

ALONZO KING LINES BALLET

POSITION PROFILE

Managing Director ALONZO KING LINES BALLET

San Francisco, CA



ABOUT ALONZO KING LINES BALLET

Celebrating 42 years, Alonzo King LINES Ballet is part of the cultural fabric of San Francisco and is 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, and risk-taking.

LINES Ballet has collaborated with noted composers, musicians, and visual artists from around the world to create performances that alter the way we look at ballet today. Its unique artistic vision adheres to the classical form—the linear, mathematical, and geometrical principles that are deeply rooted in the pre-existing East-West continuum.

MISSION AND PURPOSE

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 of us
- Strives to balance law and intuition
- Believes in the full potentiality of each 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.

LEARN MORE ABOUT ALONZO
KING LINES BALLET AT
WWW.LINESBALLET.ORG

ALONZO KING LINES BALLET TODAY

Recognized globally, Alonzo King LINES Ballet is a remarkable cultural treasure in the Bay Area. With a passionate and engaged team and Board of Directors, LINES is dedicated to building community and making dance accessible to everyone. The organization has been described by dance critics as not just a ballet company, but a “laboratory, an artists’ retreat, a school, a community, and a test of King’s notion of what dance and dancers can be.”

LINES Ballet offers national and international tours, summer intensives, higher education opportunities, and more. Students are drawn to the company for its emphasis on curiosity, openness, and a holistic approach to developing dancers. The interconnectedness of the education programs fosters collaboration and expands community involvement.



LEADERSHIP OPPORTUNITY

Inspired by the organization’s legacy and reputation, the Managing Director will provide steady leadership as LINES Ballet navigates change and new opportunities. The ideal candidate will be a visionary leader, combining confidence with humility to guide the organization into its next phase of growth and impact.

The Managing Director reports directly to the Board of Directors and is responsible for all aspects of the organization to ensure its success —development, operations, finance, marketing, human resources, and education. As a member of the Executive Team, they will partner with the Co-Founders to enable them to focus on amplifying their artistic vision. Working with a talented leadership team, they will execute the 2024-2027 Strategic Plan, ensuring financial stability and overseeing revenue and expenditures to manage LINES’ resources efficiently.

They will serve as a strategic partner, skilled in cultivating trust and fostering collaboration with the Co-Founders, Board, and team. Though direct dance experience isn’t required, a deep appreciation for the art form is essential. This leader will effectively navigate and embrace change, uniting the team while preserving the heart of LINES’ culture. The Managing Director will seamlessly bridge the worlds of artistic vision and operational excellence.

Additionally, this leader will collaborate with the Board and Director of Development to foster strong donor relations and ensure the long-term sustainability of LINES. The Managing Director will serve as a community ambassador for LINES, leading with purpose and dedication. While overseeing a hybrid workforce, the Managing Director will be deeply rooted in the vibrant San Francisco/Bay Area community.



KEY RESPONSIBILITIES

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 Marketing, Director of Finance, Director of Human Resources, and Education Program Directors. 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.
- Lead organizational change and implementation of the new Strategic Plan.
- Oversee and implement appropriate resources to ensure that the operations and needs of the organization are met.

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

- Implement LINES Ballet's 2024-2027 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.
 - Lead an inclusive and caring culture with the well-being of dancers, staff, and Board as a top priority.
 - Work to sustain LINES long-term future.
 - Evaluate and optimize the Education programs.
- Communicate effectively with the Founders and Board and provide, in a timely, transparent, 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: Develop 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 maintains the organization in a positive financial position.
- With the Board and Director of Development, create and execute a plan to increase contributed revenue.
- With the Co-Founders, seek opportunities to optimize LINES' earned revenue.

CANDIDATE PROFILE

The Managing Director will be a pivotal force in advancing LINES' mission, driving transformative change, and championing the creative vision of the Co-Founders, all while safeguarding the financial stability and operational excellence that sustains LINES' success.

The ideal candidate will bring at least five years of experience leading senior-level teams, demonstrating exceptional leadership and coaching abilities that inspire and cultivate high-performing teams. With a keen understanding of business and financial management, they will have a proven track record of successful P&L oversight and be adept at delivering impactful programs within budget constraints. They will also have a history of generating innovative revenue streams to strengthen the organization's financial position.

This leader will come with progressive experience in nonprofit leadership, ideally within the arts, and a passion for the transformative power of artistic expression. Direct experience in the performing arts is a plus, as is a deep commitment to fostering creativity, collaboration, and excellence within the organization.



While no single candidate will have every experience listed in the position profile, the ideal candidates will exhibit the following professional and personal qualities, skills, and characteristics:

Passion for Mission

The Managing Director, passionate about Alonzo King LINES Ballet's mission, will embody humility, integrity, and a positive attitude. Aligned with LINES' artistic vision and purpose, this individual ideally appreciates the arts and performing arts. Committed to Diversity, Equity, and Inclusion (DEI), they will lead with these values and demonstrate unquestionable integrity.

Collaborative Leadership

The Managing Director will collaborate closely with the Co-Founders, building trust and defining their role within the team. They will bring strategic thinking with a focus on sustainability, anticipating trends and incorporating them into the organizational plan. This leader will unite diverse teams under a shared vision, cultivating a culture of collaboration and collective success. They will build strong relationships with stakeholders at all levels, encouraging active participation in decision-making. By leveraging diverse perspectives and viewing conflict as an opportunity for growth, the Managing Director will drive organizational goals and create lasting, positive impact through transformative alliances and strategic partnerships.

Operations Management & Business Acumen

The Managing Director will excel in driving operational excellence by optimizing systems and processes for maximum efficiency and effectiveness. They will strategically manage resources—financial, human, and technological—to enhance organizational impact. Using data-driven insights, they will align operations with long-term goals and ensure growth through effective risk management and financial stewardship. Comfortable navigating financial challenges, including cost reduction and fundraising, this leader will apply strong business and financial acumen, using forecasts and data to guide decision-making with a focus on long-term sustainability.



Organization Development & Inspiring Staff Management

The Managing Director will lead a geographically dispersed team, ensuring seamless communication and collaboration. With a focus on inclusivity, they will foster a culture where all voices are valued, promoting a positive and collaborative environment. Committed to unlocking each team member's potential, they will offer mentorship, encourage innovation, and inspire creative solutions. By empowering staff to take ownership of their roles, this leader will foster initiative and accountability. Prioritizing excellence through constructive feedback and coaching, they will help individuals grow and thrive, aligning the team with organizational goals while supporting professional development and success.

External Relations and Fundraising Expertise

Serving as the chief fundraising strategist in partnership with the Board of Directors and the Development Director, this leader will leverage strong fundraising skills to achieve ambitious financial goals, build trust with major donors, and enhance fundraising operations. With a successful track record in donor relations, they will cultivate lasting relationships with key individuals and organizations. Skilled in crafting campaigns that inspire action, they will unlock opportunities through strategic grants and partnerships that allow for continued innovation and organizational impact. Their ability to secure major gifts and legacy contributions will ensure long-term financial sustainability and deepen donor and stakeholder engagement.

Board Relations

The Managing Director will excel in guiding effective governance by keeping the Board focused on strategic priorities and mission alignment. This leader will foster synergy among Board Members, promoting collaboration and a unified vision for the organization's future. They will attract and retain dynamic Board Members, ensuring deep engagement and active participation. During periods of uncertainty or crisis, they will lead with clarity and composure, offering the Board insightful guidance to make informed decisions that advance the organization's goals. The Managing Director will align the Board's skills and talents with the company's objectives, driving growth and enhancing impact. They will also spearhead efforts to educate the Board on their roles, particularly in fundraising, and inspire proactive involvement.

Change Agent with Exceptional Communication & Relationship Building Skills

With extensive experience in change management, particularly within the arts or nonprofit sectors, this leader will have a proven track record of guiding organizations through various phases of growth and development with full transparency. The Managing Director will need to implement change thoughtfully, balancing it with the performance aspects central to LINES' mission. They will work closely with the Co-Founders to support their creative endeavors while ensuring the ongoing success of the performance and touring programs.

This leader will also be an exceptional communicator, demonstrating expertise in written, oral, and interpersonal communication, as well as presentation skills. They will excel in collaborating with the Board of Directors, staff at all levels, and donors, and will be adept at building relationships with key figures in the arts community, media, funders, community partners, government officials, educators, and students. Comfortable navigating diverse spaces and audiences, they will value clear, consistent, and transparent communication, fostering trust and engagement with the staff.

COMPENSATION & BENEFITS

Salary is competitive and commensurate with experience. The salary range for this role is \$175,000 - \$200,000 with a generous benefits package. See details below:

- 100%-premium coverage for Kaiser medical with other rich plans offered
- Medical and dependent care FSA and commuter benefits plan
- Life insurance and long-term disability
- Chiropractor and acupuncture benefit
- 403(b) Retirement Plan
- Cal Perks Discounts
- Generous paid time off: 10-20 days per year based on tenure, with a maximum accrual of 400 hours
- Winter Holiday closure week (paid)
- 10 paid holidays
- Employee Assistance Program (counseling, financial, and legal services, training through an outside vendor)



CONTACT

Koya Partners has been exclusively retained for this engagement. Express interest in this role by [filling out our Talent Profile](#) or emailing the search team directly at LINES_MD@koyapartners.com. All inquiries and discussions are strictly confidential.

Koya Partners | Diversified Search Group is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

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.

ABOUT KOYA PARTNERS | DIVERSIFIED SEARCH GROUP

Koya Partners, a Diversified Search Group company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

Diversified Search Group is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about Koya Partners | Diversified Search Group via the [firm's website](#).