



Executive and Artistic Director

Early Music Vancouver (EMV) is seeking a forward-thinking, energetic, and entrepreneurial leader to serve as its next Executive and Artistic Director. Partnering with the Board of Directors, artists, and staff, the Executive and Artistic Director will provide strategic direction, executive leadership, programming, and administrative guidance.

The successful candidate will possess experience, knowledge, and vision along with a superb operational skillset; a record of success in programming, marketing, audience growth, and fundraising; a demonstrated commitment to strengthening diversity, and a natural inclination toward collaboration and community engagement.

This is an exciting and unique opportunity for a leader who can bring together their vision, experience, understanding and contacts in the world of historically informed performance practice to support the realization of unique, innovative, diverse, and internationally recognized projects and programming. The ideal candidate will be a creative and energetic individual who will lead EMV into the future.

The Organization

Founded in 1970 and celebrating its 51st anniversary season in 2020-21, EMV has a long-standing international reputation for the presentation, production and study of classical and traditional repertoires from both European and non-European traditions, played on period instruments, and using historically informed performance practices. EMV currently offers the second largest program of its type in North America, presenting and producing an average of 40-50 concerts per year featuring internationally renowned guest artists. It has a Main Season with several different series that run through the Fall, Winter, and Spring, a growing annual summer festival - the Vancouver Bach Festival - and a new satellite series in Victoria, BC. EMV has substantial Education and Outreach programs including its Baroque Orchestra Mentorship Programme and BC Scholarship Programme.

In 2016, EMV undertook responsibility for the management of the Pacific Baroque Orchestra (PBO). Founded in 1990, the PBO is a professional BC based period instrument orchestra that performs music primarily from the baroque and early classical periods. The orchestra also prioritizes the commissioning and performance of new music composed for period instruments. In addition to its Vancouver based series, PBO aspires to tour locally, regionally, and internationally.

EMV is governed by a 13 member board of directors, led by President Fran Watters, and has a dedicated, motivated staff of four, that is committed to providing a productive, professional and collegial work environment based on the principles of fairness and respect. EMV's annual budget is \$1.8 million with an endowment fund of \$2 million.

The Community

Vancouver is consistently rated as one of the top cities in the world to live. The combination of a mild climate, diverse population, thriving arts community, the economic opportunity, and its beautiful, natural environment, draws people from around the world.



Executive and Artistic Director Responsibilities

Reporting to the EMV's Board of Director's, the Executive and Artistic will be responsible for:

Leadership and Strategic Planning

- Setting the artistic direction and leading the design and delivery of all EMV programs consistent with the vision, mission, values, and priorities of the organization.
- Leading the operational structure and management process.
- Collaborating and partnering with artists and staff to achieve integration of artistic and operational challenges.
- Serving as a leading contributor to the strategic planning process, including defining the vision, mission, values, and priorities of the organization on an ongoing basis.
- Guiding the vision and definition of the artistic programs to be delivered.

Annual program planning and production management:

- Accountability to the Board, ensuring that annual programs/artistic 'products' are planned and created to contribute directly to the organization's mission, priorities and values.
- Creating the annual season structure and definition of concert series as well as education/outreach programs, with a combination of presentations and self-produced events.

- Artistic and repertoire planning for each presentation / production in all programs.
- Collaborating on the PBO Division's programming with the PBO's Music Director.
- Ensuring venues are appropriate to programs.
- Supervising and directing the staff responsible for artistic administration and artistic event production.
- Enabling artist contracting, rehearsal and performance scheduling, music score sourcing & preparation, instrument sourcing and venue contracting are undertaken in a timely manner.
- Planning and recommending all artist contract terms and venue arrangements, within the financial capabilities of EMV.

Human Resource and Financial Management

- Working constructively with the Business Manager to ensure that all program costs are planned and budgeted within the financial capabilities of EMV, as set out in annual operating budgets approved by the Board.
- Recruiting and supervising administrative staff.
- Hiring and assessment of all professional consultants and contract workers.
- Supported by the Business Manager, accountable to the Board for ensuring that financial priorities and objectives are well supported by financial management and administrative management structure and process.
- Managing the appropriate matching of resources available (financial resources, human resources and premises/equipment) with the planned priorities.
- Identifying additional resources that may be required and plan for their acquisition.

Marketing, Promotion and Development

- Supervising and directing the internal staff responsible for marketing.
- Guidance and collaboration with external marketing consultants.
- Leading the creative expression/design/direction of all marketing/advertising and fundraising materials (print, electronic, video, etc.).
- Ensuring the accuracy of all marketing and communications information.
- Supporting and assisting the Board, Fundraising Committee and Development staff in planning and implementing the development and fundraising programs.
- Providing written artistic advocacy/justification and other artistic input appropriate for grant applications and other fundraising proposals.
- Providing direct support for specific fundraising initiatives, such as donor, grantor, and supporter correspondence to express appreciation for support.

External role for general advocacy and development purposes.

- Developing a public presence and profile locally, regionally, nationally, and internationally.
- Evolving and maintaining relationships throughout the early music communities regionally, nationally, and internationally.
- Staying current on trends and developments throughout the early music landscape.
- Serving as the lead advocate and spokesperson on behalf of EMV locally, regionally, nationally and internationally to the arts community, educators/music faculty members, music community, relevant government agencies, current, past and potential future granting agencies, donors and funders of all forms.

- Engaging in speaking opportunities and appearances on behalf of EMV including attendance at events, conferences, ceremonies, pre-concert presentations and other addresses to the audience.
- Representing EMV in a positive, respectful, and constructive manner, consistent with the stated values of EMV with all external and internal stakeholders.

Qualifications and Characteristics

The successful candidate will have a minimum of a bachelor's degree and five years of increasing responsibility in a similar arts field. The successful candidate will have a demonstrable track record in artistic programming and financial management and will bring a unique mix of experience and leadership to this position. A natural collaborator and a creative, flexible thinker, the new Executive and Artistic Director will know how to make the most of EMV's nimble organizational model. They will have the proven capacity to cultivate effective relationships with multiple stakeholders, lead a high-performance team, and have a demonstrated understanding of the programmatic, financial, strategic, and operational side of an arts organization.

With high emotional intelligence and political savvy, the Executive and Artistic Director of EMV will be a motivated ambassador and advocate for an organization in a dynamic multi-cultural environment. The ideal candidate will be comfortable engaging in conversations that build effective partnerships, raise levels of engagement, and advance innovative approaches to artistic, educational, and community needs. Embodying integrity and authenticity, the Executive and Artistic Director will embrace a healthy organizational culture based in collaboration and strategic partnerships. Insightful and resourceful in leveraging financial, human, and technological resources, the Executive and Artistic Director will be a highly evolved communicator both internally and externally. A highly influential individual who can fruitfully mobilize artistic and social resources, the Executive and Artistic Director will be an inspirational leader, proven business manager, and skilled relationship builder.

Compensation

A competitive compensation package including base salary and benefits will be provided, commensurate with experience and subject to confirmation of roles and responsibilities.

Application Instructions

To apply in confidence please email your letter of interest and resume in Word or PDF format to Martin Bragg & Associates at emvsearch@mbassociates.ca. The review of applications will begin immediately and will continue until the position is filled. The expected start date is in early 2021 but is negotiable.

EMV hires on the basis of merit and is committed to employment equity, diversity and inclusion. EMV is unwavering in its pursuit of excellence and recognizes that increasing the diversity of our staff, and especially our leadership, accomplishes this objective. We welcome all applications from women, racialized persons/persons of colour, Indigenous peoples, persons with disabilities, persons of all sexual orientations and genders, and others who may contribute to the further diversification of ideas.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. ***We thank applicants for their interest however only those advancing in the search process will be contacted.***

EMV acknowledges that they operate on the traditional, ancestral and unceded territory of the Coast Salish peoples—Sḵwxwú7mesh (Squamish), Stó:lō and Səlilwətaʔ/Selilwitulh (Tsleil-Waututh) and xʷməθkʷəy̓əm (Musqueam) Nations.