



JOB DESCRIPTION

Detroit Harmony Project Director

The Organization

The Detroit Symphony Orchestra seeks to be an inclusive and culturally relevant community where all people can experience their world through music. It is known for trailblazing performances, collaborations with the world's foremost musical artists, and a deep connection to its city. As a community-supported orchestra, generous giving by individuals and institutions at all levels drives the continued success and growth of the institution. Conductor Leonard Slatkin, who recently concluded an acclaimed decade-long tenure at the helm, now serves as the DSO's Music Director Laureate, endowed by the Kresge Foundation. The DSO's Civic Youth Ensembles provides the region's most comprehensive training ensemble program, including large ensembles, chamber groups, jazz and school-based ensembles. One of America's most acoustically perfect concert halls, Orchestra Hall will celebrate its centennial in 2019-2020. In addition, the DSO presents the William Davidson Neighborhood Concert Series in seven metro area venues, as well as a robust schedule of eclectic multi-genre performances in its mid-size venue The Cube, constructed and curated with support from Peter D. & Julie F. Cummings. A dedication to broadcast innovation began in 1922, when the DSO became the first orchestra in the world to present a radio broadcast and continues today with the free Live from Orchestra Hall webcast series, which also reaches tens of thousands of children with the Classroom Edition expansion. With growing attendance and unwavering philanthropic support from the people of Detroit, the DSO actively pursues a mission to embrace and inspire individuals, families, and communities through unsurpassed musical experiences.

The Project

Music education for Detroit students. Economic opportunity for Detroit residents.

Detroit Harmony is the concept of a scalable and sustainable citywide collaboration that improves child development through music education, while also growing economic opportunity by employing Detroit residents in the provision of instruments and music education. For the Detroit Symphony Orchestra specifically, it is the dream of an instrument and training for every child in Detroit that wants to make instrumental music a part of their lives. This will be a transformative collaboration that redefines music opportunities for youth in the City of Detroit and generates significant economic opportunity for a variety of skillsets. It will exponentially increase impact across the city by examining the current ecosystem of musical activity, maximizing the effectiveness of existing efforts, and securing resources to scale up successful models. The Detroit Symphony Orchestra is leading the initiation of this effort, but as with all collective impact undertakings, ultimate success relies upon the engagement and coordination of a vast number of community partners and stakeholders, including families, schools, municipal leaders, community organizations, arts organizations, workforce development programs and philanthropic partners. Phase I is defined as an 18-month period of research, exploration, discussion, systems analysis, community engagement, consensus building, and program design. The main deliverable of Phase I will be a

consensus-driven plan for citywide program rollout and/or expansion in Phase II. A full description of the project is available at dso.org/jobs.

The Opportunity

The Detroit Harmony Project Director will be the lead administrator and consensus builder during the 18-month Phase I planning period. As a member of the DSO's Community & Learning team, this individual will be the guiding force in bringing together the numerous constituencies and perspectives that are needed for this citywide holistic collaboration. The Project Director will formalize and manage a steering committee and multiple working groups that will bring expertise and representation to the project. Engaging community members in every aspect of the program design will be paramount from the beginning. While being the primary public face of Detroit Harmony, the Project Director will also be a vital member of the DSO staff and will integrate the work to the benefit of both the project and the organization. Successful completion of Phase I may create opportunity for continued employment in the Phase II implementation stage of Detroit Harmony.

Specific Duties and Responsibilities

- Lead an 18-month collective impact process of exploration, discussion, systems analysis, community engagement, consensus building, and program design
- Layout the strategy for operationalizing the resultant vision of this 18-month design period
- Manage committees and working groups populated by community representatives, organizational partners, funding partners, and subject area experts for music education, social services, and economic development
- Work closely with Community & Learning to deeply understand and leverage the full scope of current programming relevant to Detroit Harmony
- Work with Advancement in the cultivation and stewardship of funding partners to support the long-term sustainability of the project
- Work with Communications to develop communication tools and processes that inform, inspire and engage a wide range of public audiences
- Prepare materials, oversee part-time staff, consultants and interns, and perform other duties as necessary to ensure a successful progression of discussion, design and consensus building
- Manage databases, tracking documents, evaluation tools, calendars, and schedules for all Detroit Harmony work
- Perform other duties as assigned

Required Position Qualifications

- Bachelor's degree or equivalent experience required
- Outstanding organization, communication, and problem-solving skills, as well as the ability to work in a fast-paced, outcome-driven environment
- Exceptional interpersonal skills to work with a wide variety of stakeholders
- Experience working with diverse and underserved populations
- Proven ability to build consensus amongst stakeholders with dramatically different priorities and experiences
- Personal or professional experience in music

- Ability to operate in a PC network environment and proficiency with Microsoft Office programs and Google online apps.

Preferred Position Qualifications

- Demonstrated success in leading collective impact work
- Experience working in music or music education
- Experience in economic development and/or social services
- Experience working with large community-serving systems such as municipalities and school districts
- Knowledge of the communities and schools of Detroit
- Ability to speak and write in Spanish or another language prevalent in Detroit

Personal Attributes and Competencies

- Dynamic self-starter with entrepreneurial spirit who can think strategically and with imagination
- Passionate about improving people's lives through music
- Commitment to fostering a positive work environment
- Sensitive to the needs of individuals and utilizes strong interpersonal skills to pursue the best outcomes in all relationships
- Responds to challenges with tenacity, integrity and patience
- Strategist that is motivated by innovation and measurable outcomes

Staffing Structure

- Reports to Senior Director of Community & Learning
- Supervises Part-time support staff, consultants, interns
- Works closely with Community & Learning, Executive Team, Advancement, Communications, Patron Development, Education Steering Committee, Diversity Equity & Inclusion Committee, DSO Musicians, consultants and an expansive array of community partners

Application

Qualified candidates should submit cover letter, resume and contact information for three references to jobs@dso.org