

# ALONZO KING LINES BALLET

Title: Executive Director

Reports to: Board of Directors

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Join an internationally acclaimed arts organization at a pivotal time in its growth. Celebrating 40 years, Alonzo King LINES Ballet is part of the cultural fabric of San Francisco and known around the globe for its impact on shaping the future of ballet and dance education. Founded by visionary choreographer Alonzo King along with Robert Rosenwasser, the organization has been recognized for its world-premiere performances featuring unique collaborations and transformative education programs that nurture creativity, self-discovery, empathy, and risk-taking.

Reporting to the Board of Directors, the Executive Director will serve in a critical leadership role for this world-renowned company, supporting the Founders as they continue to realize their artistic vision of creating new art and collaborations. The Executive Director will lead and inspire a talented team, overseeing administration and program management, strategic planning implementation and operations. This position will build relationships with major donors and the community, and serve as a key representative and spokesperson for the company. Success in this role includes taking a proactive approach to realizing the Founders' vision, thinking critically to unearth opportunities, challenges and solutions, and continual investment in driving team excellence.

## **MISSION**

**The mission and purpose of Alonzo King LINES Ballet is to nurture artistry and the development of creative expression in dance, through collaboration, performance, and education.**

Alonzo King LINES Ballet was created with the purpose of touching hearts and stirring minds through dance.

As an organization, Alonzo King LINES Ballet:

- Recognizes that art lives within each and everyone of us
- Strives to balance law and intuition
- Believes in the full potentiality of the human being
- Invests in imagination and creativity

Alonzo King LINES Ballet embraces a spirit of inquiry and openness to change combined with a reverence for legacy and history.

## **GENERAL RESPONSIBILITIES**

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The following describes the primary duties and responsibilities of the Executive Director:

**Organization Operations and Leadership:** Management of staff, department directors report directly to this position.

- Lead, coach, develop, and retain a high-performing senior management team, including a Director of Development, Director of Educational Programs, Director of Marketing, Director of Finance, and Director of Human Resources. Leverage cross-program strengths to take advantage of new opportunities and/or to address organizational challenges, influencing a positive and open culture throughout the organization.
- Mentor and develop staff using a supportive and collaborative approach: assign accountabilities; set objectives; establish priorities; and monitor and evaluate results. Work with direct reports on professional development and succession planning.
- Establish and maintain relationships with donors and partner organizations and utilize those relationships to strategically enhance the LINES Ballet Mission.
- Act as the public speaker and public relations representative of the company in ways that strengthen its profile.
- Oversee and implement appropriate resources to ensure that the operations of the organization are appropriate.

**Organization Mission and Strategy:** Works with Founders, Board and staff to ensure that the mission is fulfilled through programs, strategic planning, and community outreach.

- Implement LINES Ballet's strategic plan and programs that carry out the organization's mission.
  - Maximize conditions for new work and collaborations
  - Engage the community with fully integrated programs
  - Expand our digital presence and capability
  - Ensure care and well-being of dancers, staff and board
  - Sustain our long-term future

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- Communicate effectively with the Founders and Board and provide, in a timely and accurate manner, all information necessary for the Board to function properly and to make informed decisions.
- Enhance LINES Ballet's image by being active and visible in the community and by working closely with other professional, civic and private organizations.

**Financial Performance and Viability:** Develops resources sufficient to ensure the financial health of the organization.

- With the Board and Finance Director, manage the annual budget and financial strategies of LINES Ballet. Oversee the management of cash flow and ensure the most effective use of financial resources to support the organization's mission and growth.
- Responsible for fiscal management that generally anticipates operating within the approved budget, ensures maximum resource utilization, and maintenance of the organization in a positive financial position.

## **Qualifications:**

- Superior management skills with the ability to coach a senior-level staff to manage and develop high-performing teams. Minimum of 5 years experience managing a senior team.
- High level of business acumen including track record (3+ years) of successful P&L management; the ability to balance the delivery of programs against the realities of a budget, and history of successfully generating new revenue streams to improve financial results.
- Proven ability to think strategically, anticipate future consequences and trends, and incorporate them into the organizational plan.
- Exceptional written, oral, interpersonal, and presentation skills and experience effectively interfacing with Board of Directors, senior management, staff, and donors.
- Active fundraising experience. Excellent donor relations skills and understanding of the funding community. Previous success in establishing relationships with individuals and organizations of influence including funders.

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- Passion, humility, integrity, positive attitude, mission-driven and self-directed.

## TO APPLY

Please email resume to <mailto:elizabeth.lopez@linesballet.org>

LINES respects and values diverse life experiences and backgrounds. We ensure all voices are heard and valued. We commit to modeling diversity and inclusion for the arts and to maintaining an inclusive environment with equitable treatment where all voices are heard. Alonzo King LINES Ballet is an Equal Opportunity Employer

The salary range for this position is currently budgeted at \$130,000.00 to \$150,00.00 depending on experience level