



Job Description

Position Title: Artistic Director

The Musical Instrument Museum in Phoenix, AZ is a globally renowned facility showcasing the world's instruments and musical cultures like no other museum on earth.

MIM's Music Theater is a 300-seat gem located within the 200,000 square foot facility. Impeccable acoustics, sight lines, audience comfort and a talented production team combine with state-of-the-art lighting and backstage resources to offer a rare and special presentation opportunity for artists and audiences.

MIM's Music Theater was designed and built with the same passion for music that fills the museum. It is one of the best theaters of its size in the world, not only because of its exceptional acoustics, comfort, and technical capabilities, but also because it is part of MIM – the most extensive collection of musical instruments from around the world in any one location.

MIM's Music Theater presents over 280 concerts annually that span the cultures and genres of the world. The Theater's high quality and its unique relationship to the Museum have helped establish a reputation that attracts artists not normally presented in a theater of its size. The Theater has also developed a level of trust with MIM guests and the community for the range and quality of its concerts.

MIM is looking for a candidate who can preserve this tradition, build on it, and carry the MIM Music Theater forward into the next decade.

The Music Theater must maintain the highest possible standards for all of its related constituencies, including performing artists, theater and museum guests, and donors. These standards include the entire artist and guest experience – onstage, offstage, and backstage.

The MIM Theater Artistic Director is a Senior Leader of the Musical Instrument Museum and reports to Museum's Executive Director. He or she must be a highly motivated individual with an extensive knowledge of music, from jazz, bluegrass, hip-hop, folk and classical to the music of numerous world cultures. It is not necessary to be an expert in all of these genres, but the individual who is selected must have a working knowledge of and passion for music.

The MIM Theater Artistic Director must have a commitment to excellence, be able to make decisions quickly, have a positive disposition, and foster an attitude of mutual respect with fellow team members, artists, and museum / theater guests. Fast, friendly, and effective are essential.

The candidate must have extensive relationships in the touring music community, both with artists and agents. Ideally, the candidate should have at least 8 years of experience programming or arranging concerts.

He or she must also understand what concert presentation costs from start to finish, have a solid understanding of concert finances, including artist fees, production expenses, and concert income.

The Theater's Artistic Director will need to arrange concerts that not only maintain high levels of quality, but also preserve and enhance the museum's financial stability. This requires understanding audience tastes as well as artistic merit.

The new Artistic Director will need to need to learn about historical programming at the Musical Instrument Museum and understand the relationship of Theater programming to MIM's curatorial, educational, public programming, and financial priorities, and use this information to develop and curate programming to support these goals

The MIM Theater Artistic Director's primary responsibilities are:

- Oversee the operations, booking and administration of the theater and its team in coordination with the Theater Manager
- Develop and execute plans for presenting a diverse variety of up to 280 concerts per year that balance artistic ambition with strong financial management.
- Actively curate and book performance/artist/events featuring national, and international artists, maintaining MIM's calendar of year-round performances to meet both financial and artistic goals.
- Work closely with the MIM Theater Manager to add local and regional artist performances to the calendar.
- Develop and monitor concert budgets and pricing strategies and negotiate contracts.
- Develop annual budgets in collaboration with the Theater Manager, Production Manager, and the Finance Team.
- Work closely with the Education and Public Programs teams to, whenever possible, mindfully reflect and support their programs
- Partner with Marketing and Guest Service to gain greater understanding of audience and ticket buyer demographics and work with the MIM Creative team to successfully promote and market concerts
- Act as an ambassador and advocate for MIM with artists, booking agents, industry colleagues, and the public.

- Develop and maintain meaningful relationships with constituents, funders, and donors, including but not limited to the MIM Theater Producers Circle donors and corporate concert sponsors.
- Design and present three live presentations for a donors preview every four months announcing and describing approximately 40 to 50 upcoming concerts
- Research and propose new opportunities for individual concerts and series keeping a balance between mission-based work, Donor & Sponsor funded programs and audience driven programs.
- Partner with Marketing and Guest Service to gain greater understanding of audience and ticket buyer demographics to determine feasibility of each series.
- Partner with Education team on understanding student demographics as it may relate to Education/Family/Youth Series.
- Prepare quarterly reports for MIM's quarterly Board of Directors meetings and present these reports in person

Qualifications/Skills:

- Minimum of 8-10 years' experience in a management position in technical/production management for a complex theatrical, music, or performing arts venue.
- Advanced degree or equivalent certification in a technical theater program, including verifiable expertise in audio engineering, lighting operation/design, backline, stage management.
- Must be available to work extended and flexible hours and work schedules, including evenings, weekends and holidays based on production and event schedule requirements.
- Works cooperatively and cheerfully in a collaborative team environment.
- Excellent organizational and communication skills
- Possess exceptional customer-service skills and professional poise when interacting with guest artists, venue/museum constituents and stakeholders, and other staff members.
- Meet deadlines and demonstrate a high level of professionalism and attention to detail in a fast-paced environment.
- Demonstrate flexibility, creativity, and enthusiasm.

MIM offers a competitive compensation and benefit package to Team Members, including medical, dental, and vision insurances, life and disability insurances, and a 401(k)-retirement plan that matches your contributions up to 5% of pay. You will enjoy a work environment that is team-oriented, collaborative and focused on creating an amazing guest experience.

Qualified candidates should submit a cover letter and resume via the link below:

https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=618e6cec-0201-4f4a-8957-17b53a2a008e&cclid=19000101_000001&jobId=422955&source=CC2&lang=en_US