

ASPEN • LEADERSHIP • GROUP

PRESIDENT AND CEO
FORT WORTH SYMPHONY ORCHESTRA ASSOCIATION
Fort Worth, Texas
<http://fwsymphony.org>



The Aspen Leadership Group is proud to partner with the Fort Worth Symphony Orchestra Association in the search for a President and CEO.

The President and CEO of the Fort Worth Symphony Orchestra Association sets the strategic direction and provides the vision towards continued and growing artistic excellence and community engagement for the Orchestra. Working with a 35-member Executive Committee, over 75 Board of Directors members, and a professional administrative staff, the President and CEO is responsible for conceiving and realizing programs related to organizational operations, human and financial resources, marketing, fundraising, and advocacy activities to ensure the Orchestra's short and long-term goals and financial stability. The President will serve as an ambassador for the FWSO in its relationships with business leaders, government officials, arts organizations, and other key stakeholders and will build the Orchestra's visibility and reach in the community.

The Fort Worth Symphony Orchestra has grown to become one of the most successful orchestras of its size in the United States, with an annual budget of \$12 million, a 200+ concert season, and a \$23 million endowment fund. The Orchestra attracts music lovers of all ages with a ten-concert Symphonic Series, a seven-concert Pops Series, several Blockbuster Specials, and a three-day Composer Festival each year at Bass Performance Hall. The Fort Worth Symphony Orchestra has transcended the dream held by its founders in 1912 when they assembled a group of musicians to create what is now one of the community's greatest assets. Since its beginnings, the Orchestra has been an essential thread in the city's cultural fabric and the very foundation of Fort Worth's performing arts.

Today, the FWSO is one of the most successful orchestras in the United States, performing an impressive 200 concerts each year for an audience of more than 200,000 adults and children from all walks of life. Over the last 17 seasons, Music Director Miguel Harth-Bedoya has transformed the FWSO into an ensemble that is admired the world over for its artistic excellence and commitment to community engagement.

As the principal resident company of the acoustically superb Nancy Lee and Perry R. Bass Performance Hall, the Orchestra performs a broad range of symphonic and pops concerts. The FWSO is recognized nationally for the strength and uniqueness of its collaborations with other organizations including the Fort Worth Opera, Van Cliburn International Piano Competition, Southwestern Seminary Master Chorale, Children's Education Program of Bass Performance Hall, and the Texas Ballet Theater. The Orchestra's annual summer music festival, Concerts in the Garden, has grown to be one of the largest and most successful summer outdoor festivals of its kind in Texas, attracting an annual audience of more than 40,000. Adventures in Music, the Orchestra's education and outreach program, inspires, educates, and entertains 70,000 children through more than 100 engaging programs each year in Fort Worth and across the state of Texas.

REPORTING RELATIONSHIPS

The President and CEO will report to the FWSO Board of Directors led by Chairman of the Board Mercedes T. Bass.

PRINCIPAL OPPORTUNITIES

The next five years will present significant opportunities for the Fort Worth Symphony Orchestra. The Orchestra continues to be recognized as one of the most successful orchestras in the United States, each year performing more than 200 concerts for more than 200,000 individuals, including 70,000 children. Music Director Miguel Harth-Bedoya is now in his 17th season, and under his leadership the Orchestra continues to reach new levels of excellence. FWSO has been selected as one of only four orchestras to perform at the John F. Kennedy Center in the 2018 SHIFT Festival, a week-long spotlight of American orchestras.

The Orchestra is also emerging from a difficult period in its history. Following a number of years of budget shortfalls precipitated by losses in corporate and other sources of funding, the Orchestra Association asked the musicians to be a partner in the solution by requesting wage concessions. These negotiations resulted in a three-month strike which was resolved on December 8, 2016 with a four-year agreement that includes pay freezes for the first two seasons. An anonymous grant of \$700,000 enabled the Association to agree to these freezes and small wage increases in the final two years of the contract.

Now the FWSO is turning to the community to secure the future of the Orchestra. A three-year matching grant of \$1.5 million from the Amon G. Carter Foundation will help expand the Orchestra's base of annual supporters. The Orchestra is halfway towards its goal for this campaign which it must meet by December 31, 2017. Additionally, the FWSO aims to increase its endowment fund from its current level of \$24 million to a level of \$40 million over the next three to five years.

The next President will lead the Orchestra in its next phase of strategic planning; provide the vision for continued excellence and growth; increase recognition of the FWSO as one of the community's greatest assets; and continue to shepherd strong financial management to ensure short and long-term stability.

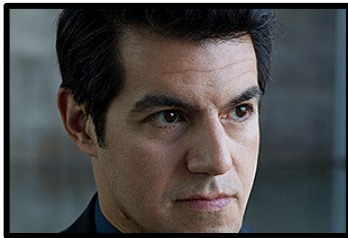
RESPONSIBILITIES

The President and CEO will

- provide exemplary leadership to execute the FWSO's strategic goals that support the organization's values, mission, and vision;
- ensure the organization's financial stability through careful fiscal oversight and strategic revenue generation tactics, including leadership of major fundraising campaigns;
- collaborate with the Board of Directors, Music Director, and senior management team to develop and execute artistic and educational programs that uphold the organization's high standards of excellence while remaining accessible and relevant to as wide an audience as possible;
- maintain a visible presence in Fort Worth and its surrounding communities, representing the Orchestra at public events as often as possible;
- communicate frequently and openly with the FWSOA Board of Directors about the organization's latest achievements, activities and challenges, including at least weekly updates and/or meetings with the Chairman of the Board, Chairman of the Executive Committee, and Treasurer;

- nurture collaborative working relationships with key stakeholders including local and regional and artistic partners, donors, patrons, and members of the Orchestra;
- recruit and retain exceptional staff by providing a rewarding work environment and opportunities for professional development;
- actively engage members of the Board of Directors through effective board and committee meetings that focus on organizational goals and provide substantial opportunity for board input and involvement;
- cultivate new connections with local and regional fee partners to grow earned revenue sources and expand the size and diversity of the audience;
- conceive, evaluate, and pursue new ideas as coordinated and agreed by the Chairman of the Board and Music Director;
- represent the Orchestra Association in all matters related to labor relations with the Musicians' Union
- seek and obtain funding from public and private organizations and individuals to ensure the long-term viability of the Association; and
- advise the Executive Committee and Board of Directors on all matters of policy which may improve the position of the orchestra in the community and beyond.

ARTISTIC LEADERSHIP



Miguel Harth-Bedoya

Music Director

Grammy-nominated and Emmy Award-winning conductor Miguel Harth-Bedoya is beginning his 17th season as Music Director of the Fort Worth Symphony Orchestra and is currently Chief Conductor of the Norwegian Radio Orchestra in Oslo. He regularly conducts the upper level of American orchestras including the Chicago Symphony, Boston Symphony, Atlanta Symphony, Baltimore Symphony, Cleveland, Minnesota, National Symphony, New York Philharmonic, and Philadelphia Orchestras. Following his exceptional tenure as Associate Conductor of the Los Angeles Philharmonic (1998-2004), Mr. Harth-Bedoya's connection with the Orchestra remains strong, and he frequently returns as a guest conductor. He is also a regular guest at major North American festivals including Aspen, Tanglewood, Vail, Ravinia, Grant Park, Oregon Bach, and Grand Teton.

In Europe, he has conducted the London Philharmonic Orchestra, BBC Symphony Orchestra in London, Munich Philharmonic, Orchestra de Paris, NDR Orchestra in Hamburg, Frankfurt Radio Orchestra, Berlin Radio Orchestra, National Orchestra of Spain, Orchestre de la Suisse Romande, Royal Scottish National Orchestra, and is a regular guest with the Helsinki Philharmonic. In Asia and the Pacific, Mr. Harth-Bedoya has conducted the Sydney and Adelaide Symphony Orchestras, the New Zealand Symphony Orchestra, and previously toured Japan with the Juilliard Orchestra. Other noteworthy European performances have included a collaboration with soprano Renée Fleming for a tour of concerts with five Scandinavian orchestras, including the Norwegian Radio Orchestra, Royal Stockholm Philharmonic and the Danish National Symphony.

Equally at home in the theatre, during the summer 2015 he conducted the world premiere of Jennifer Higdon's first opera, *Cold Mountain*, for Santa Fe Opera. Other opera productions include *La bohème* at English National Opera directed by Jonathan Miller (which was released on DVD by the Kultur label), *Barber of Seville* with the Canadian Opera Company, *Tosca* and *Un Ballo in Maschera* for Minnesota Opera, and productions of Golijov's *Ainadamar* with the Cincinnati Opera, Santa Fe Opera, and last season at the New Zealand Festival.

Recent guest appearances have included concerts with the Los Angeles Philharmonic, Indianapolis Symphony Orchestra, Bremen Philharmonic, Helsinki Philharmonic, Spanish Radio and Television Orchestra, and the Danish National Symphony Orchestra, among others. Mr. Harth-Bedoya's 2013-14 season included an international tour to Oman and Spain with tenor Juan Diego Flórez and the National Orchestra of Spain, and a performance leading the Sydney Symphony Orchestra in celebration of the 40th anniversary of the Sydney Opera House.

Mr. Harth-Bedoya is the Founder and Artistic Director of *Caminos del Inka*, a non-profit organization dedicated to discovering, preserving and disseminating the rich musical legacy of the Americas through cultural and musical research, composition, publication, performance, education and outreach. The organization's multimedia orchestral program, *Caminos del Inka: A Musical Journey*, was premiered by the Chicago Symphony Orchestra and performed by the Boston Symphony at Tanglewood, The Philadelphia Orchestra, Baltimore Symphony, Seattle Symphony, Fort Worth Symphony Orchestra, Grant Park Festival, Oregon Bach Festival, and worldwide by the Leipzig Radio Orchestra, the Aarhus Symphony Orchestra, and the Residentie Orkest in The Hague.

An active recording artist, Mr. Harth-Bedoya's recent recording projects have included three discs for Harmonia Mundi: a world premiere recording devoted to the symphonic works of Peruvian composer Jimmy López and piano concertos by Grieg and Saint-Saëns with 2013 Cliburn Gold Medalist Vadym Kholodenko, both with the Norwegian Radio Orchestra; and the first of two planned discs of the Prokofiev Piano Concertos with Mr. Kholodenko and the Fort Worth Symphony Orchestra. His recording of Violin Concertos by Bartók and Mendelssohn with the Norwegian Radio Orchestra and acclaimed violinist Augustin Hadelich was released on Avie this past spring.

Mr. Harth-Bedoya's discography includes *Traditions and Transformations: Sounds of Silk Road Chicago* with the Chicago Symphony and Yo-Yo Ma, which was nominated for two Grammy awards in 2009. In December 2011, Deutsche Grammophon released *Nazareno*, a highly acclaimed recording of music by Osvaldo Golijov, Ginastera and Revueltas with the Orquesta Sinfónica de Castilla y León and pianists Katia and Marielle Labèque.

With the Fort Worth Symphony Orchestra, he has recorded *Sentimiento Latino* with Juan Diego Flórez (for Decca); the world-premiere bilingual recording of Prokofiev's *Peter and the Wolf*, featuring narrations in Spanish and English with Michael York; and *SUR*, (part of Mr. Harth-Bedoya's *Caminos del Inka* project) which includes works by Enrique Soro, Esteban Benzecry, Adolfo Mejia and Claudio Rebagliati. The Fort Worth Symphony Orchestra's Centennial Season in 2012-13 included the world premiere of *Perú Negro* by Jimmy López, and *Take Six*, a disc including world premiere recordings by the Orchestra's previous composers-in-residence: Jennifer Higdon, Kevin Puts, Gabriela Frank, Behzad Ranjbaran, Peter Boyer, and John B. Hedges. Born and raised in Peru, Mr. Harth-Bedoya received his Bachelor of Music degree from the Curtis Institute of Music and his Master of Music degree from The Juilliard School. He studied conducting under Otto-Werner Mueller as well as with Seiji Ozawa and Gustav Meier at Tanglewood. Winner of the 2002 Seaver/NEA Conductors Award, Mr. Harth-Bedoya was previously Assistant Conductor of the New York Philharmonic under Kurt Masur, and Associate Conductor of the Los Angeles Philharmonic under Esa-Pekka Salonen. He also served as Music Director of the Auckland Philharmonia (New Zealand), Eugene Symphony (Oregon), Lima Philharmonic (Peru), and the New York Youth Symphony at Carnegie Hall.

He currently makes his home in Fort Worth with his wife Maritza and their three children, Elena, Emilio, and Elisa.

KEY COLLEAGUES



Mercedes T. Bass

Chairman, Board of Directors

Mercedes T. Bass, a philanthropist, is active in many nonprofit organizations. Mrs. Bass' affiliations include Aspen Institute, Board of Trustees; Aspen Music School, Advisory Board; Fort Worth Symphony Orchestra Association, Chairman of the Board of Directors; Carnegie Hall Corporation, Vice Chairman, Board of Trustees and Executive Committee; Metropolitan Opera, Vice-Chairman, Board of Trustees and Executive Committee; American Academy in Rome, Vice-Chairman, Board of Trustees and Executive Committee; American Friends of Covent Garden, Chairman of the Board; and Metropolitan Museum of Art, ESDA Visiting Committee Chairman.

Mrs. Bass received her education at St. Margret's School in Sussex, England and her B.A. Degree in Business Administration and Development from the Business School of Neuchatel, Switzerland.

CANDIDATE QUALIFICATIONS AND QUALITIES

The successful candidate for the position of President and CEO will have

- integrity, intellectual curiosity and honesty, high energy, empathy, boldness, open-mindedness, creativity, authenticity, genuine warmth, and excellent communication skills;
- demonstrated track record of leadership with significant management experience in an orchestral and/or operatic environment;
- passion for and knowledge about music, the role of music and musicians in society, and the connection between students and their communities and audiences;
- strong working knowledge of symphonic repertoire, artists, and performance practice;
- demonstrated visionary and strategic leadership skills and the ability to work successfully with major stakeholders, including the board, faculty, and staff;
- ability to lead and support rigorous thinking around contemporary treatments of traditional art forms;
- understanding of and support for the role of technology in education; and
- management, academic, and professional credentials commensurate with this important leadership position.

A Bachelor's degree is required for this position as is at least ten years of symphony orchestra, opera or festival experience including leadership experience. Familiarity with professional orchestra management and operations is required. An advanced degree is preferred.

SALARY & BENEFITS

The Fort Worth Symphony Orchestra offers a competitive compensation and benefits package.

LOCATION

The Fort Worth Symphony Orchestra is located in Fort Worth, Texas. Fort Worth, situated in north central Texas, is the 17th-largest city in the United States of America and the fifth-largest city in the state of Texas. Fort Worth is a city dedicated to the arts. In addition to the Fort Worth Symphony Orchestra, the city can boast the Texas Ballet Theater, Van Cliburn International Piano Competition at Bass Performance Hall, and the Fort Worth Opera at Scott Theater. Fort Worth is also home to the Kimbell Art Museum, considered to have one of the best collections in the nation, housed in what is widely regarded as one of Texas' foremost works of modern architecture. Also of note are the Modern Art Museum of Fort Worth and the Amon Carter Museum, the latter of which houses one of the most extensive collections of American art in the world, in a building designed by Philip Johnson.

In 2014 Livability.com named Fort Worth the nation's best downtown. According to the site "Few downtowns have achieved the cohesion between cowboy culture and urban sophistication that Fort Worth has. City and community leaders support a number of rehabilitation and improvement projects that help bring in more businesses, create a more walkable environment and ease traffic congestion."

The city is home to fourteen college and universities, and a significant sports identity including a professional baseball team and a minor-league soccer team. Fort Worth hosts the Crowne Plaza Invitational at Colonial, one of the more prestigious and historical events of the PGA tour calendar.

APPLICATION DEADLINE

All applications must be accompanied by a cover letter and résumé. Before submitting your materials, please read them over for accuracy. Review of applications will begin immediately and continue until the successful candidate has been selected.

To nominate a candidate, please contact Ron Schiller: ronschiller@aspenleadershipgroup.com.

All inquiries will be held in confidence.

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