

Position Announcement: Executive Director



BRAVO creates the opportunity for students to experience the joyful and transformative power of music and the performing arts.

About Us

BRAVO serves diverse populations of students by providing mentorship opportunities and multiple pathways to engage in the arts. Through its programs, BRAVO promotes social justice, provides social and emotional support, and helps boost academic achievement while supporting the development of creative, confident, community-minded artists.

Founded in 2013, BRAVO is one of 140 organizations in the United States that were inspired by El Sistema, an international social justice music movement started in Venezuela in 1975. Our tuition-free programs are operated in partnership with Portland Public Schools for students in six schools in the low income and underserved Roosevelt High School cluster. Each year, some 250 students from pre-K through high school participate in our programs, which feature around 12 performances per year. BRAVO's programs are highly regarded in the music community, schools, and throughout our district, which is rich in its diversity and cultural heritage.

BRAVO has an annual budget of \$1.3 million and 18 staff, of whom seven are full-time and the majority are professional musicians/instructors. We are a passionate group of people who believe in the transformative power of music and are dedicated to the BRAVO mission, and to delivering high-quality programs and related support in our North Portland community.

The Opportunity

BRAVO is seeking an experienced, dynamic, and collaborative ED who is excited to join our talented team and lead the organization in its next phase. The new ED, who may be a musician or have a music or performing arts background, will share our love of music and belief that music/arts are central to the development of the whole child. This ED will be energized by being part of a creative team, by experiencing the joy and value our programs bring to youth and their families, and by the opportunity to deepen and expand BRAVO's impact in our community.



Looking ahead, BRAVO's next ED will work collaboratively with our dedicated and experienced board and staff in setting a clear program direction that builds on Bravo's mission, values, and strong program fundamentals. While BRAVO has a solid reserve, during the pandemic years we ran successive budget deficits and, in hindsight, our program scope over-expanded. We anticipate that, in the short term, we will focus on strengthening our core orchestral program and, over time, on building a broader program from that foundation. The new ED will take the lead in aligning our structure, staffing, space, and partnerships with that renewed program direction. This renewal will entail reconnecting with funders and partners, building support and visibility for the organization, and possibly revisiting arrangements in our schools. The outcome will include a shift from pandemic-survival mode to a re-energized team and organization that is, once again, thriving and focused on the joy and impact of our work on the youth and families we serve.

"Playing my instrument gives me a way to find myself ... exploration into something new."

- Student, BRAVO Youth Orchestras

BRAVO combines the pursuit of excellence through rigor with a commitment to access and equity which makes them a leader in transforming arts education in our state.

– An Administrator, Portland Public Schools



The Ideal Candidate – Experience and Capacities

BRAVO is seeking an Executive Director with the following profile.

- **Mission-Driven Leadership.** Deep belief in and understanding of the transformative power of music and the performing arts, and commitment to serve BRAVO's mission and community. Strategic and collaborative, with the leadership skills to shape a coherent and unifying organizational direction, turn vision into action, and guide positive organizational change. Strong emotional intelligence, compassion, and ability to inspire and mobilize others.
- **Nonprofit and Organizational Experience.** Demonstrated ability to shape plans and lead teams to deliver on goals, aligning structure and staffing to sustainably meet budget and priorities. Experience needed to capably oversee programs, operations, and systems (financial, human resources, data, facilities, etc.). A track record of working effectively with an engaged board of directors. Skilled at delegating, empowering, and supporting staff, resourceful problem solving, and nurturing a high-performing and cohesive team.
- **Fundraising and Partnerships.** A compelling speaker who is well prepared to represent BRAVO, and to build and broaden our relationships with funders, families, schools, and other partners. This ED will have proven success in cultivating and stewarding donor relationships, creativity to envision new funding sources, and skills to inspire increased support. A great listener, able to build trust with a wide range of people and to have difficult conversations when appropriate.
- **Diversity, Equity, and Inclusion.** Knowledge and understanding of the disparities and inequities in our educational system and society, and the effects on communities of color and other marginalized groups that BRAVO serves. Personal commitment and demonstrated ability to advance anti-racism, equity, diversity and inclusion in BRAVO programming, community engagement initiatives, policies, and organizational culture.

Salary and Benefits

- Starting salary of \$95,000 to \$110,000, depending on experience.
- This is a full-time, exempt position, located in-person (not remote) in Portland, Oregon.
- Benefits include medical insurance, a matching 401(k) plan, generous paid time off, and more.

How to Apply

If this chance to help shape and lead a beloved community youth-music program, at a time of opportunity and renewal, is aligned with your experience and aspirations for a meaningful and exciting career, please submit the following by **Friday, December 15, 2023**:

1. A cover letter that demonstrates how your experience and skills are a good fit for this position, and what about this opportunity most interests you.
2. A complete chronological resume.
3. Also, please tell us how you heard about this opportunity.

Please send your application **as a PDF** via email to: BRAVO@pagetwopartners.com, attention: Executive Director Search Committee. We will acknowledge receipt of your application, and all inquiries will be handled confidentially.

For the Executive Director job description and to learn more about BRAVO, please visit: oregonbravo.org

Equal Opportunity Employer

BRAVO Youth Orchestras is an Equal Opportunity Employer and encourages applications from people of color, immigrants, LGBTQ people, women, and people with disabilities. The board and staff believe we can meet the organization's mission only with a diverse board and staff who actively cultivate a culture of equity and belonging.

"BRAVO is like an extended family. The teachers are nurturing and kind, passionate about putting the love of music in kids."

– Parent, BRAVO Youth Orchestras

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