



www.themim.org

MANAGING DIRECTOR, MUSIC THEATER

ORGANIZATION

The Musical Instrument Museum (MIM) enriches the world community by collecting, preserving and making accessible high quality musical instruments, images and music from every country in the world. The MIM opened in Phoenix in 2010 and has hosted over 300,000 visitors since its opening. A \$250-million project, The MIM is a 190,000 square-foot building with two floors of spacious, light-filled galleries and a collection that already numbers more than 15,000 instruments and associated objects.

The MIM creates an exciting musical experience for visitors, immersing them in traditions from around the world. The museum's galleries feature advanced wireless technology and high-resolution video screens, enabling museum guests to see instruments, hear their sounds, and observe them being played in their original settings— performances that are often as spectacular as the instruments. Select exhibits offer an insider's view of how instruments work, the workshop displays detail the instrument-building process, and the Experience Gallery features musical instruments that guests can touch and play. The MIM currently has a full-time staff of 70 and an operating budget of \$12.3 million.

Music is something all humans share, a source of beauty and comfort, a means to give voice to joy in times of celebration, and a powerful force that brings people together. The museum's distinctive global collection comprises instruments, artifacts, costumes, and audio and video recordings. The MIM's curatorial staff has traveled extensively to collect objects that convey the diversity of global musical practices. Each instrument was selected for its fine construction, the reputation of its maker, special provenance, or connection to a famous performer.

The Music Theater at MIM is a 299-seat, state of the art concert venue, which in its 2010 inaugural season hosted 110 public performances spanning jazz, classical music, world music, opera and choral performances, among others. The MIM Music Theater hosts a full schedule of intimate live performances and events with leading artists from across the country and around the world. With outstanding acoustics and an up-close-and-personal experience, its 2011–2012 season includes themes that include Jazz, Global Focus (featuring Hawaii, Israel, and the British Isles), American Legacies (Americana and roots music), Next Generation Spotlight (younger stars making an impact in chamber music), as well as Family Concerts and Premier Events and Partnerships. The Music Theater embraces the use of technology and boasts a professional quality recording studio that has been used both internally as well as externally. The Music Theater also is partnering with the nearby Mayo Clinic Hospital in an innovative music for healing program to stream live webcasts of performances to patients in residency.

In its short history, the Music Theater has achieved an average sales rate of over 80% of capacity and has presented international, national, regional and local artists ranging from Ahmad Jamal to Jordin Sparks and from the Arizona Chamber Orchestra to R. Carlos Nakai. The Music Theater currently has an annual budget of \$900,000 with room for growth as it continues to explore ways to maximize overall programming, revenues, and community impacts in the coming years.

COMMUNITY

According to legend, Phoenix gets its name from Cambridge-educated pioneer Darrell Duppa, who saw the ruins and prehistoric canals of the Hohokam and believed another civilization would rise from the ashes. With a population of 3.8 million residents and covering over 9,000 square miles, the Phoenix metropolitan area is the eleventh largest in the United States and the city of Phoenix is the largest state capital by population with 1.4 million residents. With a median age of 31.9, Greater Phoenix is the fifth youngest metro region in the country, and the region is expected to grow by 60% by 2030, bringing the population to nearly 6 million people.

Greater Phoenix's average annual temperature is 72 degrees, and the average annual high is 85 degrees. The average high in winter is 67 degrees, and highs frequently flirt with 80 in the spring and fall. And it doesn't rain much — less than 8 inches a year—which means the weather is ideal for hiking, lounging poolside, golf, or watching a spring training baseball game. Regarding summer, the old axiom is that “it's a dry heat,” and there's truth to that. The Sonoran Desert's low humidity means 90-degree temperatures feel quite comfortable, and the arid climate causes perspiration to evaporate quickly, keeping residents cooler and drier.

Phoenix is home to the largest municipal park in the world -- South Mountain Park and Preserve, which covers more than 16,500 acres and has more than 50 miles of hiking, biking and equestrian trails. There are six lakes within a 75-minute drive of Phoenix and its serious focus on the environment is evinced by its 17-point plan to make it the first carbon-neutral city in the United States.

Sources: www.phoenix.gov and www.visitphoenix.com

POSITION SUMMARY

The Managing Director of the Music Theater oversees all aspects of Music Theater operations. In collaboration with the Artistic Advisor, the position oversees the creative direction of the theater, including local, regional, national and international artists, and creating and maintaining collaborative relationship with other regional and university performing arts organizations. The Managing Director works closely with the Executive, Development, Marketing, and Education teams, as well as the Board of Directors, to create and promote a schedule of live performance programming, which is both compatible with the Museum's mission and generates revenue to support the organization. The Managing Director will lead a staff that currently consists of six (three full-time and three part-time) theatre professionals.

DUTIES AND RESPONSIBILITIES

Management and Leadership

- Ensure the creation and maintenance of the appropriate budget that fulfills the organization's artistic vision and public mission and simultaneously maximizes earned and contributed income opportunities.
- Direct Music Theater personnel to ensure that the organization is effectively structured and staffed with competent employees. Interview, hire, train, and mentor staff, assign work, and provide performance appraisals on a regular basis.
- Work collaboratively with Education, Events and Curatorial teams to ensure strong and ongoing flow of communication, and to develop artist residencies, master classes, workshops, lectures and other programs that intersect with Music Theater artists and programming.
- Maintain a strong organizational focus on marketing outcomes and growth of audiences and ticket revenue for Music Theater performances and work collaboratively with the Marketing team to oversee development and implementation of program promotion.

Artistic Direction and Production

In collaboration with the Artistic Advisor, artistic direction and production implementation includes:

- Develop and execute strategic and artistic plans for Music Theater programming in keeping with the overall goals of the Musical Instrument Museum.
- Schedule and book talent, negotiate fees and terms and manage contracts.
- Represent MIM at booking showcases and conferences as needed.
- Develop appropriate ticket pricing plans in collaboration with and advice from relevant MIM departments.
- Coordinate the scheduling of the Music Theater for internal departmental use, educational programming, and external rentals.
- Coordinate the use of the Music Theater recording facilities for internal and external clients.
- Oversee periodical inspections of all physical theater premises for function, maintenance, and safety.

Board and External Relationships

- Cultivate community arts partnerships to create co-promoted/co-produced programming.
- Report on Music Theater financial and program performance to the President, in Board meetings and to the Board Chairman as needed.
- Develop, maintain, and expand partnerships with non-profit, corporate and higher education entities to create programming or outreach opportunities
- Serve as the public face of the Music Theater for media, donors, tours, and in the community.
- Assist MIM's Development team with identifying funding sources, provide Development with input on grant proposals, seek financial and in-kind and budget replacement support, and assist in identifying and cultivating a diverse range of donors.

TRAITS AND CHARACTERISTICS

The selected individual will have the ability to appreciate multiple stakeholder needs, both internally and externally, and to represent audience feedback in the selection of artistic programming. A proven collaborator, she/he will demonstrate an agility in accepting new ideas, approaches, and methods in designing a memorable experience for audiences of all ages. She/he will maintain a personal commitment to organizational objectives while accepting responsibility for personal decisions. The successful candidate will be creative and able to imagine new or revolutionary concepts, methods, models, products and processes. The Managing Director of the Music Theater will have an innate ability to make difficult decisions within a complex programming mix in a timely manner.

QUALIFICATIONS

A bachelor's degree is required and an advanced degree or equivalent experience preferred in music or performing arts management. The successful candidate will have a minimum 5 years of director/senior level experience in a presenting or producing role in a concert venue, festival, or equivalent performing arts center with diverse programming. She/he will have well-developed organization, financial, project management, planning, public relations, negotiating, and motivational skills. She/he will have demonstrated knowledge and oversight of all aspects of theater operations and experience in managing a fully functioning theater team. The candidate will have excellent written and oral communications skills and professional poise and be adept with both prepared and impromptu speeches and interviews. Experience working with Boards of Directors, interacting with prospective donors, and success in supporting fundraising activities and community visibility. Competency and comfort with all typical computer applications and equipment (MS Office and Outlook) is expected.

COMPENSATION AND BENEFITS

Competitive compensation and standard benefits package including medical, dental, vision, short- and long-term disability, employee assistance program, and 401K plans.

APPLICATIONS AND INQUIRIES

Please submit a letter and resume with a summary of demonstrable accomplishments to:

Laurie Dowling, Senior Consultant
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The Musical Instrument Museum is an equal opportunity employer.