



PORTLAND **BAROQUE** ORCHESTRA

GREAT MUSIC. PERIOD.



Artistic Director Search

Portland Baroque Orchestra (PBO), the third-largest period performance orchestra in the United States, is seeking a forward-thinking, creative, innovative, and energetic leader to serve as its next Artistic Director. Founded in 1984, PBO performs on period instruments, specializing in works of the Baroque and Classical eras, as well as exploring the musical world outside of these time constraints. PBO seeks to recreate the live music experiences of history by presenting the highest level of music performance in intimate venues up to 750 seats.

Reporting to and collaborating with the Board of Directors, the Artistic Director will have accountabilities for all PBO signature artistic programs, plus strategic and general oversight of programming, musician, and orchestra development. The Artistic Director will partner with the Executive Director to achieve annual strategic, fundraising, and operational objectives. Leading a dedicated and creative orchestra, the Artistic Director will possess an entrepreneurial spirit and a strong interpretive vision to successfully create and execute strategic artistic initiatives for artistic and organizational growth, that will include both live and digital programming opportunities.

Ensuring the financial viability of the organization is critical to success in this role. This includes budgetary planning and management alongside the willingness and experience to raise funds for PBO's programs and initiatives. As the primary external artistic ambassador, the Artistic Director will assist in stewarding current relationships and partnering to develop new opportunities with the goal of deepening donor engagement in PBO's artistic vision.

As a team builder who values collaboration, the Artistic Director will have responsibility for musician hiring decisions and performance reviews. The Artistic Director will attract, retain, and inspire PBO musicians within an organizational culture that prioritizes inclusivity, kindness, respect, equity, communication, accountability, integrity, empathy, and mutual care.

This is an exciting and unique opportunity for a forward-thinking artistic leader who can bring together vision, experience, and passion to support the realization of unique, innovative, diverse, and internationally recognized projects and programming. The ideal candidate will be a creative and energetic individual who will help lead PBO into the future.



The Community

Portland is Oregon's largest city and home to more than 650,000 people. The city is divided into six main regions comprised of ninety-three official neighborhoods, making it the 26th largest city in the United States. The Portland metro area is much larger; it includes seven counties, two of which are in Southwest Washington. Add the local communities up and the total population of the Greater Portland Area comes to 2.4 million people. There are 12 colleges and universities in the city and another 26 within 50 miles enrolling over 123,000 students annually. The community is increasingly culturally diverse, and Portland's government and institutions are proactively working toward equity goals to support a diverse community.

Portland is known for being friendly and approachable. It has many of the amenities of a large city, such as good public transportation, an extraordinary culinary scene, world-class shopping,

and – of course – a vibrant arts community. Simultaneously, it feels like a large town, with the lowest housing density of any major American city (it almost entirely comprises single-family homes), walkable and personality-filled neighborhoods, and family-owned businesses that have been in existence for generations. A few blocks' walk takes you from a cosmopolitan vibe to wide avenues of historic homes with incredible gardens. Within an hour drive, you can find yourself at the Pacific Ocean, on a hiking trail on Mount Hood, or sitting at a winery enjoying a glass of pinot noir.

Portlanders eschew labels; people are encouraged to be themselves. Pronouns are openly exchanged. People wear whatever they like and are celebrated for it. In the summers, everyone has at least one outdoor hobby. In the winter, people embrace coziness. Portlanders support a wide array of arts organizations, coffee houses, board game shops, independent movie theaters, libraries, craft and hobby classes, and more – it is a city of enthusiasts.

Much like its celebrated caricature in *Portlandia*, Portland embraces its weirdness. This unconventional and free-spirited city is foremost a place where creative people of all stripes can find community — where top writers lecture to audiences of thousands at literary festivals, where feminist authors have launched their own cult zines, where queer comedians put on a very funny festival, and where some of the present generation's most compelling playwrights debut new work on artist-owned stages. Even as Portland increasingly gains international recognition for its culture scene, its laid-back spirit keeps everything refreshingly low-key and accessible. It has a place for you, whether you want to mingle with a writerly crowd, immerse yourself in the local visual art community, or catch the opening of a new play or concert.



Artistic Director Responsibilities

Reporting to PBO'S Board of Directors and working in partnership with the Executive Director, the Artistic Director will be responsible for:

Leadership and Strategic Planning

- Setting the artistic vision, and with the Executive Director, leading the delivery of all PBO programs consistent with the vision, mission, values, and priorities of PBO.
- Serving as the key artistic contributor to the strategic planning process, and with the Board and Executive Director, identifying areas for artistic and organizational growth and innovation.
- Developing and updating artistic plans, including oversight of education and outreach programs, leading PBO's creative process and performance practices, with awareness and understanding of current and cutting-edge programming for period performance orchestras.
- Collaborating with guest artists, musicians, and staff to achieve outstanding artistic programming and deliver exceptional experiences to PBO audiences.
- Overseeing orchestra personnel decisions and managing players, working in conjunction with the Players Committee and the Principal Strings Committee.
- Identifying and cultivating relationships with musicians nationally and internationally.
- Seeking and obtaining opportunities for performance and partnership between PBO and other outstanding organizations and artists in the field.

Annual Program Planning and Performance

- Programming of PBO's season of concerts, including Orchestra Series, Chamber Music series, Holiday concerts, and Special Events.
- Ensuring that annual programs and artistic activities are planned and executed on budget and on schedule to contribute directly to the organization's strategy, mission, and values.
- Leading and/or performing in a prescribed number of concerts each season.
- Creating, with the Executive Director, the organizational calendar to include performance series, season structure, education, and outreach programs.

External Advocacy, Development and Marketing

- Serving as the lead artistic advocate and spokesperson on behalf of PBO locally, regionally, nationally, and internationally, to the arts community, educators, music community, relevant government agencies, and current, past, and potential future granting agencies, donors, and funders of all forms.
- Building and maintaining relationships throughout early music communities regionally, nationally, and internationally.

- Providing direct support for specific fundraising, marketing, and community engagement initiatives to express appreciation for support and deepen engagement.
- Engaging in speaking opportunities and appearances on behalf of PBO including attendance at events, pre-concert presentations, and other addresses to audiences, community groups, and others.
- Representing PBO in a positive, respectful, and constructive manner, consistent with the stated values of PBO with all external and internal stakeholders.

Qualifications and Characteristics

The successful candidate will have leadership and performance experience and a demonstrated record of increasing success and visibility in the field of early music. With a strong interpretive vision and a curiosity for expanding the repertoire and performance practice philosophy, PBO's Artistic Director will bring a well-defined conception for the sound and style of the orchestra.

A natural collaborator and a futuristic thinker with a visionary approach, the Artistic Director will understand how to maximize PBO's nimble organizational model. They will have the proven capacity to cultivate effective relationships with multiple stakeholders, lead a high-performance ensemble, and produce results within the programmatic, financial, strategic, and operational realities of an arts organization, particularly as PBO rebounds from the COVID-19 pandemic.

A personable self-starter, with high emotional intelligence who values teamwork, the Artistic Director of PBO will be a motivated ambassador and advocate for an organization in a vibrant and increasingly multi-cultural environment. The ideal candidate will be comfortable engaging in conversations that generate revenue, build effective partnerships, deepen engagement, and advance innovative approaches to programs, presentations, and educational and community needs.

Creative and resilient, the Artistic Director will embrace a healthy organizational culture based in strategic, artistic, and operational partnerships. A problem-solving leader and a natural decision maker, the Artistic Director will be adept at influencing others with superb interpersonal skills. With insight and experience in leveraging financial, human, and technological resources, the Artistic Director will be a highly evolved communicator who is also adept at planning and organization.

Portland Baroque Orchestra's Community Code of Conduct

PBO is a welcome, inclusive organization. All interactions, whether from staff, board members, volunteers, musicians, or community members, are held to PBO's **Community Code of Conduct**.

Compensation

The Artistic Director is a salaried, exempt position that carries the primary responsibility of leading the artistic vision and execution of PBO's concert season. The selected candidate will be expected to lead concerts 5-8 weeks each year and to provide an additional 4-6 weeks of administrative time. The salary range starts at \$70,000 USD per year, commensurate with experience, and will include health benefits. Since the Artistic Director will be expected to be present in Portland for part of the year, residency is encouraged. If the Artistic Director chooses not to reside in Portland, PBO will support travel and housing costs on a negotiated basis.

Application Instructions

PBO's Artistic Director Search is led by Martin Bragg of Martin Bragg & Associates in collaboration with Rebekah Lambert of Range2Basin Strategic. To apply in confidence, please email your letter of interest and resume in Word or PDF format to Martin Bragg & Associates at pbosearch@mbassociates.ca. All qualified candidates are encouraged to apply, and all applicants will receive an acknowledgement of their application. The review of applications will begin immediately and will continue until the position is filled. No phone calls please.

Portland Baroque Orchestra and Martin Bragg & Associates are committed to an open and transparent hiring process and encourage applications from diverse communities. We are committed to employment equity, diversity, and inclusion, and unwavering in our pursuit of excellence. We recognize that increasing the diversity of staff, especially leadership, is a critical part of anti-racism work. We are committed to actively and intentionally operating as an anti-bias, and anti-racist organizations. As such, we promote policies, practices, and programs that create a dialogue toward mutual understanding.

We know art is a powerful instrument for social justice. It is a means for people to share history, culture, and perspectives, celebrate differences, challenge assumptions, and find common ground.

We welcome all applications from women, persons of color, Indigenous peoples, persons with disabilities, persons of all sexual orientations and genders, and others who may contribute to the further diversification of ideas.

