



ROGUE VALLEY SYMPHONY

Position Announcement

Executive Director

**Rogue Valley Symphony Association
Ashland, Oregon**

OVERVIEW

The Rogue Valley Symphony Association (RVS), a 59-year-old regional professional orchestra serving Southern Oregon, seeks a full-time Executive Director to lead the organization's next phase of growth and community impact. Working in close partnership with the Music Director and Board of Directors, the Executive Director serves as the Symphony's chief executive, responsible for strategic leadership, financial sustainability, and deepening the Symphony's role as a cornerstone cultural institution in the region.

RVS presents a full season of Masterworks, Pops, and Holiday concerts across Ashland, Medford, and Grants Pass, and serves more than 4,000 students annually through robust education programs. The organization operates with an annual budget of approximately \$1.6 million, a \$4 million endowment, and no debt.

The Executive Director will work in close partnership with Music Director Martin Majkut, an accomplished and dynamic conductor known for his artistic leadership and community engagement. Together, the Executive Director and Music Director form the organization's core leadership team, requiring a high level of collaboration, mutual respect, and shared commitment to artistic excellence and organizational growth.

This is a visible, community-facing leadership role suited for a relationship builder who can balance strategic vision with hands-on execution in a collaborative, small-team environment.

Salary: \$90,000–\$110,000, with flexibility for exceptional candidates

Benefits: Health stipend, SIMPLE IRA match, paid leave
Relocation assistance may be available

KEY RESPONSIBILITIES

Leadership and Strategy

- Provide overall leadership and direction for the Symphony
- Partner with the Music Director and Board on strategic planning
- Foster a high-performing, positive organizational culture

Fundraising and Revenue Development

- Lead contributed revenue strategy and major donor relationships
- Expand philanthropic and earned revenue streams
- Build a culture of philanthropy with Board engagement

Financial and Operational Management

- Develop and manage the annual budget
- Oversee staff, operations, and concert logistics
- Ensure long-term financial health

Community and External Relations

- Serve as a public ambassador for the Symphony
- Build relationships with donors, civic leaders, and partners
- Strengthen visibility and community impact

Artistic Partnership

- Collaborate with the Music Director on programming within budget
- Build a strong working partnership with the Music Director
- Ensure successful execution of concerts and education programs

QUALIFICATIONS

- 5+ years of senior leadership experience
- Demonstrated success in fundraising or revenue growth
- Strong financial and organizational skills
- Proven ability to lead teams and build relationships
- Excellent communication skills and public presence
- Appreciation for orchestral music

ABOUT ASHLAND AND THE ROGUE VALLEY

Ashland offers a unique blend of cultural vibrancy and natural beauty. Home to the Oregon Shakespeare Festival, the region attracts those seeking a high quality of life, strong arts community, and outdoor access.

Residents enjoy hiking, biking, skiing, rivers, and wineries, along with a relaxed pace of life and minimal congestion. The Rogue Valley is served by a regional airport with direct flights to major West Coast cities, making it an exceptional place to live and work.

TO APPLY

Submit resume and cover letter to: EDSearch@RVSymphony.org
by June 1, 2026

The Rogue Valley Symphony Association is an equal opportunity employer