



PRESIDENT AND CHIEF EXECUTIVE OFFICER
[OREGON SYMPHONY ASSOCIATION](#)
Portland, Oregon



The Aspen Leadership Group is proud to partner with the Oregon Symphony Association in the search for its next President and Chief Executive Officer (CEO).

The President and CEO will serve as the chief strategic and operational leader for the Oregon Symphony Association (OSA). Working in close collaboration with the OSA's Music Director and Board of Directors, the President and CEO will build upon and manage long-term initiatives to ensure artistic excellence and financial stability. The President and CEO will think creatively and strategically as leader of the business operations of the OSA to support its mission and ambitions. In addition, the President and CEO will continue to expand the recognition and relevance of the OSA in the community, providing leadership and motivation to the entire organization including staff, orchestra, Board, and volunteers.

The Oregon Symphony played its first concert as the Portland Symphony on October 30, 1896, making it the oldest orchestra in the Western United States and the sixth oldest in the country. The Oregon Symphony has been led by top conductors from around the world and ranks as one of America's major orchestras. With its primary home in the Arlene Schnitzer Concert Hall in Portland's cultural district, the Symphony also serves the greater region of Oregon and Southwest Washington. It maintains an especially strong presence in Salem, where the Symphony has performed regularly since 1955 when Igor Stravinsky conducted its inaugural performance.

The multi-Grammy nominated Oregon Symphony annually performs more than 115 concerts in Portland, Salem, Beaverton, Oregon wine country, and beyond. It also produces award-winning educational and community events. While unable to perform in person during the 20/21 season, the Oregon Symphony grabbed national attention and brought hope and healing to people around the globe through its digital and livestream programs like *Essential Sounds*. Through myriad activities, the Oregon Symphony each year serves more than 250,000 people in person and reaches tens of millions more through broadcast and digital offerings.

The Oregon Symphony strives to create a stronger and more vibrant community through music. Together with partner organizations, the Oregon Symphony uses music to inspire, foster life-long learning, bring people together, and create joy throughout its community. Examples include *musicNow*, which deploys music and physical therapy in senior residences, the *Studio to School* project, which provides comprehensive musical training to students and educators, and the *Lullaby Project*, which pairs singer-songwriters with people in housing transition to strengthen familial bonds through music.

Inspiring collaborations and adventurous programming that connects lives and spark conversations are central to the OSA's mission. The Symphony's own digital destination for music, *Studio 125*, allows individuals to discover new, never-before-seen performances, and unique programming for music lovers of all ages. *Studio 125* programs include *Symphony Storytime*, which promotes English, Spanish, and music literacy, the *Young People's Concert* series, which allows viewers to experience music from Latin America and the Caribbean, and *Notations* and *Classical Session*, which showcase inspiring classical works.

The Oregon Symphony employs 77 full-time union musicians, led by Music Director David Danzmayr; it additionally employs hundreds more contract players throughout the season. Under Danzmayr, the Symphony's Creative Alliance features extraordinary artists and cultural thought leaders like Gabriel Kahane, Nathalie Joachim, Andy Akiho Jun Märkl, Simone Lamsma, and Xavier Foley. Beyond this august group, the Symphony engages dozens of renowned guest conductors and soloists each year. The Oregon Symphony's 23/24 season begins with Yo-Yo Ma and includes many more classical stars like Gil Shaham, Simon Trpčeski, and James Ehnes. Beyond classical, the upcoming season features a wide range of popular artists from Kristin Chenoweth and Bela Fleck to Pink Martini and Mannheim Steamroller.

The OSA's annual operating budget is approximately \$23 million, of which 80% is spent on artistic and engagement programs. It employs a full-time staff of 45, who are responsible for concert production, ticketing, marketing, public relations, education, community engagement, fundraising, customer service, accounting, and financial reporting. The OSA is governed by a 43-member volunteer Board of Directors and is supported by thousands of individuals, businesses, and foundations. It receives funding from a variety of governmental, public, and private organizations.

REPORTING RELATIONSHIPS

The President and CEO will report to the Board of Directors, chaired by Dan Drinkward. The President and CEO will directly supervise the Vice President for Finance and Administration, Vice President and General Manager, Vice President for Marketing and Strategic Engagement, Vice President for Development, Vice President for Programming, and Executive Assistant and Board Liaison.

FROM THE CHAIR

When I joined the Oregon Symphony Board, the institution was on an auspicious trajectory. Since 2014, the Symphony has grown in relative terms more than any other large orchestra in the country, while also ensuring financial stability. That has meant that we have been able to serve our mission by reaching ever more people in new ways. Our world has changed immeasurably in recent years, and the Oregon Symphony has adapted onstage and off. Today, we inspire people with diverse programming onstage, provide free educational programs online, and connect with less-advantaged communities in person.

The Symphony offers a ripe opportunity for its next President. I believe that there is even greater potential for the Symphony in Oregon and Southwest Washington. As a business leader and father, I know how critical the Symphony is to our cultural and economic ecosystem as the largest arts organization in the largest city in the state. We want the new President to maximize our impact, engaging with donors, elected officials, business leaders, and community partners to advance the arts in the Pacific Northwest and beyond. They will have the opportunity to work with an unrivaled group of musicians and staff. We are seeking an innovative leader who can capitalize on this moment, honoring our legacy while leading us into a new era.

—Dan Drinkward, Chair, Board of Directors

THE OREGON SYMPHONY ASSOCIATION'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

As a leading performing arts organization in the region, OSA is committed to advancing diversity, equity, and inclusion—for those it serves, through its programming, and across its leadership and workforce. It is dedicated to making the Oregon Symphony a symphony for all. The OSA embraces the inherent richness

that comes with a diverse, equitable, and inclusive organization. It believes that nurturing a broad range of perspectives allows it to think differently, listen more intently, and connect more deeply with a larger, more diverse community.

The Oregon Symphony Association is committed to developing programming that engages people from all walks of life, both on and off the stage and fostering an inclusive and welcoming environment for a broad range of audiences and communities—particularly seeking out the voices of historically underserved groups to increase access and participation in the arts. The Oregon Symphony seeks to reflect its community in its programs, people, and partnerships, and instill a work culture that encourages diverse perspectives. The Oregon Symphony Association cultivates an institutional spirit that advances equity and inclusiveness in its work and workplace.

PRIMARY RESPONSIBILITIES

Strategic Leadership and Board Governance

The President and CEO will

- articulate a clear vision for the OSA, building on its mission and Board-directed strategic initiatives;
- actively participate in industry organizations and keep abreast of trends to identify opportunities for strategic advancement;
- work closely with the Board, Music Director, staff, and other key constituents in the development and implementation of a strategic vision and business plan;
- in partnership with the Board and development staff, lead major fundraising and campaign initiatives, building relationships with existing donors and cultivating new donors;
- provide leadership in the creation and delivery of marketing and audience development strategies, and raise awareness of the OSA's mission, programs, and performances;
- in collaboration with the artistic leadership, ensure a programmatic agenda that is carefully planned, clearly stated, superbly executed, and fiscally responsible;
- engage the Board in discussion and decision making on key issues and work with the Governance Committee to recruit and develop new Board members who represent diverse perspectives and share a passion for the Symphony; and
- with the Vice President for Development, lead the Board to actively participate in the full spectrum of fundraising activities.

Community and Partner Engagement

The President and CEO will

- serve as an advocate, ambassador, and key spokesperson for the organization, actively representing the OSA in the community;
- engage with leaders of other arts and culture organizations in the state of Oregon to support a thriving ecosystem;
- develop strong relationships with local officials and elected leaders to advocate for public support, mitigate cost pressures, and maximize the OSA's reach within the community; and
- establish relationships with leaders of organizations and foundations throughout the community.

Administrative Leadership

The President and CEO will

- provide oversight for the organization's budget and day-to-day business operations;
- lead and direct senior staff, provide feedback on performance, encourage collaboration, and facilitate opportunities for development;

- foster a positive, performance-driven culture and informed decision making among staff by developing effective and measurable business and financial performance metrics;
- seek and consider counsel from senior staff and other internal stakeholders, and take decisive action on key questions; and
- develop positive working relationships with staff and musicians, including with the musician's union and participate in collective bargaining with the union.

BOARD LEADERSHIP

Dan Drinkward

Chair, Board of Directors

Dan Drinkward is a lifelong Portlander who cares deeply about the city, including the art and culture that make it so vibrant. He has served on the Board of Directors of the Oregon Symphony for seven years and is in his first year as Chair. He also serves on the boards of Oregon Episcopal School and Oregon Business and Industry. Dan is Vice President at Hoffman Construction, the largest privately held firm in Oregon, where he has worked for 23 years. Over the course of his career, he has contributed to many of the most iconic and important buildings in the Pacific Northwest. Dan and his wife Kathleen have two young daughters and are committed to making the region's future bright.

Courtney Angeli

Vice Chair, Board of Directors

Courtney Angeli is one of Oregon's leading employment lawyers. Before co-founding the firm of Buchanan Angeli Altschul & Sullivan LLP, she was a partner at Stoel Rives LLP. She has extensive experience litigating employment cases and providing comprehensive employment law counseling and training to employers. She is past president of the Oregon Chapter of the Federal Bar Association and is a regular speaker and writer on employment law issues and has made numerous joint presentations with federal judges for the Federal Bar Association. She is regularly quoted in the press for her opinion on employment law matters. Courtney has been elected to the College of Labor and Employment Lawyers, which recognizes her sustained outstanding performance in the profession, exemplifying integrity, dedication, and excellence.

ARTISTIC LEADERSHIP

David Danzmayr

Music Director and Jean Vollum Music Director Chair

David Danzmayr joined the Oregon Symphony as Music Director in the 21/22 season, following a five-year global search. In his first season, Danzmayr established himself as a visionary leader, earning the respect of the musicians and patrons of the Oregon Symphony. He designed the current season to explore the ways a composer's history, ethnicities, and experiences influence their work; his upcoming season focuses on overcoming adversity and the resilience of the human spirit. He has worked with other artists and thought-leaders to establish the Creative Alliance, a consortium of musical innovators who inspire and challenge audiences with music that speaks to individual experiences and explores meaningful issues.

Danzmayr is widely regarded as one of the most talented and exciting conductors of his generation. He received his musical training at the University Mozarteum in Salzburg, where he initially studied piano and later conducting in the class of Dennis Russell Davies. He was influenced by Pierre Boulez and Claudio Abbado in his time as conducting stipendiary of the Gustav Mahler Youth Orchestra and by Leif Segerstam during his additional studies in the conducting class of the Sibelius Academy.

Danzmayr has become a sought-after guest conductor around the globe. In recent years he has demonstrated his prowess as an interpreter of a wide array of repertoire. Danzmayr stands at the helm of the versatile and innovative ProMusica Chamber Orchestra in Columbus and has previously served as Chief Conductor of the Zagreb Philharmonic Orchestra, Music Director of the Illinois Philharmonic Orchestra of Chicago, and Assistant Conductor of the Royal Scottish National Orchestra in Glasgow.

PREFERRED COMPETENCIES AND QUALIFICATIONS

The Oregon Symphony Association's future President and CEO should possess a deep appreciation of the symphonic art form and a commitment to the mission of the Oregon Symphony: to bring music—with its power to unite, inspire, educate, heal, and bring joy—to more people in new ways. The President and CEO must be an experienced spokesperson, strong communicator, and comfortable both in a public role and with private donors. An inspiring leader, the President and CEO should express a commitment to innovation and creative thinking in both words and actions, while also demonstrating pragmatic, level-headed leadership daily.

Furthermore, the Oregon Symphony Association seeks a President and Chief Executive Officer with

- an ability to create a long-term vision that will energize all stakeholders to invest in a growing organization and build the financial foundation to achieve that vision by
 - recognizing existing and emergent trends in the field and formulating an appropriate vision and direction in response to sector changes;
 - developing innovative ways to cultivate broader and more diverse audiences; and,
 - engaging and enlisting current and future Board members by making a compelling case for the benefits of a strong, high-quality orchestra in the greater Portland community;
- an ability to raise the organization's profile and increase its reach, relevance, and visibility, leading and serving as a voice for the arts in the Portland community programs by
 - serving as an effective ambassador and spokesperson for the OSA;
 - serving as a leading advocate for a thriving Portland cultural center with an appreciation for Oregon Symphony's leadership role in downtown revitalization;
 - building new relationships with organizations, governmental officials, and individuals to align organizational priorities with community aspirations;
 - being a catalyst and leader, working to make music education and performance accessible to all; and
 - continuing to attract new Board members who will both contribute financially and enhance the OSA's community relationships and fundraising profile;
- an ability to deliver significant and sustainable increases in philanthropic support by
 - working with the Vice President of Development to expand and diversify the OSA's current sources of funding through the development of an effective fundraising plan and the cultivation of current and prospective donors;
 - personally leading the solicitation of current and new major donors and foundations; and,
 - engaging the Board in fundraising and leveraging their relationships to solicit new donors and identify new sources of support;
- an ability to further the Board's efforts to ensure the future health and strength of the organization by
 - exercising sound judgment and a creative approach in financial and management issues, engaging the Board, and maximizing the input of others;
 - setting clear and measurable financial goals, reviewing progress toward short- and long-term objectives;
 - making decisions based on sound, forward-thinking fiscal and strategic analyses;

- anticipating shifts in the economic environment and their impact on the OSA, taking timely actions as needed;
- ensuring fully functional relations with staff and musicians in an atmosphere of openness and respect; and
- balancing artistic programming with appropriate risk taking and revenue impact.

The Oregon Symphony Association will consider candidates with a broad range of backgrounds. To be successful, the President and CEO should have experience leading a world-class performing arts organization or significant leadership experience in a nonprofit, private, or public sector environment, coupled with a fundamental understanding of the complex and evolving business model and financial aspects of symphony orchestra management.

SALARY AND BENEFITS

The target salary range for this position is \$300,000 to \$350,000 plus bonus annually. The Oregon Symphony Association offers a comprehensive package of benefits.

LOCATION

This position is in Portland, Oregon.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and resume. ***Cover letters should be responsive to the mission of the Oregon Symphony Association as well as the responsibilities and qualifications stated in the position prospectus.*** Preference will be given to applications received by April 28, 2023.

To apply for this position, visit: [President and Chief Executive Officer, Oregon Symphony Association](#).

To nominate a candidate, please contact Anne Johnson, annejohnson@aspenleadershipgroup.com.

All inquiries will be held in confidence.