



Executive Director: El Sistema USA® (Remote Position)

About El Sistema USA®

El Sistema USA is a national voice for the intersection of **musical excellence** and **equity** in music education, with a focus on student agency and voice. We are a central resource and dialogue space for music teaching artists, organizations, researchers, educators, policy makers, and funders to understand this intersection. We do this by providing professional development, networking, and advocacy.

Inspired by the work of Maestro Antonio Abreu in Venezuela, we believe that crucial to the success of any society is a thriving arts community. Therefore, El Sistema USA® connects itself to and invests in developing change-makers in the lives of young people.

Strategic Priorities

- Build Organizational Health and Sustainability
- Focus on Equity, Diversity, and Inclusion Practices
- Provide Teacher Development and Capacity Building
- Amplify Youth Voice and Youth Leadership
- Develop Regional Networks and Support
- Improve Membership Benefits and Expand Membership Base
- Raise ESUSA's National Profile and Facilitate National Conversation

About the Role

El Sistema USA® seeks an Executive Director who will be a visionary leader who is passionate about carrying out the mission and vision of El Sistema USA®. The next ESUSA leader will ground the national work in the needs embodied by our local El Sistema-inspired communities, with sustainability and building national cohesion as critical focal points.

Leadership Traits:

- Creates a climate of trust and mutual respect, increasing the potential for employees to feel welcome, valued, motivated, and be productive.
- Demonstrates effective communication and facilitation skills through welcoming and candid collaboration.
- Possesses the ability to negotiate in challenging situations with both internal and external groups skillfully.
- Understands changes in internal and external environments, researches and identifies "Best Practices," and implements accordingly.



Responsibilities and Expectations:

Leadership:

- Exhibits ethical leadership and the ability to develop rapport with staff and constituents that fosters collaboration as central to El Sistema USA's work.
- Reports to and works closely with the Board of Directors to seek their involvement in policy decisions, fundraising, and increasing El Sistema USA's overall visibility.

Vision, Mission & Strategy:

- Creates a compelling vision and strategic direction for El Sistema USA® as an effective national organization.
- Implements plan and aligns practices with the mission and values of the organization.

Decision-Making & Critical Thinking:

- Effectively leads the organization through its operations and engagements, clearly understanding its multifaceted political situation.
- Reviews and approves contracts for services.

Resilience & Change Management:

- Reviews the ESUSA services to support member organizations, and activates and informs stakeholders of necessary changes.
- Supports new systems and procedures when advantageous.

General Operations:

- Manages and leverages internal and external resources to support the organizational mission and objectives.
- Builds the framework to lead and evaluate organizational health, strategic growth, and sustainability.
- Establishes employment and administrative policies for all functions of the organization.
- Prepares, justifies, and administers the annual budget for the organization.
- Maximizes financial resources to meet organizational objectives efficiently.
- Responsible for the effective administration of day-to-day El Sistema USA® program operations.

External Liaisons & Public Image:

- Leverages expertise and contacts to solve problems, gain knowledge, and develop new programs to build effective relationships that benefit El Sistema USA®, its constituents, partners, and external communities.
- Align with national organizations who support the ecosystem of arts, education, and social justice.
- Promotes positive public relations by educating the community concerning the mission and work of El Sistema USA®.



Strong candidates will offer:

- Strong leadership experience or relevant educational background in arts and organization management, social development, community-building, leading and managing teams, arts advocacy or arts education; background in music and familiarity with El Sistema-inspired programming, preferred.
- Management experience in music/arts administration in non-profit environments.
- A commitment to equitable and high-quality music education, a deep belief in the transformative role of music, and artistic planning and programming that reflects equity, diversity and inclusivity.
- A demonstrated ability to balance the competing needs of staff management and multi-dimensional programming.
- A strong record as a dynamic and collaborative leader able to work in partnership to develop and articulate a shared vision for El Sistema USA's national network, motivate staff and connect with donors and audiences.
- A proven record of developing collaborative relationships with diverse constituencies and populations within a performing arts environment.

How to Apply:

Candidates should submit a cover letter, a *resume*, and names and contact information for three references.

The appointment will begin on July 1, 2022. For best consideration, applications should be submitted by February 28th, 2022. Email your application materials to jobs@elsistemausa.org with the subject "Executive Search."

Salary and Benefits:

The salary for this remote position is \$85,000 - \$100,000 (commensurate with experience).

Benefits Package:

80% of health insurance premium; access to El Sistema USA 401k Retirement Plan, sick leave and personal time off, accrued vacation and paid holidays, and other additional benefits.

El Sistema USA® is an equal opportunity employer and will not discriminate against any employee or applicant based on race, color, national or ethnic origin, religion, age, gender, handicap, pregnancy, sexual orientation, or veteran status.