New York Philharmonic and the London Symphony Orchestra for week-long residence at the Festival and performance opportunities for Academy fellows with the LSO in London.

In 2018, the Music Academy launched *Sing!* an after-school children’s choir where young people in Santa Barbara can experience music-making free of charge and discover the creative power of their own voices. The choir performs with local, national, and international Music Academy partners.

The Music Academy also created an Innovation Institute designed to provide entrepreneurial training for fellows in keeping with the Academy’s commitment to be a catalyst for change. The Institute’s Alumni Enterprise Awards program is designed to encourage and support innovative projects and ideas.

The Music Academy's Miraflores campus includes Hahn Hall, a 350-seat state-of-the-art performance venue with rehearsal and media facilities; an education center and teaching studios with remote-learning capability; a renovated Main House with offices, meeting rooms, and entertaining spaces; and beautiful landscaped grounds with terraces and outdoor spaces for both work and play. Westmont College provides a residential campus for fellows less than four miles from Miraflores. During seasons when fellows are not on campus, Miraflores welcomes local music groups for rehearsals and performances and hosts the Metropolitan Opera *Live in HD*. Music Academy-affiliated artists are also featured in the new Mariposa Concert Series.

The founders of the Music Academy of the West in 1947 were visionary musicians including the soprano Lotte Lehman, Arnold Schoenberg, and conductor Otto Klemperer. These artists and a group of arts patrons believed that the extraordinary wealth of talent in Southern California could come together to develop gifted young musicians without their having to travel east for professional training. A roster of distinguished alumni affirms their founding vision.

The Music Academy today is governed by a 23-member Board of Directors who oversee an organization with international reach and impact, widely recognized as one of the finest professional training programs in the world. The annual operating budget is \$11 million; the Music Academy has an endowment of \$50 million.

## **The Position**

The President and Chief Executive Officer provides the leadership and vision that enable the Music Academy to fulfill its mission and achieve its goals for artistic excellence, financial stability, and active engagement with the Santa Barbara community. The CEO ensures that the Music Academy provides professional training and performance opportunities at the highest standards of excellence and is recognized nationally and internationally for the exceptional quality of its faculty and its programs. The CEO ensures that the Music Academy continues to attract a strong and diverse enrollment from extraordinarily gifted young artists worldwide.

The President and CEO oversees the professional education and training programs of the Music Academy to ensure that musicians have the resources they need to be successful artists in today's post-pandemic society. The CEO fosters an educational environment that encourages innovation and experimentation as young artists develop their potential as musicians and musical leaders.

Working with the Board of Directors, the Chief Development Officer, and the staff development team, the President and CEO ensures that the Music Academy has the necessary financial resources to meet annual program and educational goals and address long-term development and infrastructure needs. The CEO actively identifies and engages potential donors from all sources, solicits gifts, and ensures that the Music Academy provides excellent stewardship for all gifts received. While the majority of donors reside in the Santa Barbara area, the CEO cultivates and expands the network of Music Academy donors among alumni and friends nationally and internationally.

Working with the Board Chair, the CEO actively participates in identifying and recruiting a diverse and inclusive Board. The CEO provides impetus and support to the work of the Board, and ensures that the Board and committees have timely and accurate information to support decision-making. Working with the Board and the Chief Financial Officer, the CEO prepares and implements annual and multi-year operating plans and capital budgets. The CEO seeks opportunities to develop and expand new sources of earned revenue to support the on-going programs and activities of the Music Academy.

The CEO recruits, motivates, supervises, and evaluates a high performing administrative staff. The CEO is responsible and accountable for all aspects of operations, including finance, information technology, marketing, communications, production, human resource management, facilities, and grounds management.

The CEO is a full-time resident of Santa Barbara and an active participant in the Santa Barbara community. The CEO takes a leadership role in developing programs and events that provide arts education and community engagement activities in the community year round, and welcomes community arts activity to the Music Academy campus as well.

The Chief Executive Officer of the Music Academy reports to the Board of Directors through the Board Chair. The CEO manages an executive leadership team that includes the Dean, the CFO, the Chief Development Officer, the Chief Artistic Officer, and the Chief Marketing and Communications Officer and oversees an administrative team of 24.

### **Candidate Profile**

The successful candidate will be a visionary leader whose career path to date demonstrates a passion for classical music and a serious commitment to music education and the professional development of young artists. The ideal candidate will bring high-level executive leadership experience, preferably as a CEO. The candidate will be a strategic thinker with excellent planning, financial management, organizational development, and fundraising skills. The successful candidate's professional experience and accomplishments will reflect a deep personal and professional commitment to the principles of equity, diversity, inclusion, access, and belonging in all aspects of the candidate's work.

The successful candidate will have a thorough understanding of the professional music environment that awaits young artists as they enter the field today. While aware and respectful of the traditions that have long influenced the preparation of young vocalists and instrumentalists, the candidate will have a clear vision of the opportunities and challenges that await the next generation of performing and creative artists in an environment that has been significantly changed by the pandemic. The candidate will be catalyst for change in the classical music world. The candidate will have the skill to lead an organization that will challenge and empower young musicians to envision and create their professional futures.

The successful candidate will have the demonstrated ability to develop strong philanthropic support from individual and institutional donors both locally and nationally. The candidate will have a track record for achieving contributed income goals for annual and endowment campaigns, special projects, capital campaigns, and planned giving. The successful candidate will be a willing and enthusiastic fundraiser with a deep respect for philanthropy at all levels.

The successful candidate will have excellent interpersonal skills. The candidate will have the proven ability to engage effectively with a volunteer board of directors, to develop an institutional agenda, and to build consensus among diverse internal and external stakeholders around a shared organizational vision. The successful candidate will have the demonstrated ability to work effectively with creative and performing artists whether students, professionals, or master teachers, and to foster a learning environment that allows artists to thrive and grow.

The successful candidate will be a passionate and articulate advocate for the mission of the Music Academy. The candidate will be able to speak and write persuasively about the important work of the Music Academy to diverse audiences in the Santa Barbara community and well beyond.

The successful candidate will have a collaborative management style, a high level of emotional intelligence, and the ability to align differing points of view to achieve a shared goal. The candidate will be creative and innovative, but someone who also respects tradition.

The successful candidate will be curious, flexible, nimble, and kind. The candidate will be a person of integrity and high ethical standards with a strong personal commitment to transparency. The candidate will have excellent listening and communication skills and a good sense of humor. The successful candidate will welcome the opportunity to be an active participant in the life of the Santa Barbara community.

The successful candidate must be able to accept a work schedule that includes nights and weekends as well as domestic and international travel. Full-time residence in Santa Barbara is required.

### **Compensation**

The salary range for this position is \$350,000 to \$400,000 annually, based on qualifications and experience. Music Academy offers a competitive benefits package. In addition, Music Academy provides a private residence for the CEO on a nearby property in Santa Barbara. The house is intended to be a venue where the CEO will entertain guests and friends of the Music Academy as appropriate.

### **Applications**

The Music Academy is committed to equity, diversity, and inclusion in all facets of the organization and welcomes recommendations, nominations, and applications from all qualified candidates regardless of age, race, gender, sexual orientation, disability, religion, or national origin. Potential candidates who would like additional information are welcome to call the Catherine French Group at 202-965-0999.

Please prepare a cover letter that describes your specific interest in the Music Academy and outlines your qualifications for the position. Please submit with a resumé of no more than five pages and contact information for at least three professional references. Electronic submissions are requested. All applications will be treated as confidential and references will not be contacted without the candidate's knowledge and agreement.

Please send materials to:

[applications@catherinefrenchgroup.com](mailto:applications@catherinefrenchgroup.com)

*Please submit material in Adobe PDF or Microsoft Word format*

This position will remain open until filled. The Music Academy Search Committee will begin to review credentials in early May.