



# Position Specification

**Colorado Symphony Association**  
Chief Executive Officer

## Our Client

The Colorado Symphony Association (CSA) is the region's only full-time professional orchestra committed to artistic excellence and ensuring the future of live, symphonic music. Performing over 150 concerts annually at Boettcher Concert Hall in downtown Denver and across Colorado, your Colorado Symphony is home to eighty full-time musicians, representing more than a dozen nations, and regularly welcomes the most celebrated artists from all genres of music. Recognized as an incubator of innovation, creativity, and excellence, your Colorado Symphony continually expands its impact through education, outreach, and programming. We partner with the state's leading musical artists, cultural organizations, corporations, foundations, sports teams, and individuals to expose diverse audiences to the power of symphonic orchestral music.

## Mission

- The future of live, symphonic music.

## Core Values

- Excellence – We are committed to musical and artistic excellence with a further commitment to ensuring there is a solid future for live symphonic music in Colorado.
- Sustainability – We are dedicated to maintaining an orchestra of the highest performance standards, modeling best practices and balanced fiscal stewardship.
- Innovation – We will embrace and maintain our culture of success, calculated risk-taking, fostering imagination, and invention in an ever-changing world of the performing arts.
- Community – We are committed to growing a culture for modern, relevant, creative music to uplift, unite, and celebrate all people.
- Diversity & inclusion – We are committed to providing symphonic and educational experiences that celebrate our humanity, reflect and value the diversity of our community, and seek out meaningful collaborations.

## Diversity, Equity, & Inclusion Statement

- Music brings people together to inspire and unite the human spirit. The Colorado Symphony Association (CSA) believes that symphonic music must be available to everyone and that communities thrive when music is accessible to all.
- The CSA is committed to being an inclusive organization where diverse perspectives are sought out and valued; and to create experiences for our audiences where all people and communities feel welcomed, represented, and connected. The CSA will continuously strive to achieve greater inclusivity and equity by leading in a way that represents our art form, one of collectivism and harmony.
- The CSA believes in the dignity of all and respects a diversity of cultures, identities, orientations, heritages, beliefs, and experiences. As a cultural institution and only full-time professional symphony orchestra in the state, we recognize the power of symphonic music and believe we can bring our community together to create greater social understanding through live symphonic music.

**For more information on the Colorado Symphony please refer to: <https://coloradosymphony.org/>**

## The Role

This transition marks an exciting and important time for the Colorado Symphony. Each season the Symphony presents a wealth of world-class artistry performed by their critically-acclaimed orchestra, the region's only full-time professional orchestra. The next Chief Executive Officer will serve as the driver of the Symphony's vision and strategic direction, as well as long-term planning and goal setting. The CEO of the Colorado Symphony reports to the Board of Trustees, which is comprised of government, business, and community leaders from the greater Denver metro area, as well as Musician Trustees. The CEO is charged with overall leadership of the Symphony, including senior team management, operational excellence, community engagement, financial sustainability, and the scouting of a new facility in partnership with the Trustees. They will connect head and heart as they play the primary role in representing the Symphony externally to a wide variety of constituents and are most often the public face and spokesperson of the organization. The CEO serves as the Symphony's principal fundraiser, brand ambassador, and forges strong and meaningful partnerships and collaborations.

Specific responsibilities of the CEO include:

- Leads the development and implementation of a compelling vision and a clear strategic plan, in collaboration with the Board of Trustees, artistic leadership, staff, and musicians, including: reaching out to communities, driving a collaborative culture, growing and diversifying audiences, increasing the base of support and diversifying revenue streams.
- Collaborates closely with artistic leadership, including around the creation of seasonal programs, cultivating a unique blend of perspectives at this senior level; encourages a particular fusion of expertise, trust, and mutual respect among the CEO, the Music Director, senior leadership and the whole organization.
- Leads extensive fundraising activity in partnership with the development team, particularly as they relate to major gifts, support from foundations, corporations, individuals, and community engagement.
- Works closely with Musician Trustees on behalf of the musician body, who are members of the American Federation of Musicians and perform under a collective bargaining agreement.
- Recruits, develops, delegates to and leads an exceptional team, such that operations, capacity, and systems are strong; ensures that the right people are in the right roles with the bandwidth and expertise to take responsibility for their respective functions, and that they function highly as a team; creates a culture that is diverse, equitable, and inclusive.
- Works closely with senior management in finance to implement sound fiscal management and assure the financial sustainability of the Symphony, including strong financial and operational systems and budgetary processes; makes decisions efficiently and communicates them with transparency.
- Serves as a brand ambassador for the organization, utilizing the external voice and messaging created in conjunction with marketing leadership.

## Candidate Profile

The Colorado Symphony seeks an inspiring and committed leader who can convey a vision of impact for the future, create a clear strategy for the path ahead, and be a champion for an outstanding culture of warmth and mission. The CEO must be a passionate advocate for the power of orchestral music, diversity and equity on the stage and off, and connection to communities and the broader world. The ideal candidate is an accomplished leader of complex organizations. The candidate may bring different backgrounds and experiences, including having served in a leadership role in the arts, business, academia, the broader non-profit community, or government. The candidate must possess substantial domain knowledge of and passion for orchestral music. They will bring a respect for and willingness to continue the CSA's storied history of being at the forefront of innovation in classical music.

In terms of the specific competencies required for the position, we would highlight the following:

## **Vision and Strategy**

- Able to create and articulate an inspiring and inclusive vision for the CSA; a creative thinker with an approach to developing new ideas that will stretch the organization and push the boundaries of the field, with a track record of leading transformation in their organization.
- Passion for the symphony and the preservation of quality classical music.
- Sees a path forward to evolve operations and impact; understands and appreciates the need for innovation and investment in technology and new media, broader and more inclusive community engagement, audience diversification, and financial sustainability, among other priorities.
- Track record of strong fiscal and strategic discipline and outcomes; results-oriented, thoughtful, and courageous.

## **Resource Development**

- Experience with leading development efforts to strengthen an organization's funding base, including the endowment, in partnership with the Board and the development team.
- Enthusiastic fundraiser, who proactively builds philanthropic relationships and enjoys making the case for support; track record of expanding their organization's fundraising base and collaborating with others to raise significant funds; a credible ambassador who can build partnerships externally with important constituencies.
- Experience monetizing assets, growing revenue, and increasing earned and contributed income from new and existing streams.

## **Inclusive Leadership and Advocacy for DEI**

- Recruits and develops top talent, delegates effectively, and manages performance with accountability.
- Brings deep personal commitment to diversity, equity, access, and inclusion in all aspects of the organization's work; seeks to build an organization that is substantively diverse and reflective of the diversity of our community; works to ensure diverse voices are a part of decision-making.
- Self-reflective and aware of their own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and personal development; encourages others to share the spotlight, and celebrates the success of the team.

## **Collaboration & Building Relationships**

- Able to actively bring the CSA into the community, and new communities into the CSA; reaches out to and draws in the world in new and more inclusive ways, with commitment to underserved communities.
- Able to communicate superbly and inspire trust through both powerful charisma and humility; demonstrates strong emotional intelligence.
- Fosters a culture of collaboration, respect, and empowerment.

## **Interpersonal Skills & Acumen**

- Sees this role as a calling as much as a job; highest degree of personal and professional integrity.
- Confidence and gravitas, as well as self-awareness and humility; possesses strong empathy, a keen sense of humor, and kindness; makes others feel welcome and at ease.
- The successful candidate needs to be gracious in manner and comfortable in any situation.

## Compensation and Benefits

- Salary range \$250K-\$350K commensurate with qualifications and experience.
- The CSA offers a competitive salary and provides excellent benefits to all full-time employees including:
  - Health insurance – three options to choose from (PPO Base (100% employer paid for employee), Buyup, or High Deductible); all at low cost to the employee;
  - Dental, Vision, Voluntary Life/Accidental/Critical Illness, and Long-Term Disability Insurance;
  - Short-Term and Long-Term Disability Insurance, 100% Employer paid;
  - Health Savings Account and Flexible Spending Accounts, including Medical and Dependent Care, Employee Assistance Program, and Personal Loan Program;
  - Paid time off - vacation, sick leave, National holidays, and 2-floating holidays;
  - A 403(b) plan;
  - Discounted tickets to CSA concerts;
  - Work from home flexibility.

## **How to Apply**

Submit a cover letter and resume to [coloradosymphonyCEO@russellreynolds.com](mailto:coloradosymphonyCEO@russellreynolds.com).

The Colorado Symphony Association is an Equal Opportunity Employer.

## Additional Contact

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