



EXECUTIVE DIRECTOR
BALLET MEMPHIS
Memphis, Tennessee
[Ballet Memphis](#)



The Aspen Leadership Group is proud to partner with Ballet Memphis in the search for an Executive Director.

In partnership with the Board of Directors, the Executive Director is responsible for the present and future success of Ballet Memphis. The Executive Director will act as a facilitator, coordinator, and counselor to the entire organization and serve as the visible champion and spokesperson for the organization. The Executive Director will serve as a partner with the Artistic Director in the implementation of the artistic vision and the achievement of the short- and long-term goals of the organization. The Executive Director will lead the organization to financially sustainable results, addressing challenges promptly, creatively, and effectively, partnering with the Board of Directors in fundraising and resource management.

Ballet Memphis was founded in 1986 with the mission to create a ballet company that is reflective of the community and the nation by creating, presenting, and teaching ballet in a way that celebrates the human spirit. It has built a company that is beautifully diverse in mind, body, and soul and seeks to use its art in service to others. It has built an acclaimed original repertoire that speaks of the cultural significance of the area, and has shared it with audiences around the globe and at home, including The Joyce Theater in New York City, and the John F. Kennedy Center for the Performing Arts in Washington, D.C., among others. Ballet Memphis performs a full season of classical and modern dance including two shows in Memphis' historic Orpheum Theater. In 2017, Ballet Memphis took residence in a stunning new building with a theater-quality performance studio, classrooms, Pilates studio, and two-level costume shop. The building is located in a vibrant arts and business district of Memphis.

Ballet Memphis School uses a unique approach to teaching classical ballet technique that grows out of childhood play and adapts to each student's physique and natural aptitude for movement. Its instruction is individualized to best encourage each student's artistic development. Advancement through its levels is based on technical accomplishment, emotional maturity, classroom interaction, personal work ethic, and readiness for the challenges of the next level. Ballet Memphis makes scholarships available to the Ballet Memphis School. Higher-level students have the opportunity to audition for Youth Ballet Memphis, the only junior company in the region. Other Ballet Memphis programs include the Community Dance Program and Pilates instruction and teaching programs.

Ballet Memphis celebrates dance, creativity, inspiration, and the joy that lifts the human spirit. Now, more than ever, Ballet Memphis is open to all the possibilities that its art form creates. It is open to exploring new works, new stories, and new ideas as the world continues to give it opportunity. Ballet Memphis encourages others to be open to trying new things in the safe, fun, and creative environment it has built.

REPORTING RELATIONSHIPS

The Executive Director will report to the Board of Directors, currently led by Andrea Bienstock. The Artistic Director, Director of Finance and Administration, Director of Communications, and Director of Development and Advancement Strategies report directly to the Executive Director.

PRINCIPAL OPPORTUNITIES

This is an exciting time for Ballet Memphis given the approaching June 2020 retirement of its CEO and founding artistic director, Dorothy Gunther Pugh. The Executive Director will be charged with leading the organization into a new era while maintaining the organization's pillars of strength: excellence in dance and dance education, commitment to diversity and inclusion, and performance of new and meaningful work.

The Executive Director will have the opportunity to modify and improve a successful business model by energizing and restructuring the fundraising capacity and maximizing earned revenues. The Executive Director will build, activate, and engage a highly effective Board of Directors and improve the operational efficiency of the organization. Very importantly, the selected candidate will have the significant opportunity to guide this vital cultural institution through a rapidly changing philanthropic and arts landscape and act as a strong community player in Memphis.

PRIMARY RESPONSIBILITIES

The Executive Director will

- with the Board of Directors, develop and lead an ambitious vision for Ballet Memphis;
- ensure compelling and innovative performance experiences that connect with the community and drive greater audience participation;
- sustain and build upon the organization's strong record of fiscal responsibility and success;
- grow and strengthen the resource base to ensure long-term financial stability;
- wisely manage the Ballet's resources (financial and human) to achieve short- and long-term priorities;
- work with key members of the Board of Directors and Director of Development & Advancement Strategies to develop an annual fundraising plan that meets funding needs for general operating and special project funding including such activities as growing the donor pipeline, identifying, cultivating, and soliciting major gifts prospects, seeking grants from foundations and corporate support, building and preserving an endowment, and soliciting planned and capital gifts;
- manage and grow staff and programs;
- improve business operations by adding defined expectations and accountability to the existing staff structure;
- serve as a compelling, effective advocate and ambassador for Ballet Memphis;
- work closely with the Board of Directors to support the Ballet's continued growth and development including strategic planning and implementation;
- leverage the Ballet's reach throughout the community to form new partnerships that will create fresh opportunities; and
- work closely on board-development, building and nurturing engaged, effective Board of Directors.

KEY COLLEAGUES



Steven McMahon
Artistic Director

Steven was born and raised in Glasgow, Scotland, and came to the United States in 2001 to train at The Ailey School in New York City. In 2004 Steven joined Ballet Memphis as a dancer where he danced in much of the company's extensive repertoire. Steven has choreographed more than forty works for Ballet Memphis, including *The Wizard of Oz*, *Romeo and Juliet*, *Cinderella*, and *Peter Pan*. Steven has also created many original works, including *Unapologetic*, *Stella*, *Vanguard*, and *Confluence*. The company has performed his choreography at the Spring to Dance Festival in St Louis, the Joyce Theatre in NYC, and Organizacion Para LaArtes in Guatemala. Steven is a fellow of National Arts Strategies Senior Leadership Institute, and in 2016 he was a representative for Memphis at The Salzburg Global Seminar's "Young Cultural Innovator" fellowship program. In 2019 Steven was promoted to Artistic Director of Ballet Memphis.



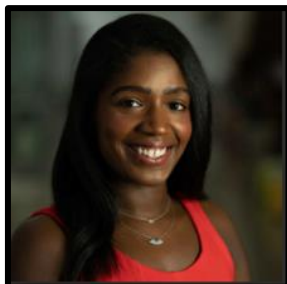
Carol Miraglia
Interim CEO and Director of Finance and Administration

Carol comes to Ballet Memphis from the executive headquarters of Chi Omega Fraternity, where she served as CFO. At Ballet Memphis, she provides strategic financial and human resource leadership and direction. Previously, Carol was Associate Director of Finance at Harvard Business School and Manager, Audit and Assurance at Deloitte. She has a B.S. degree in accounting from Auburn University.



Carolyn McCormick
Director of Communications

Carolyn joined Ballet Memphis in 2013. She previously served as the Director of Development, College of Arts and Sciences at the University of Memphis and prior to that, as Manager of Annual Giving and Special Events at LeBonheur Children's Hospital. Before entering the nonprofit sector in development, she was in the Marketing and Sales Department of Armstrong World Industries, Inc., Lancaster, Pennsylvania. Carolyn is originally from New Jersey. She and her husband, Scott McCormick, have three children.



Amelia Thompson
Director of Development and Advancement Strategies

Amelia joined Ballet Memphis in 2017 after serving as Assistant Director of Annual Giving at Rhodes College in Memphis as well as at St. Albans School in Washington, D.C. She spent three years at Macy's New York City Buying office at the iconic Herald Square, where she gained experience in merchandise marketing and public relations. Amelia manages the annual fund for Ballet Memphis as well as working with major gifts. She is a graduate of White Station High School in Memphis and an active alumna of The University of Notre Dame.



Andrea Bienstock

President of the Board of Directors and General Counsel, Belz Enterprises

Andrea Bienstock, the President of the Ballet Memphis Board, is general counsel at Belz Enterprises where her primary area of practice is commercial real estate, including commercial retail, office, and industrial property leasing and transactional work. She is a member of the American Bar Association, New York Bar Association, Tennessee Bar Association, Memphis Bar Association, and the Association for Women Attorneys as well as a Fellow of the American Bar Foundation. She graduated from Yale University and received her Juris Doctor degree from Georgetown University Law Center. She is the immediate past Chair of the Board of Iris Orchestra, a board member and past chair of the Women’s Foundation for a Greater Memphis, a board member of Tennis Memphis, Inc., and of Hands of Mothers. She is a graduate of Leadership Memphis and the New Memphis Institute executive program. Andrea and her husband Nathan Bicks have two daughters and live in East Memphis with a rambunctious Goldendoodle.

PREFERRED QUALIFICATIONS

Ballet Memphis seeks an Executive Director with

- proven ability to manage a complex organization and to inspire confidence;
- proven effectiveness in fundraising and relationship building;
- passion for and commitment to ballet and the performing arts;
- an established history as an accomplished strategic and inspiring leader with a track record of aligning resources to achieve organizational goals;
- a proven track-record of growing and inspiring a talented and engaged Board of Directors;
- the ability to bring perspective to important conversations by being a good listener and strategist;
- strong business acumen;
- the ability to engage individuals both within and outside the organization through one’s personal style, humor, and warmth;
- the ability to attract, retain, and motivate outstanding talent;
- openness to communication, organizational transparency, with an outcome-oriented approach;
- proven skill at developing budgets and multi-year financial plans and fostering a high degree of accountability and accuracy;
- the ability to apply creative solutions to challenges, and develop and assess opportunities;
- a demonstrated record of building strong internal and external relationships;
- outstanding verbal, written, and presentation communication skills; and
- a high energy level and comfort with accountability.

A bachelor's degree is required for this position. At least seven years of leadership, preferably at an arts organization is preferred.

DIVERSITY, EQUITY, AND INCLUSION

A fundamental tenet of Ballet Memphis' mission is to honor the differences that exist among the people it serves. Outdated cultural norms within the art form have created barriers which Ballet Memphis will continue working to dismantle.

Its doors are open to all; it strives to be an institution built on a culture of trust and welcome that reassures all who choose to enter. Ballet Memphis is determined to go towards others in a spirit of acceptance, learning, and building together in becoming the best it can be.

Ballet Memphis acknowledges that this vital work will continue throughout the lifetime of the institution and that it must remain vigilant, agile, and truthful, and foster what it knows to be right.

The world and its people will be met with the same care and stewardship as the art form, which Ballet Memphis believes is in service to others.

SALARY & BENEFITS

Ballet Memphis offers a competitive and comprehensive salary and package of employee benefits.

LOCATION

This position is located in Memphis, Tennessee.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Ballet Memphis.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit:

[Executive Director, Ballet Memphis.](#)

To nominate a candidate, please contact Anne Johnson:

annejohnson@aspingleadershipgroup.com

All inquiries will be held in confidence.