



**EXECUTIVE DIRECTOR**  
**NEW YORK PHILHARMONIC**  
**New York, New York**



The Aspen Leadership Group is proud to partner with the New York Philharmonic in the search for an Executive Director. The direct reports of the Executive Director will include the New York Philharmonic's Managing Director and Finance, External Affairs, Marketing & Customer Relations Departments.

The Executive Director will join the New York Philharmonic's senior leadership team at a pivotal and exciting moment in the Philharmonic's iconic history, as the organization prepares to reopen, in collaboration with Lincoln Center, a transformed David Geffen Hall. The renovation will be completed this October, a year and a half ahead of schedule, within the \$550 million budget, and with the Philharmonic in partnership with Lincoln Center having successfully raised the required money. The new David Geffen Hall, home of the NY Philharmonic, will reflect both the essential role that the arts play in our lives, as well as the comeback of the most dynamic city in the world. This pivotal moment also corresponds with the NY Philharmonic's search for a new music director.

The New York Philharmonic plays a leading cultural role in New York City, the United States, and the world, and has built a tradition of innovation that has allowed it to adapt and thrive over more than 178 years. Each season the Orchestra connects with up to 50 million music lovers through live concerts in New York and around the world, broadcasts, recordings, and education programs. In most recent seasons, Music Director Jaap van Zweden and the Philharmonic have reaffirmed their vital commitment to serving as New York's orchestra in various compelling ways which have included championing new music through the kick-off of Project 19, marking in 2019-2020 the centennial of the 19th Amendment with commissioned works by 19 women composers. When the COVID-19 pandemic began, the New York Philharmonic responded to the mandatory cancellation of concerts with a determination to connect with audiences and to reconceive the concert experience. They immediately created a free portal, sharing video and audio performances, followed in August 2020 by the launch of NY Phil Bandwagon, the series of free, outdoor, "pull-up" concerts featuring a customized pick-up truck and ensembles of Philharmonic musicians that brought live music back to New York City, an initiative that has been emulated across America. Behind the scenes, the organization forged new agreements with the members of the Orchestra to establish a solid foundation in the face of lost ticket revenue.

Founded in 1842 by local musicians, the New York Philharmonic is the oldest symphony orchestra in the United States, and one of the oldest in the world. Notable figures who have conducted the Philharmonic include Tchaikovsky, Richard Strauss, Stravinsky, and Copland. Jaap van Zweden became Music Director in 2018, succeeding musical leaders including Leonard Bernstein, Arturo Toscanini, and Gustav Mahler.

## REPORTING RELATIONSHIPS

The Executive Director will report to the President & CEO, Deborah Borda.

## PRIMARY RESPONSIBILITIES

The Executive Director will perform the following duties:

- Partner with the President & CEO to execute and optimize the inaugural season in David Geffen Hall.
- Build upon the Philharmonic's strategic plans and develop a well-articulated vision for the institution going forward.
- Participate in succession planning.
- Work effectively with direct reports and with the functional areas reporting to those individuals.
- Work with Vice President, Finance to determine the financial requirements of funding the organization's vision and work with the President & CEO to prioritize and allocate the resources needed to achieve long-term financial sustainability and future renewals of the Collective Bargaining Agreement.
- Work with Managing Director on negotiation of the Collective Bargaining Agreement.
- Serve on Search Committee for new Music Director.
- Collaborate with Managing Director and Artistic team in the development, implementation of artistic objectives.
- Provide organizational leadership to gain the trust and confidence of the Board of Directors, Orchestra and Staff.
- Instill a sense of transparency, and ensure that well-defined goals, and levels of accountability are in place to achieve excellence at all levels within the organization.
- Prepare and present reports for Board and Executive Committee meetings.

## KEY COLLEAGUES

### **Deborah Borda**

#### **Linda and Mitch Hart President and Chief Executive Officer**

Deborah Borda has extended the artistic, commercial, and technological boundaries of what an orchestra can be in the 21st century through creative leadership, commitment to innovation, and progressive vision. As the Linda and Mitch Hart President and CEO of the New York Philharmonic, she has revitalized the Orchestra, spearheading the completion of decades-long plans to renovate David Geffen Hall, deepening connections with the community, and engaging with today's vital global conversations.

Throughout her career Ms. Borda has advanced how symphony orchestras serve their communities through her leadership in top posts at ensembles including the Los Angeles Philharmonic, the Detroit Symphony Orchestra, and The Saint Paul Chamber Orchestra. The accelerated completion of the David Geffen Hall project — a complete reimagination of how the venue serves the Orchestra and its community — follows others she has overseen, such as Walt Disney Hall in Los Angeles, Davies Symphony Hall in San Francisco, and Orchestra Hall in Detroit.

Ms. Borda held the chief executive position at the New York Philharmonic in the 1990s, when she was the first woman in recent history to manage a major American symphony orchestra. Her return to New York in 2017 marked a new chapter in the life of America's oldest orchestra. Programming has explored issues including immigration to women's rights, the latter through *Project 19*, the single largest women

composers commissioning initiative in history, which has already garnered a Pulitzer Prize in Music. Connecting with New York City's communities has become central and animated the NY Phil's response to the COVID-19 pandemic. When concerts were cancelled the Orchestra launched NY Phil Bandwagon, a customized pick-up truck and shipping container that brought free performances by Philharmonic musicians across New York City. It also introduced NYPhil+, the Orchestra's first-ever streaming service. The 2022–23 season will celebrate the reopening of the Philharmonic's home through new series that bring life to both the versatile 2,200-seat concert hall and the flexible and dynamic Sidewalk Studio, and through events and initiatives to make the Orchestra more available to New York City.

The Los Angeles Philharmonic's success during Deborah Borda's 17-year tenure was chosen for case studies by Harvard Business School and Harvard Kennedy School. Her business, education, and curatorial plan was credited with restoring the orchestra to robust artistic and financial health. In addition to reinvigorating plans to build and open Walt Disney Concert Hall, she oversaw the addition of a new shell for the Hollywood Bowl, and reconceived and diversified programming. She spearheaded the appointment of music director Gustavo Dudamel, with whom she invested in groundbreaking educational initiatives. The two worked together to introduce YOLA (Youth Orchestra Los Angeles), a flagship program that provides free after-school instrumental instruction to children in underserved communities, and the national Take a Stand initiative, which promotes social change through music.

Ms. Borda was the first arts executive to join Harvard Kennedy School's Center for Public Leadership as a Hauser Leader-in-Residence and has received Honorary Doctor of Music degrees from the New England Conservatory, Curtis Institute of Music, and Manhattan School of Music. Recent accolades include election to the American Academy of Arts & Sciences and a Lifetime Achievement Award at the Dallas Symphony Orchestra's Women in Classical Music Symposium. She is in demand internationally as a consultant and lecturer, and her accomplishments in the field of orchestral music have been cited in numerous reviews and articles, both nationally and internationally. Organizations that have tapped her for her vision include the Avery Fisher Artist Program, which she serves as Chair; La Maestra International Competition for Women Conductors, which she has judged since its inception; and Oxford University's Humanities Cultural Programme Advisory Council. A former professional violist, Deborah Borda graduated from Bennington College and continued her studies at London's Royal College of Music.

**Peter W. May**  
**Co-Chairman**

New York Philharmonic Co-Chairman Peter W. May has been President and a founding partner of Trian Fund Management, L.P., since November 2005. He currently serves as non-executive Vice Chairman of The Wendy's Company. From April 1993 to June 2007, Mr. May served as President and Chief Operating Officer and a director of Triarc Companies, Inc. (now known as The Wendy's Company). From its formation in January 1989 to April 1993, Mr. May was President and Chief Operating Officer of Trian Group, Limited Partnership. He was President and Chief Operating Officer and a director of Triangle Companies, Inc., from 1983 until December 1988. Mr. May was a director of Tiffany & Co. from May 2008 through May 2017. He has served as a director of Mondelēz International, Inc., since March 2018.

Mr. May is Chairman Emeritus of the Board of Trustees of The Mount Sinai Health System in New York, where he led the turnaround of this major academic health center from serious financial difficulties to what is today one of the most profitable and fastest growing academic medical centers in the United States. In addition, Mr. May is an emeritus trustee of The University of Chicago and a life member of the Advisory Council of The University of Chicago Booth School of Business. In addition, he is a director of Lincoln Center for the Performing Arts, a partner of the Partnership for New York City, past chairman of the UJA Federation's "Operation Exodus" campaign, and an honorary member of the Board of Trustees of 92nd Street Y. He is chairman of the board of the Leni and Peter May Family Foundation. Mr. May is a

graduate of The University of Chicago (A.B.) and The University of Chicago School of Business (M.B.A.) and is a certified public accountant (inactive). Mr. May also holds an honorary doctorate in Humane Letters from The Mount Sinai School of Medicine of New York University.

**Oscar L. Tang**  
**Co-Chairman**

For 30 years, New York Philharmonic Co-Chairman Oscar L. Tang has supported and served in leadership roles at institutions that promote excellence in education, arts and culture, athletics, and the advancement of social justice. Mr. Tang was appointed to the President's Committee on the Arts and Humanities from 1990 to 1993 and the New York State Council on the Arts from 2002 to 2004. In 2005 he was elected to the American Academy of Arts and Sciences.

Mr. Tang has been a trustee of The Metropolitan Museum of Art for 25 years and currently serves on the boards of the New York Philharmonic, Asia Society, and the United States Bobsled and Skeleton Foundation. In late 1989 Mr. Tang, with Yo-Yo Ma, I.M. Pei, and others, founded the Committee of 100, a leadership organization "to encourage rapport and understanding of the United States and China and to advocate for the full participation of all Chinese Americans in American society." Mr. Tang also served on the board of the Gordon Parks Foundation from its founding until 2019.

Mr. Tang is a graduate of Phillips Academy Andover and has been a charter trustee since 1995. Under his leadership as board President from 2004 to 2012, Andover became the first American private boarding school to go "need blind." Mr. Tang attended Yale and Harvard Business School. He has founded institutes and centers of academic excellence at Andover, Princeton, Columbia, and UC Berkeley. Most recently with Oxford University and its academic press (OUP), Mr. Tang established the Hsu-Tang Library for Classical Chinese Literature, a series of publications of more than 1,000 important Chinese classics to be annotated and translated into English by pre-eminent scholars.

Mr. Tang has been a private investor since 1993, when he retired from Reich & Tang, an asset management firm that he co-founded and served as president and CEO for 20 years.

## **QUALIFICATIONS**

The Executive Director will be a strategic thinker with the ability to plan and execute goals and objectives across the organization.

The following skills and experience are necessary:

- A bachelor's degree.
- Has served at or near the level of CEO of a major orchestra or major performing arts organization.
- Strong executive/leadership skills.
- Extensive knowledge of classical music.
- Proven senior-level problem-solving and planning skills.
- Superior listening, communication, and presentation skills.
- Ability to establish trust and positive relationships with the board, musicians, staff, and external constituencies.
- Significant experience in developing and executing multiyear plans.
- Strong strategic and analytical skills to determine and prioritize needs.
- Commitment to valuing diversity and contributing to an inclusive working environment.
- Ability to function at peak in a high expectation environment; a strong work ethic.
- Enthusiasm for the New York Philharmonic's mission, history, and programs.
- A sense of humor.

## **DIVERSITY & INCLUSION**

The New York Philharmonic is dedicated to the highest ideals of diversity and inclusion. The New York Philharmonic approaches its diversity and inclusion work first through education, learning, recognition, and listening in a spirit of openness and commitment to effecting lasting change. It then implements programs to amplify voices of diverse artists, composers, and community members in its programming, employment, governance, performance, education, and community partnerships. In our communities, our workplaces, and our personal lives, there is a great deal to be done to fully achieve our nation's ideals of justice and equity for all — and the New York Philharmonic is committed to achieving those ideals.

## **SALARY & BENEFITS**

The New York Philharmonic offers a competitive salary and comprehensive benefits package including medical, dental, life and long-term disability insurance, generous time off policies, employer contribution and match to your 403(B) plan, commuter benefits, and more.

## **LOCATION**

This position is located in New York City.

## **APPLICATION INSTRUCTION**

*To learn more or nominate a candidate, please contact Ron Schiller:*  
[ronschiller@aspenleadershipgroup.com](mailto:ronschiller@aspenleadershipgroup.com).

*All inquiries will be held in confidence*