



## **Vice President VSO Learning and Integrative Strategies**

### Vancouver Symphony Orchestra

Founded in 1919, the VSO is the third largest symphony orchestra in Canada, and the largest performing arts organization in Western Canada. The VSO creates, curates, and connects irresistible musical experiences—performing 150+ concerts annually in its home, the Orpheum Theatre, as well as numerous venues throughout Metro Vancouver, and online. The organization delivers extensive education programs reaching more than 50,000 young people annually, and community engagement initiatives that reach a further 100,000+ people. Maestro Otto Tausk is the Music Director. The Vancouver Symphony Orchestra is one of the only a few symphony orchestras in North America to have its own music school.

WEBSITE: [www.vancouversymphony.ca](http://www.vancouversymphony.ca)

### VSO Education

The VSO has an impressive array of education and community programs that play an important part of its mission. The VSO education and community programs are self-sustaining through earned and contributed revenues.

- Elementary School Concerts: The VSO performs 12 concerts each year for students in Kindergarten through Grade 7, serving 25,000 students from more than 490 participating schools.

- Symphonic Encounters: A series of five open rehearsals offer secondary and post-secondary school students an opportunity to go behind the scenes with the VSO.
- TD All-Access Pass: This pass offers more than 4,300 students and anyone ages 35 or younger an opportunity to attend a VSO concert for only \$15.
- VSO Connects: The Music Director, VSO musicians, and post-secondary music students make more than 100 visits to elementary and secondary schools in six of metropolitan Vancouver's school districts annually.
- VSO Teacher Ticket Pass/Professional Development: Teacher workshops are offered biennially and certified BC teachers can access two tickets to any eligible concert throughout the season.
- Clinics & Masterclasses: VSO musicians and guest artists share their expertise with students of the VSO School of Music, and UBC School of Music.
- Kids' Concerts: Concert series presenting five Sunday matinees for children ages four through 11 and their families.
- Little Kids Concerts: A concert series presented by early childhood educators for infants and children up to 5 years old.
- Jean Coulthard Readings: Gives emerging British Columbian composers the opportunity to have their work played by the VSO.
- VSO Co-Productions: The VSO is committed to working with the next generation of musicians by giving students performance opportunities alongside professional musicians through collaborations with youth bands and orchestras from the North Vancouver School District and the Vancouver Youth Symphony Orchestra.
- Giving Back: The VSO supports organization whose members cannot afford to attend VSO Concerts
- The Music Room: a virtual music classroom designed for global access

## VSO School of Music

Founded 10 years ago the VSO School of Music is a 25,000 square foot state-of-the-art music school located adjacent to the Orpheum Theatre in downtown Vancouver. With a mission to enrich lives through the joy of learning, playing and performing the world's great music, the VSO SoM develops experiences that are accessible to all, regardless of age, ability, playing level or economic circumstances; and by nurturing creative and engaged members of society through achievement in the musical arts. The school serves all ages and abilities, from newborns through those revisiting music in their later years, as well as providing training to Canada's upcoming generations of performing artists. The SoM is proud to offer individual or group instruction by members of the Vancouver Symphony and other outstanding pedagogues.

The VSO School of Music is a state of the art urban learning centre which features:

- Individual instruction with 18 private teaching studios and six practice rooms.
- Group instruction with two large ensemble rooms that host early learning classes, group lessons, and sectional rehearsals.
- Performance space with a 126-seat intimate recital hall acoustically designed for recording and/or performance.
- Skilled faculty totaling 134 members representing VSO musicians, genre specialists, and highly skilled musician/educators.
- Opportunities designed to appeal to all students and ensembles by skill level, age, and genre.
- Interaction between students and the international talent of VSO guest artists through performance opportunities, masterclasses, and lecture/demonstration.
- Online virtual teaching and learning
- The School also features an acoustically isolated performance theatre (Pyatt Hall) and Reception space which sees a wide-range of arts, entertainment, and corporate groups utilizing the space for performances, recordings, and special events

WEBSITE: <http://vsoschoolofmusic.ca>

## Position

**The Vice President, VSO Learning and Integrative Strategies** will be a strategic thinker and leader responsible for overseeing all aspects of education, community programs, and the VSO School of Music. Reporting to the President and CEO and working closely with the Music Director and other senior leadership team, the VP will be the senior music educator who will ensure that educational and learning programs are integrated into a comprehensive approach that complements and leverages the artistic strengths of the VSO. The VP will evaluate, enhance, and expand education programs; foster deep relationships with educators; offer programs of the highest quality and variety; build programs that provide an unparalleled learning experience; enhance participation in music; and connect the VSO to communities in Greater Vancouver and beyond

## VP Roles and Responsibilities

Stakeholder Engagement and Satisfaction:

1. Deeply understand and embrace the important relationships between faculty and students at the VSO School of Music, faculty, families and their students.
2. Oversee, direct, develop, and manage a structure that instills and perpetuates an organizational culture of trust, cooperation, and collaboration among internal and external stakeholders.
3. Develop and maintain effective staffing, policies, and practices to achieve organizational goals.
4. Oversee the recruitment and retention of faculty with Faculty Chairs, understanding that full-time VSO musicians interested in and capable of teaching at the VSO School of Music are a vital component of the school's profile.
5. Implement the current 5-year integration and expansion framework

Community Outreach and Revenue Enhancement:

1. Serve as the key spokesperson, with the President & CEO and Music Director as appropriate, on the importance of music education and establish a strong profile in the community to promote an understanding of the VSO's education and community

program goals and objectives, cultivating a strong brand image for the VSO.

2. In partnership with the VSO's Vice President, Marketing and Sales, oversee the development and implementation of a comprehensive marketing and communications program that supports the achievement of participation and revenue goals established in the VSO and VSO School of Music's annual budgets and strategic plans.
3. Collaborate with the VSO's Vice President, Chief Development Officer and participate in ongoing fundraising campaigns for annual, capital, scholarship, and endowment funds in support of the VSO School of Music and education and community programs.
4. Leverage the VSO's wealth of diversity in musical pedagogy, genres, and ensembles to increase visibility, participation levels, and performance opportunities.
5. Expand the VSO SoM reach and breadth through technology

#### Program Evaluation, Development, and Delivery

1. Design policies and systems that support the development and delivery of high caliber programs and services.
2. Leverage the VSO's strong reputation as an extraordinary provider of music education and community programs and develop future opportunities for expansion and growth.
3. Develop new partnership agreements with schools and community organizations to advance the VSO's education and community program activities throughout BC, Canada and internationally
4. Ensure an integrated process that empowers VSO musicians, guest artists, and faculty in the recruitment of a balanced instructor contingent that meets the demand for all music programs.
5. Coordinate with the VSO's Music Director and Artistic Planner to identify and develop innovative programs that enhance the VSO's primary artistic and educational goals and community engagement initiatives.
6. Maintain up-to-date knowledge of emerging trends in education, technology, and community music schools to the benefit of VSO stakeholders.

#### Financial and Operational Management

1. Guide the financial and operational management of the VSO's education, community programs, and VSO School of Music.

2. Significantly increase earned revenue through virtual programming
3. Develop annual operating budgets with the President and Vice President, Finance & Administration and ensure that activities are carried out in accordance with the budget.
4. Cultivate and mentor a strong administrative team that is accountable for the day-to-day functioning of the education, community, and VSO School of Music programs and ensure that its activities are consistent with the mission, philosophy, and goals of the VSO.
5. Supervise the Director, Education & Community Programs, the Director of Operations, VSO School of Music, and their support teams.
6. Ensure the development and implementation of policies and practices that result in a strong, effective employee and faculty team that work as a cohesive unit in the achievement of the VSO's objectives.

### **Traits and Characteristics**

The VP will greatly value and be motivated by the knowledge, continuing education, intellectual growth, and creative self-expression that artistic endeavors provide. The VP will leverage technology, distance learning and online programming to significantly increase reach and earned revenue. Deeply people-oriented, the VP will have effective interpersonal skills as well as a competitive drive for excellence. A mentor with the ability to earn the respect of seasoned educators, musicians, faculty, and staff, the VP will be a facilitator who builds consensus among diverse stakeholder groups while delivering superior programs and services. This individual will be an open and confident entrepreneur and educator who enjoys exploring program development and the delivery of ideas through to successful implementation. The VP will have a passion for music for all and understand the power of music to elevate society.

Other key competencies include the following:

- Diplomacy and Teamwork – The capacity to treat others fairly and interact in a positive manner while working effectively and productively as a unified team.
- Self-Management and Personal Accountability – The competence to manage time and priorities to meet or exceed mutually agreed upon expectations, assuming accountability for leadership decisions and actions.
- Customer Focus and Empathy – The dexterity to identify with and care about diverse stakeholder perspectives, including those of faculty, students, parents, teachers, and staff, and commit to their satisfaction.

- Innovation through technology – The ability to enhance existing program and invent new programs delivered on a virtual platform

### **Qualifications**

Qualified applicants must have a master's degree in music education, performance, arts administration, or related field as well as a minimum of five to seven years of related senior management experience. In addition to expertise in the listed roles and responsibilities, the successful candidate must be committed to music teaching/learning, as both a vocation and avocation, and to the concept that music is a core element in a holistic approach to developing human potential at all stages of life.

### **Compensation and Benefits**

The VSO offers a competitive salary and benefits package that includes extended medical insurance (group health and dental), paid time off, 5 percent contribution to a RRSP plan, short and long-term disability insurance, and the quality of life that Vancouver offers.

### **HOW TO APPLY:**

Email your cover letter, resume, and 2 references to [jobs@vsoschoolofmusic.ca](mailto:jobs@vsoschoolofmusic.ca). No phone calls or drop-ins please.

### **REMUNERATION:**

\$100 – 110K per annum depending on experience