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**The Orchestr****e de chambre de Paris is seeking a Chief Executive Officer (CEO)**

**Presentation of the Organisation**

Founded in 1978, the Orchestre de chambre de Paris is a leading international chamber orchestra. Its mission is to perform primarily chamber orchestra repertoire, ranging from the early 18th century to contemporary works. As a cultural and civic ambassador for the City of Paris, the orchestra delivers an ambitious and innovative programme of territorial and community engagement across Greater Paris—with a particular focus on young audiences and communities less familiar with classical music.

Under the musical direction of Thomas Hengelbrock, the orchestra comprises 43 permanent musicians and is supported by a dedicated administrative and technical staff of 15. In residence at the Philharmonie de Paris, the Orchestre de chambre de Paris has partnerships with and performs each season at numerous prestigious venues throughout the capital, including the Théâtre des Champs-Élysées, Théâtre du Châtelet, Opéra-Comique, and Salle Cortot, among others.

Since 2018, the Orchestre de chambre de Paris is distinguished as one of France’s ‘National Orchestra in the Regions’ *(Orchestres nationaux en région).* It receives support from the City of Paris and the Île-de-France Regional Directorate for Cultural Affairs (DRAC) under the auspices of the French Ministry of Culture. Its annual budget stand at approximately seven million euros.

**Job Description**

Reporting to the Chair of the Board of Directors, the Chief Executive Officer is responsible for upholding the orchestra’s core missions. In close collaboration with the Music Director, they are tasked with implementing the artistic, cultural, and territorial vision as set out in a multi-year performance agreement with the City of Paris and the French State.

With the support of the teams under their authority, the Chief Executive Officer is responsible for the strategic management of the organisation, across its managerial, artistic, cultural, financial, and social dimensions. This role involves ongoing collaboration with the institutional and cultural partners.

**Key Reponsibilities**

**Development and Implementation of the Artistic and Cultural Vision**

* Define the orchestra’s overall artistic and cultural strategy and ensure its effective implementation, in collaboration with the Music Director and the staff, and in alignment with the guidelines set out in the agreements with public funders and the mission statement of the ‘National Orchestra in the Regions’ label, per the Decree of 5 May 2017;
* Develop the programme in close collaboration with the Music Director, while maintaining and enhancing the orchestra’s artistic excellence and visibility in Paris, throughout the region, and internationally. Define the dissemination strategy for the orchestra’s artistic and cultural season.
* Lay out an ambitious public engagement and cultural outreach programme, targeted towards audiences in Paris and the Île-de-France region, to uphold the cultural rights of all. Develop tailored initiatives in the fields of education, cultural mediation, and transmission.

**Strategic Management**

* Assume the task of recommending a candidate for Music Director to the Board of Directors, should this post become vacant. Ensure the strength and transparency of the orchestra’s financial model, optimise own-source revenues, and actively develop philanthropic support;
* Oversee all artistic, administrative, and technical staff within a framework of constructive labour relations, and support their professional development;
* Incorporate the principles of equity, diversity, inclusion, and energy transition into all aspects of leadership, while aligning with the orchestra’s corporate social responsibility (CSR) commitments;
* Define the orchestra’s communication and audience engagement strategy.

**Candidate Profile:**

The ideal candidate is a seasoned professional in the performing arts sector who:

* Has solid experience in a similar leadership role, with proven management and financial skills, as well as a deep commitment to constructive labor relations;
* Possesses extensive knowledge of music and a wide range of musical aesthetics;
* Demonstrates strong knowledge of national and international professional networks in the music field and understanding of the evolving challenges facing orchestras;
* Is well-versed in issues related to arts education and cultural outreach, audience diversification, cultural rights, and the broader goals of equity, diversity, inclusion, and the energy transition;
* Brings initiative, creativity, and a dynamic spirit to their work;
* Is fluent in both French and English (a third language is a plus).

**Contract Details:**

* Contract type: Full-time, permanent position (CDI), executive status, Group 1 under the CCNEAC collective agreement
* Start date: No later than 1 January 2026
* Compensation: Commensurate with the candidate’s experience.
* Work location: Orchestre de chambre de Paris – 221 avenue Jean Jaurès 75019 PARIS, France

**Recruitment Process:**

The selection and appointment process will be conducted under the supervision of the Board of Directors, with participation from representatives of the City of Paris and the French State (ex officio members). The process will follow principles of transparency and professional ethics, ensuring equal treatment for all candidates, including gender equity.

Shortlist selection will be based on candidates’ professional background (curriculum vitae) and a cover letter (maximum three pages) outlining their vision for the position and identifying the key priorities of the artistic and cultural project they wish to develop for the orchestra.

Applications should be sent by email to:

Madame Brigitte Lefevre, présidente de l’Orchestre de chambre de Paris

Deadline: 15 June 2025, at midnight

Email: recrutementDG@ocparis.com

Shortlisted candidates will be invited to submit a detailed written proposal (maximum ten pages, excluding appendices), presenting their vision and the means by which they intend to implement it, in alignment with the 2024–2027 Objectives and Performance Agreement (CPO) between the orchestra and its public funders. This document must be submitted by Sunday, 27 July 2025, at midnight. Finalist candidates will be interviewed by a selection panel during the final week of August 2025.

Following the selection process, the Board of Directors will confirm the jury’s recommendation. The President will appoint the new Chief Executive Officer upon receiving prior approval from both the Mayor of Paris and the French Minister of Culture, in accordance with the terms of the ‘Orchestres nationaux en région’ designation. This decision will be finalised within two months of receiving the proposed appointment.