



Executive Director | Position Announcement





OVERVIEW

Bellevue Youth Symphony Orchestra (BYSO) is a 501(c)3 nonprofit organization in Bellevue, Washington, established to provide a unique and stimulating musical environment for Eastside youth seeking to advance their potential beyond traditional in-school programs. Now with six large orchestras and three smaller instrumental ensembles, BYSO has been serving students in elementary through high school since 1964. BYSO is a thriving, fiscally stable organization with a dedicated Board poised to further its Mission:

To enhance the lives of student musicians by providing dynamic musical experiences, fostering collaboration, confidence, and personal responsibility through the pursuit of artistic excellence.

BYSO focuses intensively on each student's musicianship with a commitment to guide and support the whole person and uniquely complements and builds upon both school music programs and private instruction. BYSO is poised to grow from a local youth orchestra organization into a recognized, regional leader in youth orchestra. BYSO is a forward-looking organization, innovating and evaluating its organizational structure and infrastructure investments to broaden its reach and impact in the community while maintaining, at its core, a program focused upon expanding the capabilities of its student musicians. It is an exciting time of change at BYSO!



BYSO VALUES:

Achievement in practice, performance and musical excellence.

Collaboration, both internal & external.

Creativity as the spark that makes music come alive.

Engaging the interest, energy and minds of young musicians.



THE POSITION

The Executive Director (ED), reporting to a highly engaged Board of Directors, will oversee the organization's current annual budget of \$750,000+ which serves more than 500 students. The ED, leads a small operational team, and in partnership with the Music Director supports 35 full and part time music staff. The Executive Director also oversees an active program of 100+ parent volunteers. Programs serve beginning to expert level musicians both during the academic year as well as delivering summer experiences. Refer to www.byso.org for additional details.

BYSO is seeking a goal-driven, entrepreneurial, collaborative team leader to lead the next phase of growth, richly expanding its offerings and furthering its Mission to engage our students' passion for music. The Executive Director will oversee the evolution of BYSO by building a team of administrative staff, collaborating with the Music Director and the Board of Directors to provide leadership and support. In addition, the Executive Director will be responsible to guide the team's day-to-day operations, grow a committed donor-base, and develop multiple ways for our BYSO families to connect and engage.



BYSO creates opportunities to discover the joy of making music, provides a full orchestral program, promotes personal responsibility, and fosters educational excellence, all of which enrich our communities.



RESPONSIBILITIES

- Provides leadership and directly responsible for the operation and management of Bellevue Youth Symphony Orchestra, working in the spirit of partnership and collaboration with the Music Director.
- Supervises the development and implementation of annual plans and strategies, marketing & communications, program operations, annual fundraising campaigns, board development, volunteer and community relations, as well as financial, human resources, and facility management to achieve agreed upon goals and objectives.
- Develops relationships with community organizations to further expand partnerships and experiences for area youth.
- Grows community awareness, philanthropy and board leadership opportunities at Bellevue Youth Symphony Orchestra.

What our Musicians Say

“I initially joined BYSO because I just wanted to find a place that would get me to practice. I wasn’t planning on getting attached to anyone there, and I certainly didn’t expect to love it as much as I do now. BYSO is a place to be my best and brightest self; a place where I get to play music I like on an instrument I love.” — Gloria





ATTRIBUTES AND QUALIFICATIONS

The ideal candidate will possess many of the following attributes and qualities:

- Self-motivated, strategic, and able to manage multiple projects under tight deadlines.
- Maintain the highest programmatic and professional standards while remaining supportive, patient, and approachable.
- Strong communicator with extensive interpersonal and relationship-building skills.
- A passion for the Mission, a respect for BYSO's distinguished legacy, and the courage to innovate, offering fresh vision, methods and style.
- Integrity, including sound judgement, honesty, and dependability.
- Display flexibility, transparency and openness.
- Serve as a role model for students and staff.

Desired Qualifications:

- Bachelor's Degree with extensive experience in business or public administration. Master's degree preferred.
- Five plus years of leadership experience in non-profit, public, or private businesses.
- Five or more years of experience managing a variety of staff roles.
- Proven experience in fundraising, strategic donor development, and major gifts.
- Technical proficiency with Microsoft Office, donor database software (e.g. Salesforce), and social media sources (e.g. Facebook, Instagram) desired.
- Experience with the arts and greater Puget Sound donor community.
- Knowledge of and experience with orchestral music and orchestral performance, production and education strongly preferred.



TO APPLY:

Please submit resume or CV and a cover letter including a personal statement expressing how the Mission of BYSO aligns with your personal and professional goals.

Please email the above and three professional references to marcia@loveallprice.com, inquiry welcome.

COMPENSATION AND BENEFITS:

This position is full-time exempt. Commensurate with the experience and qualifications of the selected candidate, the starting salary ranges from \$90,000 – \$100,000 per annum plus benefits.

TIMELINE:

Application Deadline: November 22, 2021

Initial interviews anticipated: Week of December 6, 2021

Position to be filled by: Week of January 3, 2022

