



4570 Renaissance Parkway  
Warrensville Heights, OH 44128  
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216-752-9966



## PRESIDENT & CEO

### THE FLORIDA ORCHESTRA

The Florida Orchestra exists to INSPIRE – EDUCATE – UNITE and build community through the power of music. Celebrating its 55th season in 2022-23, [The Florida Orchestra](#) (TFO) is the largest professional orchestra in the state and the leading performing arts organization in Tampa Bay. TFO employs 71 full-time professional musicians and conductors from some of the top music schools and conservatories, under the leadership of internationally acclaimed Music Director Michael Francis. Excellence is behind everything TFO does onstage and beyond, including diversifying all aspects of the organization, creating an innovative team and building a financially robust orchestra. H C Smith Ltd is pleased to represent The Florida Orchestra in its search for a new President & CEO.

Each season, TFO offers more than 100 concerts of music at its best, in addition to education and community programs. Concert series include classical, popular and light symphonic morning concerts, plus rock, film, chamber, family-friendly concerts and more in three major performing arts venues in Tampa ([Straz Center for the Performing Arts](#)), St. Petersburg ([Mahaffey Theater](#)), and Clearwater ([Ruth Eckerd Hall](#)), as well as other non-traditional venues throughout Tampa Bay. TFO performs its biggest concerts of the year, Pops in the Park, for thousands of patrons and families on both sides of the bay for free. What sets TFO apart is a passion for unlocking the secrets behind the music and the composers, plus a commitment to music education, including Inside the Music, Pre-Concert Conversations, Youth Concerts, TFO Strings for Kids, Teaching Artists, masterclasses, side-by-side concerts with youth orchestras and more. Beyond the concert halls, TFO programs bring the transformative power of music to schools, youth and senior centers, to underserved areas and to those who would not otherwise have access to such opportunities. TFO puts instruments in the hands of children, offers inspiration and joy to all ages and stages, comfort to those who need it most, and brings the community together.

During the pandemic, TFO continued to support its musicians and perform safely for the community both virtually and live – when almost no other orchestras were able to. TFO played 86 concerts for in-person audiences in the 2020-21 season alone, before returning to full strength the following year.

Governed by a 48-member Board of Directors, The Florida Orchestra has a budget of approximately \$11 million and is supported by an endowment of about \$18 million.

Each day, about 150 people move to the Tampa Bay area, with more than 3.2 million residents in three cities: Tampa, St. Petersburg and Clearwater. The thriving region is an arts destination, shaped as much by culture and outstanding museums as award-winning beaches. The area boasts championship sports teams, including football, baseball, hockey and soccer, as well as high-level golfing, boating, fishing and other outdoor activities year-round. The area is a foodie haven, with award-winning restaurants throughout Tampa Bay. The region is known for its booming real estate economy, and there is no state income tax.



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### **THE POSITION OF PRESIDENT & CEO:**

The President & CEO of The Florida Orchestra will possess a genuine love of orchestral music, and a thoughtful and transparent approach to leadership. Reporting to the Board, the next President & CEO will be a champion of change, collaboration and innovation. She or he must enthusiastically lead the orchestra with a sense of urgency, creativity and respect for ideas from all constituents, representing the orchestra in the community, integrating with Board and orchestra members, and building a cohesive and effective administration for the organization.

### **KEY DUTIES AND RESPONSIBILITIES:**

- Lead the development and execution of annual and long-term plans that secure the best possible realization of visionary and mission goals and financial performance for the orchestra.
- Collaborate with and support the Music Director on the artistic vision for The Florida Orchestra.
- Reporting to the Board of Directors, lead the orchestra's daily operations: develop, propose, and manage operating and capital improvements budgets. Oversee the fiscal operations for the orchestra as well as venue promotions.
- Bring vision and leadership to The Florida Orchestra's major fundraising initiatives; work with Board and staff leadership to build relationships with significant individual and institutional donors; identify, encourage and expand opportunities for increased revenue.
- Recruit, lead, manage and develop staff, respecting and involving the input of all professionals. Create a successful administrative structure and the necessary work environment for effective operations.
- Provide leadership in the negotiation of union contracts; ensure compliance with all contracts and applicable laws and serve as primary spokesperson for The Florida Orchestra.
- Provide solid financial leadership to diversify and expand the orchestra's sources of earned revenue.
- Make the best use of today's marketing tools to retain and grow audiences, and encourage the greater Tampa Bay community to become active participants in TFO's offerings throughout the region.
- Serve as The Florida Orchestra's top ambassador locally, statewide, nationally and internationally; promote an appreciation of live classical music as well as other genres, and grow the orchestra's reputation to secure its place in the community and among the leading orchestras of the world.

### **DESIRED QUALIFICATIONS:**

- Bachelor's degree (master's preferred), with a passion for live performance of classical music and deep understanding of the importance of music in society. Academic or professional background in classical music preferred.
- Six-plus years of progressively responsible leadership experience, preferably with a performing arts association, and work with budgets exceeding \$5 million.
- Demonstrated experience in working collaboratively and supportively in administrative settings; strong personal management and detail-oriented skills.



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- Sterling business and financial management skills and demonstrated track record in growing and diversifying an organization.
- Deep experience with board development, recruitment, support and governance.
- Experience working successfully in a unionized environment.
- High degree of comfort as a fundraiser, with the ability to represent The Florida Orchestra to, and partner with, high net worth individuals, foundations of all types and sizes, and corporate and government supporters.
- Proven commitment to diversity, equity and inclusion, with experience in creating both planning processes and execution in a collaborative environment.
- Strategic, decisive, supportive and gracious leader and mentor who performs effectively and with aplomb in a fast-paced and highly complex environment.

### **Compensation and Benefits**

The target salary for this position is \$200,000, to be determined based upon experience and qualifications. Competitive benefits package. Candidates must currently reside or be willing to relocate within commuting distance of the Tampa Bay area to be considered for this role, as in-person donor cultivation and attendance at orchestra performances and events are necessary.

*The Florida Orchestra does not discriminate on the basis of any protected status under federal, state or local law. We encourage individuals of all identities and abilities to apply.*

All interested candidates are asked to submit a letter of interest and resume to Rebecca R. Smith, Managing Director, at [rebecca@hcsmith.com](mailto:rebecca@hcsmith.com). All inquiries and discussions will be considered strictly confidential.

**H C SMITH LTD**  
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