

## **Stockton Symphony Seeks Chief Executive Officer**

The Stockton Symphony is seeking a vibrant, visionary Chief Executive Officer (CEO) to lead the Symphony on the path to its centennial and beyond while aiming to fulfill its mission, “to inspire joy and build community through the magic of music.” The Symphony is the third oldest, continuously operating professional orchestra in California, dating back to 1926. For over 96 seasons, the Stockton Symphony has engaged, educated, and inspired joy in the greater community through its outstanding and diverse performances and inclusive programs for all ages.

Led by Music Director and Conductor Peter Jaffe since 1995, the Stockton Symphony has achieved a reputation for artistic excellence and passionate performances. Maestro Jaffe draws high-caliber musicians from throughout northern California, including the Bay Area and Central Valley. Stockton has been named as our nation’s most diverse city of over 300,000 people; the orchestra’s enthusiastic audiences are comprised of local patrons and augmented by concertgoers who hail from communities in the surrounding region.

The Symphony has been broadcast many times on NPR’s *Performance Today* and was featured in *Symphony* magazine. The Orchestra launches at least one world premiere every season and has received numerous Music Alive Grants (now called New Music USA)—several of these premieres have subsequently been performed by other orchestras across the United States and abroad. The flagship Steppin’ Out concerts engage over 6,000 students in educational and entertaining programs each season. Continuing to strive to deepen community relationships, the Symphony recently created the Magic of Music Series—sending ensembles to Boys & Girls Clubs, schools, and children’s homes—and the Gatherings Series -- performing at various local wineries. The Symphony also performs in small ensembles at restaurants and other venues, and recently added full orchestral performances in the nearby communities of Lodi and Tracy. All events and programming are integrated with the Symphony’s IDEA committee—the acronym for Inclusion, Diversity, Equity, and Access.

With an operating budget of \$1.3 million, the Stockton Symphony works in collaboration with the Board of Directors, a dedicated hardworking staff, talented professional musicians, the Symphony Alliance, other allied groups, volunteers, and loyal patrons across San Joaquin County.

It is in this context that the Symphony seeks the following leadership qualities in its CEO: strong business acumen; effective communication skills; skills in strategizing and planning; ability to manage staff and finances; leadership in fund development; innovation in developing and implementing new concerts and programs; a sincere commitment to IDEA (Inclusion, Diversity, Equity, and Access); collaboration with the Board, Music Director, musicians, staff, and supporters; and passion and commitment “to inspire joy and build community through the magic of music.”

## **COMMUNITY**

The Stockton Symphony serves the greater community of San Joaquin County and is based in Stockton, a city of over 310,000 residents identified by U.S. News & World Report in 2020 as the most diverse city in the United States. Located in the Central Valley of California, San Joaquin County has a population of 745,000 people with widely diverse ethnicities, cultures, and religions. Stockton, Lodi, Tracy, Lathrop, and Manteca are among the cities comprising San Joaquin County.

San Joaquin County has agricultural, manufacturing, transportation, logistics, production, and service industries that promote economic growth. Stockton has a well-known and well-staffed

convention and visitor's bureau called Visit Stockton, which supports numerous events and maintains an invaluable community calendar that informs the residents about local events. The Lodi wine appellation in the heart of San Joaquin County serves as home to more than 80 boutique wineries specializing in small lots and handmade major award-winning wines. The Delta waterways provide recreational enjoyment for boating, water-skiing, and fishing. Higher education abounds with the University of Pacific, California State University Stanislaus, Stockton Center, and San Joaquin Delta College located in the city. Stockton has received the "All-American City" award in 1999, 2004, 2015, 2017, and 2018.

The Stockton Symphony continually reaches out to create partnerships with cultural groups such as the African American, Central Valley Asian, Hispanic, Greater Stockton, and Lodi Chambers of Commerce to engage and celebrate diversity in concert presentations and collaborates with other arts groups to facilitate the arts in the community. Other art institutions include the Stockton Chorale, Stockton Opera Association, University of the Pacific Conservatory of Music, Stockton Civic Theater, and Haggin Museum. Multiple community concert bands and music ensembles, such as the Zion Chamber Orchestra, add to the community's musical offerings.

### JOB POSITION

Please see attached Chief Executive Officer Job Description.

### QUALIFICATIONS

Applicants should possess a Bachelor's degree in business, music, or arts management and a minimum of 3 years' experience in a senior management position at a business, performing arts group, or non-profit organization. The ideal candidate has music industry knowledge and a track record of developing, implementing, and achieving goals set out in short-term and long-term strategic business plans.

Candidates should have comprehensive knowledge of fund development strategies, capital and endowment campaigns, business planning, financial management, business operations of a symphony or arts group, collaborating with diverse populations and organizations, and public relations.

The successful candidate should possess strong verbal and written communication skills, demonstrated capacity to lead and motivate staff and volunteers, and adeptness in building consensus among various stakeholders.

### Compensation and Benefits

The annual pay range for position between \$110,000 to \$130,000, in accordance with experience. Benefits include paid vacation, sick leave, holidays, healthcare plan, and retirement plan upon satisfaction of eligibility requirements as set forth for each benefit and negotiated by contract.

### APPLICATION AND INQUIRIES

Please submit a cover letter and resume with a summary of accomplishments (by electronic transmission) to:

Velma K. Lim, Search Committee Chair  
Stockton Symphony  
7540 Shoreline Drive  
Stockton, CA 95219  
[vlim@kroloff.com](mailto:vlim@kroloff.com) rev. 5.22.2023

### **Stockton Symphony Association Chief Executive Officer Job Description (2023)**

The Chief Executive Officer (“CEO”) provides strategic and creative vision and charismatic leadership, working in partnership with the Music Director to fulfill the Stockton Symphony’s mission “to inspire joy and build community through the magic of music.” Together, the CEO and the Music Director ensure that the Symphony achieves its goals for artistic excellence, financial stability, and county-wide community inclusion.

The CEO is a highly visible, collaborative leader for the Symphony, one of the region’s leading arts organizations, and is responsible for developing, nurturing, and maintaining relationships with all of the organization’s constituents. The CEO is responsible and accountable for all aspects of the Symphony’s operations, including: operational and strategic planning and implementation, fund development, community engagement through county and citywide partnerships, marketing, and audience development. The CEO manages the internal administrative, operational, and financial aspects of the organization including governance, staff development, and oversight.

#### **Duties/Responsibilities:**

##### **Operational and strategic planning**

Establish and implement short-term operational and long-range strategic business plans to ensure the financial stability of the Symphony.

Collaboratively develop, implement, and monitor a long-term vision and strategic plan in conjunction with the Board, Music Director, staff, and the community in anticipation of the 2026–27 Centennial Season and beyond.

Work with staff to create and implement a strategic operating plan and regularly report progress toward achieving its goals to the Board.

Collaborate with the Music Director in the development and implementation of artistic and educational programs and events, balancing artistic qualities with financial resources and appealing to the diversity, access, equity, and inclusion of the Stockton/San Joaquin County community.

Mentor and manage the Symphony’s staff; encourage and empower them to perform at their highest ability; evaluate and hold staff accountable.

## **Fund development**

Lead the Symphony's advancement programs, including its annual fund, capital campaign, planned giving, and endowment.

Pursue appropriate funding opportunities and reputation-building collaborations with individuals, foundations, corporations, and government agencies.

Lead the Board and staff in advancement activities, maintain strong relationships with the funding community, and develop the most effective donor cultivation and stewardship methods.

## **Community public relations and marketing**

Guide the revitalization of the public image and increased brand awareness of the Symphony by clearly articulating the Symphony's mission, vision, values, and programs, while acting as a primary spokesperson with the Music Director and Board President.

Collaboratively develop marketing and public relations programs that achieve income goals from subscription and single ticket sales and other activities, while enhancing the Symphony's visibility and reputation.

Identify stakeholders, develop strategies, and define how key messages will be delivered to individuals, businesses, and organizations to enhance the visibility, brand, and revenues of the Symphony.

Develop partnerships with music, performing, and a wide variety of community organizations to advance the Symphony's outreach activities and collaborative endeavors throughout the county region.

With the Music Director, communicate the work and artistic mission of the Symphony to the public through news, social media, and public speaking engagements.

With the Music Director, cultivate good relations with civic leaders throughout the county and Central Valley, other arts organizations, public agencies, and the media.

## **Financial management and governance**

Develop and maintain fiscal responsibility for overall budget and ensure the most effective use of financial resources.

Oversee management of cash flow and present appropriate balance sheets, income statements, and other financial oversight tools for Board review and keep the Board fully informed about the fiscal condition of the Symphony.

By January 15 of each year, present to the Board a proposed budget for the fiscal year beginning on July 1 of that year.

Maximize the talents and resources of the Board—stimulate involvement, recruit new members, and work closely with the Board to ensure strong fiscal health and effective governance of the organization.

Orient, educate, and engage Board members to maximize their effectiveness.

Direct and assist Board committees to develop and implement their goals and objectives and appoint specific staff liaisons to work closely with committees.

Initiate and maintain effective professional, cooperative, and collaborative working relationships with the Board President, Board of Directors, Music Director, staff, musicians, allied groups, and volunteers.

### **Internal operational and administrative responsibility**

Oversee the relationships and negotiate contractual matters with the Musicians' Union, guest artists, guest conductors, vendors, venues, business partners, and others for goods and services.

Strategize and partner with the Music Director regarding the annual artistic education and outreach plans to fulfill the Symphony's mission and maximize earned income opportunities.

Strategically utilize volunteers in support of the Symphony and its programs.

Direct administrative personnel relations to ensure that the Symphony is effectively structured and staffed with competent employees.

Hire, motivate, supervise, and dismiss staff responsible for fund development, marketing, education and audience development, bookkeeping or accounting, and other administrative functions.

Ensure that the legal and ethical obligations of the Symphony to its staff and musicians are fully met.