

SEARCHLIGHT PARTNERS

Position Specification



Soundstreams

POSITION	Executive Director
LOCATION	Toronto, ON
CORPORATE WEBSITE	http://www.soundstreams.ca/home
DIRECT REPORTS	Director of Marketing & Patron Experience, Director of Artistic Planning & Outreach, Manager of Advancement & Patron Engagement

THE ORGANIZATION

A world leader among contemporary music companies, Soundstreams is the foremost global presenter of new Canadian music.

We showcase the work of living and international composers, with a focus on innovative thematic and experiential programming.

We also serve a broad community of music lovers through free outreach and education programs. These include Encounters, a free discovery series featuring performances, discussions, and audience participation; the Emerging Composer Workshop, which helps talented contemporary composers worldwide launch their careers; BMO SoundWave, which provides accessible tickets to young adults; and SoundMakers, an interactive learning experience available online, in the classroom, and in the community.

For a look at some of our projects, please visit:

<https://soundstreams.ca/two-odysseys/>

<https://soundstreams.ca/musik-fur-das-ende/>

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Founded in 1982 by oboist Lawrence Cherney as Chamber Concerts Canada, Soundstreams has presented a variety of series over its 37-year history, including Musical Mondays at Young People's Theatre, and Encounters at the CBC's Glenn Gould Studio. Soundstreams commissions have added more than 150 works including world premieres to the global musical repertoire, reflecting a diverse variety of genres and cultural traditions.

Soundstreams is a three-time JUNO nominee and recipient of the Lieutenant Governor's Award for the Arts.

BACKGROUND

Soundstreams is well supported by the public and private sectors. The annual budget of \$1.3 million is maintained through government support (51%), including the Department of Canadian Heritage, Canada Council for the Arts, Ontario Arts Council and the Toronto Arts Council and others, private sector support (28%), including lead corporate sponsorships from TD Bank and BMO, major gifts from our Premiere Circle donors, and earned revenue including box office and touring fees (21%).

Going forward, governments are expected to continue to support Soundstreams, but donors, corporate sponsors, ticket sales and other private sector sources of revenue need to become a greater part of its revenue base. The Executive Director will benefit from the fiscal responsibility of Soundstreams to date, and a wide range of private sector support already established. Soundstreams employs six permanent staff and 3-5 part time/contract staff.

THE POSITION

As Executive Director of Soundstreams you will inspire the Board, staff, arts community, funders, and audience members by leading the company to even greater prominence as one of Canada's most respected contemporary arts organisations.

Your inspired leadership will ensure that Soundstreams continues to present innovative artistic programming excellence to attract a diverse and expanding audience, and has the financial and operational capacity to fully support its mission today and into the future. You are a visionary who will shape the overall strategic direction for Soundstreams while working in close partnership with a dedicated Board and staff.

RESPONSIBILITIES

Internal

- Working closely with the Artistic Director, support and implement the programming vision and mission of the organization.
- Develop and execute strategic plans as well as operational plans and budgets, in collaboration with the Board of Directors.

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- Provide excellent financial management ensuring the continuation of fiscal responsibility and sustainability going forward; oversee the development of financial and management reports to support informed and robust Board and staff decision making.
- Be entrepreneurial and diligent in the development of a fundraising strategy in conjunction with the Board of Directors.
- Participate in fundraising activities as appropriate, including some grant writing, as well as prospecting, cultivation and stewardship of potential stakeholders.
- Manage and maintain excellent relations with the Board of Directors to facilitate effective governance.
- Ensure that Soundstreams continues to present innovative programming of the highest quality, balancing artistic integrity with fiscal responsibility.
- Hire and manage all staff required to execute the artistic and business plans; oversee the implementation of human resources policies, procedures and practices.
- Manage and mentor the staff to develop and achieve operational and individual goals.

External

- Represent and advocate for Soundstreams at the highest levels, locally, nationally and internationally.
- Lead Soundstreams' relationship with public sector funding agencies; be an industry leader in promoting the interests of arts in Canada.
- Provide fundraising leadership to ensure that funds from both the private sector and the public sector are obtained to support the strategic and operational goals of the company.
- Continue to clarify and build Soundstreams' mission and brand locally, nationally and internationally; develop outstanding and effective marketing strategies to potential audiences, with a focus on attracting diverse communities and audience members under the age of 35.
- Further develop and deepen relationships and collaboration with arts organizations locally, as well as nationally and internationally; identify and create strategic producing partnerships, both national and international.
- Develop the company's growing regional, national, and international touring strategy.
- Lead the co-production negotiation and contracting process.
- Strengthen the connection between the communities of Toronto and Soundstreams resulting in a greater civic engagement and enriching the City of Toronto as a whole.

SUCCESSFUL CANDIDATES WILL HAVE

- A deep understanding of, and appreciation for, arts and culture, both locally and internationally.
- A minimum of five years of senior leadership experience, with a track record of success leading a complex organization with a wide range of stakeholders, in an institution or company known for quality and excellence.

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- A university or post-graduate degree.
- Excellent fundraising skills and a proven track record of successful fundraising with both sponsors and individuals and a proven ability to work with Government to secure funding and support; politically savvy.
- An impeccable reputation for integrity, and widely recognized for strong, creative leadership.
- Strong interpersonal and leadership skills; decisive, confident, humane.
- An inclusive, generous attitude to cultivate effective relationships with a wide variety of stakeholders (corporate sponsors, donors, governments, audiences, Toronto arts community, national and international arts community, and media).
- Excellent written and verbal communication skills, with outstanding social skills.
- Strong organizational skills with proven ability to focus, prioritize and execute.
- A demonstrated understanding of branding, marketing and sales, including digital technology-based marketing.
- The attitude of a self-starter, undaunted by a lean institution; an entrepreneurial spirit; a track record of coalescing others around objectives and their successful implementation.
- The ability and desire to mentor the next level of leadership.

COMPENSATION

A compensation package including base salary and benefits will be provided.

HOW TO APPLY

Please apply by email with your cover letter and résumé no later than October 23rd, 2019. Send to Searchlight Partners: soundstreams@searchlightpartnersgroup.com.

Soundstreams is an inclusive and equitable employer, encouraging applications from qualified women and men including persons with disabilities, members of visible minorities, and Indigenous persons.

We thank applicants for their interest, however, only those advancing in the process will be contacted.