



Executive Director

Sioux City Symphony Orchestra Association

The Organization

The **Sioux City Symphony Orchestra** celebrates its 110th season this year with Music Director **Ryan Haskins** at the artistic helm. Operating on a \$1.9 million annual budget, the SCSO supports an eight-concert season in addition to Young People's Concerts, a robust youth symphony program, and extensive education and community outreach initiatives.

The Symphony recently completed a \$1.3 million capital campaign to build the Gilchrist Music Education Center, a state-of-the-art facility featuring three high-tech practice rooms, a recording/editing suite, climate-controlled music library and instrument storage, and administrative offices.

Recognized both regionally and nationally for artistic excellence, the Sioux City Symphony was featured in a 2023 **Iowa PBS** documentary, *Sioux City Symphony and the Legendary John Osborn*, which received a Midwest Regional Emmy Award. The SCSO continues to serve as a catalyst for collaboration, bringing together local arts organizations through initiatives such as *A Celebration of Women in the Arts*, and reaches audiences worldwide through its streaming platform, **SCSO.Live**.

Position Summary

The Executive Director (ED) is the chief executive and advancement leader of the Sioux City Symphony Orchestra Association. In partnership with the Board and Music Director, the ED advances artistic vision, financial sustainability, and community impact while overseeing operations, staff, and external relations.

Key Responsibilities

Strategic Vision & Financial Oversight

- Lead strategic and annual planning aligned with artistic, financial, and community goals.
- Manage an effective organizational structure and team.
- Oversee budgeting, audits, filings, grant compliance, and monthly financial reporting.

Education & Community Impact

- Oversee the Gilchrist Music Education Center operations and integration.
- Cultivate school and community partnerships.
- Ensure youth safeguarding and program quality.
- Serve as a primary community and advocacy ambassador.

Artistic Operations & Music Director Partnership

- Translate artistic vision into executable, budget-aligned season plans.
- Oversee guest artist and musician contracting and logistics.
- Serve as staff liaison to musicians for non-artistic matters.

Board Partnership & Governance

- Serve ex officio on all committees; advise the Board on operations and policy implementation.
- Prepare and present materials for Board and committee meetings.
- Support board recruitment and onboarding with the Governance Committee.

Fundraising & Grants

- Lead contributed revenue strategies (major gifts, sponsorships, endowment, etc.).
- Personally cultivate and steward key donors; manage a prospect pipeline.
- Oversee grant writing, reporting, and compliance.

Administration & Human Resources

- Ensure effective daily operations, systems, and staff supervision.
- Provide HR leadership (policies, performance management, compliance).
- Oversee patron services, risk management, insurance, and vendor practices.
- Develop and monitor compensation and benefits.
- Manage venue relationships, contracts, permits, and insurance.

Marketing, Communications & Audience Development

- Lead audience growth strategies and performance tracking.
- Oversee brand, communications, PR, and paid media.
- Use ticketing and CRM data to drive sales, retention, and donor conversion.

Qualifications

- Bachelor's degree required, advanced degree preferred.
- 5+ years of senior leadership in a performing arts or nonprofit organization.
- Demonstrated fundraising success, including major gifts.
- Strong financial management and board partnership experience.
- Excellent communication and public presence.
- Orchestra operations and contracting experience preferred.
- CRM proficiency and strong Microsoft Office skills.

Compensation

\$110,000–\$120,000 plus benefits, commensurate with experience.

Application Process

Submit a cover letter, resume, to **employmentSCSO@gmail.com**. Applications accepted until filled; confidentiality assured.