

JOB DESCRIPTION

Senior Director of Talent and Culture

The Organization

The Detroit Symphony Orchestra is known internationally for trailblazing performances, collaborations with the world's foremost musical artists, and a deep commitment to serving our community. Making its home in historic Orchestra Hall at the Max M. and Marjorie S. Fisher Music Center, the DSO actively pursues its vision to be an inclusive and culturally relevant community where all people can experience their world through music. The DSO is a complex organization. Operating 365 days per year, we are a performing arts institution, an educational facility, and a community center. We are governed by an independent Board of Directors and employ both union and non-union employees as musicians, stage crew, and administrative staff. Creating a unified culture throughout the institution is an organizational imperative.

The DSO offers a unique working environment and an excellent compensation package. The Detroit Symphony Orchestra is an Equal Opportunity Employer.

Position Summary

The DSO seeks a dynamic, experienced, and entrepreneurial professional to lead the organization's efforts to recruit, assess, grow, and retain top-quality, diverse talent and foster an equitable, balanced, and positive organizational culture. The ideal candidate will bring a strong emotional intelligence and be adept at building trusted relationships with a diverse set of stakeholders. This individual will bring a skill and passion for targeted recruitment and lead efforts for the professional development of high-performing staff, ensuring that the DSO has equitable opportunities for career growth and opportunity. Reporting to the Vice President and Chief Financial Officer, the Senior Director of Talent & Culture will serve as a strategic partner to senior leadership while managing day-to-day operations of the HR team.

Essential Responsibilities and Activities:

- Talent Acquisition
 - Develop, lead, and train staff on organization-wide strategies, policies, and practices to recruit and hire high-quality and diverse staff.
 - Lead and participate in hiring processes including partnering with hiring managers to draft job descriptions, developing hiring plans and ensuring organization-wide compliance with equitable hiring policies and practices.
 - Develop and maintain relationships with external candidate pipelines and embed a culture of recruitment throughout the organization.
 - Develop mechanisms to track and report on staff analytics.
- Talent Management & Development
 - Develop, lead and train staff on robust performance management strategies, policies and practices tied to core values and organizational goals.
 - Develop and lead comprehensive supervisor training with a focus on effective management, setting clear expectations, holding staff accountable, and coaching and mentoring staff.
 - Act as main point of contact for staff on HR-related issues and partner with third-party benefits and legal experts to remediate problems that arise.
 - Act as an institution-wide resource for conflict resolution, training staff to increase awareness and knowledge and identifying methodologies in order to strategically resolve disputes.

- Organizational Culture
 - Lead a vision for achieving inclusivity and equity across the organization
 - Partner with senior staff to establish and cultivate policies, practices, and norms that support an inclusive, equitable, and unbiased organizational culture.
 - Partner with senior staff to implement DEI action plans that engage all staff.
 - Partner with senior staff to identify and work to address staff morale issues, as needed.

- Benefits administration
 - Oversee benefit administration, in partnership with the Senior Director of Accounting and Finance, ensuring the organization and its employees receive necessary services, support and communication.
 - Act as main point of contact for employees on HR-related issues and partner with third-party benefits and legal experts to remediate problems that arise.
 - Administer two legacy defined benefit pension plans and represent DSO Management on pension retirement committees.

Candidate Profile

The ideal candidate will have 8+ years of relevant experience, preferably in a union environment, along with the following personal competencies and characteristics:

- *Nonprofit talent recruitment, management, and organizational development experience:* A track record of success in talent recruitment, management, and organizational development.
- *Advanced diversity, equity and inclusion skills and practice, and experience building an organizational culture:* A sophisticated understanding of how diversity dynamics impact supervisory relationships, organizational culture, partnerships and overall work.
- *Strategic thinking and thoughtful problem-solving skills:* A high level of emotional intelligence and the ability to thoughtfully and accurately assess and solve highly complicated people and system problems.
- *Self-initiative and advanced project management skills:* An ability to manage multiple priorities, organize a large volume of work and keep it flowing.
- *Excellent supervisory and relationship-building skills:* A demonstrated ability to manage staff and work well with people from a wide variety of backgrounds and all levels within an organization.

***The essential duties for this position require in-person interaction with staff, musicians and/or guest artists. Therefore, in alignment with the DSO's COVID-19 safety policy, full vaccination for COVID-19 is required for employee's working in this position.**

TO APPLY FOR THE POSITION, PLEASE SUBMIT YOUR RESUME AND COVER LETTER TO:

hrjobs@dso.org