

**Position Opportunity**

**Executive Director  
South Dakota Symphony Orchestra  
Sioux Falls, South Dakota**

The South Dakota Symphony Orchestra invites applications and nominations for the position of Executive Director.

**The Organization**

<http://www.sdsymphony.org>

The South Dakota Symphony Orchestra (SDSO) is widely recognized as a visionary arts leader in the Sioux Falls community, the state of South Dakota, and throughout the upper-Midwest region, and has been nationally recognized for its community-engagement programs. The Orchestra was formed in 1922 in conjunction with Augustana University, incorporated in November of 1965 as the Sioux Falls Symphony, and declared the South Dakota Symphony Orchestra in 1985 by proclamation of Governor William Janklow. The Dakota String Quartet was formed in 1978 as the first full-time, salaried musicians with the orchestra; the Dakota Wind Quintet was formed in 1982. Today, these nine salaried musicians form the core of the SDSO for a 35-week season. Delta David Gier has served with distinction as Music Director of the DSO since 2004.

The SDSO works to accomplish its mission: *“To celebrate the tradition of live orchestral music and enrich the lives of people throughout our region”* through concerts, touring, education programs, and extensive community engagement activities. The SDSO is grounded in five core values: Community Engagement, Creating Partnerships, Lifelong Impact, Educational Opportunities, and Live Symphonic Music.

The Orchestra’s season includes four concert series – Classical, Pops, Matinee, and Chamber – for a total of 21 concerts. The SDSO’s main stage series are presented at the 1,817-seat, acoustically excellent concert hall of the Washington Pavilion in Sioux Falls. The touring program brings its core musicians, chamber orchestra, and full orchestra to communities throughout the state, and the symphony’s extensive education program reaches more than 15,000 children in preschool through high school each season.

The South Dakota Symphony Youth Orchestra is a major music education program comprised of four student orchestras, ranging from a string orchestra for beginning students to a symphonic orchestra for advanced players. The South Dakota Symphony Chorus is a large volunteer chorus that performs regularly with the SDSO.

In 2014, the SDSO articulated a new five-year vision focused on service to its community. The organization lives its vision through education programs that serve students across the state and award-winning community engagement programs like the Lakota Music Project and Music as Medicine. In 2016, the Bush Foundation awarded the SDSO the coveted Bush Prize for Community Innovation. The SDSO’s flagship Lakota Music Project has been recognized by the League of American Orchestras as a national model for community engagement. In addition to the Native American community, the SDSO has engaged other diverse populations such as the Muslim, Somali, and Latino populations with unique programming. American composer Theodore Wiprud is currently serving a one-year residency with the SDSO as part of the national *Music Alive* program of the League of America Orchestras and New Music

USA. The SDSO also works in partnership with Carnegie Hall through *Link Up*, a recorder-based music curriculum launched in the Sioux Falls Public Schools in 2016.

The South Dakota Symphony is governed by a Board of 28 community leaders. The annual operating budget is \$2.3 million. There is an administrative staff of seven. The dedicated volunteers of the South Dakota Symphony League provide invaluable support with education programs.

### **The Opportunity**

The next Executive Director of the South Dakota Symphony Orchestra will join an organization that has been nationally recognized for its leadership in reimagining what an orchestra can be for its community. S/he will have the opportunity to work in a leadership role with a Board, Music Director, and staff who are committed to sustainable growth, building from a stable financial base and the position of community trust they have earned over the past seven years. S/he will join an organization that embraces change and welcomes innovation. The next Executive Director will guide strategic planning that moves the SDSO forward toward celebrating its centennial with the broad and diverse community of Sioux Falls and with audiences of all ages throughout the state of South Dakota.

### **The Position**

The Executive Director is the chief administrative officer of the SDSO. In collaboration with the Board and the Music Director, s/he provides leadership that allows the SDSO to realize its vision, fulfill its mission, and achieve its goals for artistic success, financial stability, and community engagement. The Executive Director is responsible and accountable for all aspects of the SDSO's operations, including: fundraising; marketing and public relations; audience development; financial management; human resources; artistic administration; concert production; contract negotiations; education; and community engagement.

The Executive Director takes a leadership role in fundraising. S/he provides impetus and support to the fundraising efforts of the Board. S/he actively pursues philanthropic support from individuals, businesses and corporations, local and national foundations, and government agencies. S/he ensures excellent stewardship of all gifts.

The Executive Director works in partnership with the Music Director to create programs that develop the orchestra and allow the SDSO to accomplish its mission. Together they maintain an environment that fosters creativity and allows artists to do their best work. The Executive Director leads and motivates a high caliber administrative the staff. S/he provides guidance and support to the volunteers of the SDSO League.

Together with the Music Director, the Executive Director is the spokesperson and visible representative of the SDSO throughout the community and the state as well with national professional organizations. S/he is an active and full participant in the life of the Sioux Falls community.

### **Candidate Profile**

The successful candidate will be an experienced arts leader who fully embraces the vision, mission, and core values of the SDSO as it continues to reimagine what an orchestra can be for its community. S/he will combine a passion for orchestras with a thorough working knowledge of symphonic music. Prior leadership experience with a professional orchestra will be considered an asset.

The successful candidate will be a strategic thinker and a problem solver. S/he will have a track record for achieving earned and contributed income goals and balanced budgets. S/he will have excellent budgeting, financial management, and forecasting skills. S/he will have successful experience in identifying, cultivating, and soliciting donors. S/he will have proven track record for building and retaining concert audiences.

The successful candidate will have superb communication and management skills. S/he will have the ability to work and communicate with people of diverse backgrounds, education, financial capacity, and interests. S/he will have the curiosity and imagination to explore new ways to bring the Orchestra into the lives of new audiences and new communities. S/he will be authentic in seeking and developing partnerships and collaborations.

The successful candidate will be creative and energetic. S/he will be a person of integrity and high ethical standards. S/he will have a passionate belief in the value and importance of orchestras and symphonic music, and the drive to share the music of the South Dakota Symphony Orchestra with the widest possible public.

### **Compensation**

Compensation, including benefits, is competitive and commensurate with qualifications.

### **Applications**

The SDSO is an equal opportunity employer. The Search Committee seeks to develop a diverse candidate pool and welcomes nominations and applications from all qualified candidates regardless of race, gender, sexual orientation, age, disability, religion, or national origin.

Applicants are asked to prepare a brief cover letter that describes your specific interest in the South Dakota Symphony Orchestra and outlines your qualifications for the position. Please submit with a resume, salary requirements, and contact information for at least three professional references. Electronic submissions are requested. All applications will be treated as confidential and references will not be contacted without the candidate's knowledge and agreement.

Please send materials to:

South Dakota Symphony Orchestra – Executive Director  
c/o Catherine French Group  
2500 Q Street NW, Suite 623  
Washington, DC 20007  
[applications@catherinefrenchgroup.com](mailto:applications@catherinefrenchgroup.com)

*Please submit material in Adobe PDF or Microsoft Word format*