



## **DIRECTOR OF EDUCATION AND COMMUNITY ENGAGEMENT**

### **ABOUT**

Founded in 1928, the Tucson Symphony Orchestra (TSO) is the first professional symphony in the southwest and the longest, continuously performing arts organization in Arizona. The TSO's mission is to engage, educate and transform diverse audiences throughout Southern Arizona with live musical experiences of the highest quality. Under the inspired leadership of music director, José Luis Gomez, the TSO has seen an artistic resurgence with performances of imaginative repertoire including by Latin-American composers and performers. Strategically, the TSO is committed to engaging the rapidly growing Hispanic population of Tucson and Pima County, currently over 40%.

The Tucson Symphony Orchestra is also nationally renowned for its educational offerings. Started over 70 years ago, they now engage 35,000 annually in one or more of TSO's seven unique programs, including the award-winning 'Young Composers Project' in its 29<sup>th</sup> year.

### **THE OPPORTUNITY**

The Director of Education and Community Engagement is responsible for the creation, implementation, management and evaluation of educational and community engagement programs designed to increase the public value of the TSO beyond concert attendees. This is an opportunity for the Director to help shape a long-term strategy, to forge essential partnerships, and build broad-based support for the Symphony among educational and civic institutions.

S/he supervises the Education Manager, three Composition Instructors, and a team of event-based volunteers. Additionally, the successful Director will draw upon the resources of the orchestra (musicians, artistic staff, music director and composer-in-residence) in expanding the educational and community engagement, fundraising and strategic goals of the TSO.

### **RESPONSIBILITIES**

- Oversees all Tucson Symphony Orchestra education programs, and executes the day-to-day operations of Young Composers Project, Just for Kids, and Tax Credit Assistance programs.
- Supervises the Education Manager's administration of Tucson Symphony Orchestra's four school-based education programs: KinderKonzerts, Music in the Schools, Young People's Concerts, and Band and Orchestra Clinics.
- Engages with TSO Leadership, the Music Director, artistic staff and musicians to develop plans for educational and community engagement initiatives.
- Develops annual operating plans with action items, timelines and ownership.

- Develops and maintains relationships with local student performing organizations, public school districts leadership and local music educators from pre-school through collegiate level to identify needs and effectively develop, administer, and modify the TSO's education programs to meet those needs.
- Develops and administers Community Engagement programs that meet the TSO's goals of being more relevant and committed to communities not currently engaged with the TSO, including the Hispanic and Native American communities.
- Forges partnerships with key civic and educational leaders and organizations in support of Community Engagement goals.
- Utilizes musician services available for ensemble services in the Collective Bargaining Agreement to accomplish institutional goals efficiently and effectively.
- Develops revenue and expense budgets for each Education and Community Engagement program, monitors progress of each and adjusts as necessary. Sets revenue goals and creatively seeks opportunities to meet those goals.
- Works closely with the Development Department to identify and support funding proposals for ongoing and new initiatives; creates and administers surveys to schools and organizations to assist with data collection for funders.
- Acts as TSO's primary spokesperson in education matters; contributes to communications that promote the value of Education and Community Engagement programs.
- Serves as contact and supervisor for events, including some evenings and weekends.
- Uses ArcTics patron software and OPAS event scheduling and production software.
- Working with TSO League, the TSO's volunteer group, recruits and supervises volunteers to help staff education and community engagement activities.
- Other duties as assigned.

## **QUALIFICATIONS, SKILLS AND ATTRIBUTES**

- Bachelor's degree, preferred in music performance, education or arts management.
- Minimum of three to five years of progressive experience preferred in arts/education administration.
- Working knowledge of orchestral repertoire.
- Passion for learning, music and arts education, and community engagement, and a desire to achieve equity of access to TSO's programs.
- Strategic and creative thinker with a track record of developing and executing coordinated, impactful plans.
- Experience in creating and tracking budgets.
- Ability to work collaboratively and effectively with internal and external stakeholders to advance strategic objectives. Positive customer service attitude.
- Excellent managerial skills including motivation, leadership, and goal achievement.
- Excellent organizational skills and attention to detail.
- Highly effective written and verbal skills.
- Working knowledge of Spanish preferred.
- Computer proficiency, including Microsoft Office Suite, Adobe Creative Suite, and Google Classroom and Forms.

## **POSITION DETAILS**

Title:	Director of Education and Community Engagement
Reports to:	Senior VP of Administration, Operations and Artistic Planning
Supervises:	Education Manager; three composition instructors
Classification:	Full-time, exempt
Hours:	Minimum 40 hours/week.
Compensation:	\$60,000 - \$70,000 with qualifications and experience
Benefits:	Comprehensive benefits

## **AN EQUAL OPPORTUNITY EMPLOYER**

Tucson Symphony Orchestra is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information, or any other characteristic protected by applicable federal, state or local laws and ordinances. Tucson Symphony Orchestra's management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, access to facilities, programs, and general treatment during employment.

## **INCLUSION**

Our patrons and audiences come from all walks of life and so do we. We hire great people from a wide variety of backgrounds, not just because it's the right thing to do, but because it makes our company stronger. If you share our values and our enthusiasm for the performing arts, you will find a home at TSO.

## **COVID-19 RESPONSE**

Throughout the COVID-19 crisis, the TSO has been a safe refuge. The TSO follows the guidelines set by the Centers for Disease Control and the Pima County Health Department. Candidates must be fully vaccinated against COVID-19.

## **BACKGROUND CHECKS**

Prior to submitting your application package for this position, please review it carefully for accuracy. TSO does verify academic credentials for its candidates, and frequently conducts background checks including work history before finalizing an offer.

## **TO APPLY**

Please send cover letter and professional resume with three references to:

[applications@tucsonsymphony.org](mailto:applications@tucsonsymphony.org)

or

Director of Education and Community Engagement Search

Tucson Symphony Orchestra, 2175 North Sixth Avenue, Tucson AZ 85705