

# ASPEN • LEADERSHIP • GROUP

## ASPEN MUSIC FESTIVAL AND SCHOOL VICE PRESIDENT AND GENERAL MANAGER

Aspen, Colorado

[Aspen Music Festival and School](#)



**ASPEN MUSIC  
FESTIVAL  
AND SCHOOL**

The Aspen Leadership Group is proud to partner with the Aspen Music Festival and School in the search for a Vice President and General Manager.

The Vice President and General Manager (VPGM) leads operational efforts for an eight-week program encompassing more than 300 events. Areas of oversight include all operations, box office, house management, and residencies for more than 100 faculty members. Additionally, this position produces all collaborations with The Aspen Institute, Jazz Aspen Snowmass, Aspen Art Museum, and other institutions. The Vice President and General Manager works closely with the senior staff team, the President, and Music Director on a range of institutional, educational, and artistic planning matters and has direct responsibility for generating faculty contracts, negotiating broadcast/recording media rights agreements, and negotiating rental agreements for facilities.

Founded in 1949, the Aspen Music Festival and School is regarded as one of the top classical music festivals in the United States, noted both for its concert programming and its musical training of mostly young-adult music students. The typical eight-week summer season includes more than 300 classical music events—including concerts by five orchestras, solo and chamber music performances, fully staged opera productions, master classes, lectures, and children’s programming—and brings in 70,000 audience members. In the winter, the AMFS presents a small series of recitals and Metropolitan Opera Live in HD screenings.

The Aspen Music Festival and School offers musicians a choice of twelve programs of study: Orchestra, Brass Quintet Studies, Solo Piano, Collaborative Piano, Opera Coaching, the Aspen Opera Center, the Aspen Conducting Academy, the Susan and Ford Schumann Center for Composition Studies, the Aspen Contemporary Ensemble, the Center for Advanced Quartet Studies, and Classical Guitar.

The Benedict Music Tent, which opened in 2000, is the Festival’s primary concert venue and seats 2,050. Concerts are held in the Benedict Music Tent on a nearly daily basis during the summer, and seating on the lawn just outside the Tent, where many choose to picnic during events, is always free. The design has open sides; the curving roof is made of Teflon-coated fiberglass, a hard material also used by the Denver International Airport.

The 500-seat Joan and Irving Harris Concert Hall is located next door to the Benedict Music Tent and was opened in 1993 at a cost of \$7 million. The Wheeler Opera House—a Victorian-era venue owned by the City of Aspen—is the home to Aspen Opera Center productions in the summer and the AMFS’s Metropolitan Opera Live in HD screenings in the winter.

## **REPORTING RELATIONSHIPS**

The Vice President and General Manager reports to the President and CEO, Alan Fletcher.

## **PRINCIPAL OPPORTUNITIES**

This is an exciting time for the Aspen Music Festival and School. With the completion of a brand new teaching campus, significant accomplishments in its latest strategic plan, and increased focus on collaborations, the Vice President and General Manager will have the opportunity to participate in shaping the next phase of AMFS. The new teaching facilities have the possibility to change how AMFS programs function, how musicians interact and collaborate, and what curriculum is now possible. The VPGM will work to structure scheduling, staffing, and service to enhance programs on the new campus.

AMFS has had multiple successful rentals of its performance facilities in recent years. This is a new and expanding revenue opportunity for AMFS and the VPGM will work to maximize revenue while maintaining proper staffing. The VPGM will work with AMFS's Vice President and Dean and the Vice President for Artistic Administration to continue its symbiosis of school and festival where educational experience is paramount and artistic excellence is always achieved. As the quality of its programs continue to grow, the VPGM will work towards expanding Aspen's role as a leader in thought exchange in the classical music world.

## **PRIMARY RESPONSIBILITIES**

The Vice President and General Manager will

- work closely with the President and other Vice Presidents to explore, evaluate, and coordinate strategic planning and implementation of initiatives with significant potential benefits for AMFS;
- regularly partner with the Senior Vice President for Strategy and Administration through budgeting and planning to develop, implement, and manage the strategic and administrative goals of the AMFS;
- have administrative responsibility for concert production and management, faculty relationships, and community engagement;
- act as a critical member of the senior management team and a leader in helping the organization realize its institutional vision;
- be dedicated to creating unparalleled concert experiences and to building deep relationships with the broader Aspen community;
- develop and maintain healthy, constructive relationships with AMFS faculty and faculty leadership;
- provide strong financial discipline in managing approximately \$3.5 million in expenditures and four year-round staff;
- create a superior customer service experience to include box office, house management, and concessions;
- support the highest level of production values and standards of excellence for all AMFS performance events and all performance collaborations; and
- oversee individual faculty contract negotiations and ensure that AMFS policies and procedures are satisfied in support of an operationally sound and financially sustainable organization.

## KEY COLLEAGUES



**Alan Fletcher**  
**President and CEO**

Alan Fletcher, one of this country's most accomplished music administrators and respected composers, was born in 1956 in Riverside, New Jersey, and earned his baccalaureate at Princeton University (1978) and his master's degree (1979) and doctorate (1983) at Juilliard. He studied composition with Roger Sessions, Milton Babbitt, Edward T. Cone, and Paul Lansky and piano with Jacob Lateiner and Robert Helps. In 1985, Fletcher was appointed to the faculty of the New England Conservatory of Music, teaching composition and theory and serving successively during his 16-year tenure at the school as Dean, Provost, and Senior Vice President. From 2001 to 2006, he was Professor of Music and Head of the School of Music at Carnegie Mellon University in Pittsburgh, after which he assumed his current position as president and CEO of the Aspen Music Festival and School.

Fletcher has lectured nationally and internationally on music and music administration and has served on many boards, panels, juries, seminars, and committees, including the board of the Aspen Institute and the Pittsburgh Opera. He has also contributed articles and op-ed pieces to *The Huffington Post*, *The Guardian*, *Symphony* magazine, *Gramophone* magazine, the *Wall Street Journal*, *Sonus: Journal of Global Music*, *Pittsburgh Post-Gazette*, *Baltimore Sun*, the *Journal of Music Theory Pedagogy*, *Chronicle of Higher Education*, and many others. Fletcher has won numerous composing awards and received commissions from the National Dance Institute, the Pittsburgh Symphony (2008, 2011, and 2015), Los Angeles Philharmonic, Atlanta Symphony, Zurich Chamber Orchestra, Nashua Symphony, National Gallery of Art, Boston Celebrity Series, Duquesne University, New York Camerata, and other noted ensembles, organizations, and soloists. He chaired the 1997 Salzburg Seminar Music for a New Millennium: The Classical Genre in Contemporary Society.



**Jenny Elliot**  
**Senior Vice President for Strategy and Administration**

Jenny Elliot, CPA, is the Senior Vice President for Strategy and Administration at the Aspen Music Festival and School. In her current position she focuses on AMFS's major construction project to redevelop the campus, administration of the endowment, and other strategic implementation projects for the organization. She joined the organization in 1995 and, as the Vice President for Finance and Administration, executed multiple tax-exempt financings, strategic plans, and negotiated a partnership with Aspen Country Day School for the \$75M campus construction project. Prior to coming to Aspen, she was an auditor with Ernst & Young, LLC in Chicago. As an auditor she gained experience with hospitals and other non-profits. She has a Bachelor of General Studies from the University of Michigan.



**Asadour Santourian**  
**Vice President for Artistic Administration and Artistic Advisor**

Asadour Santourian, Vice President for Artistic Administration and Artistic Advisor of the Aspen Music Festival and School, has been with the AMFS since 2003. He has developed the season themes and other artistic initiatives, including the Overtures series featuring the chamber music of Beethoven, Mozart, and Chopin and the thematic mini-festivals. In his time the AMFS has garnered seven ASCAP Awards for Adventuresome Programming of Contemporary Music. Previously Artistic Director of the Rotterdam Philharmonic Orchestra and the Gergiev Festival in Rotterdam, he is a member of the

Recommendation Board of the Avery Fisher Career Grants among others and has served on several jury panels including the Wigmore International Song Competition, the Dublin International Piano Competition, the Barlow Endowment, Young Concert Artists, Inc., and Princess Christina Concours in addition to being a regular lecturer for the Los Angeles Philharmonic and a featured lecturer for its 2012 Mahler Project. From 1991 to 2000 he was the Minnesota Orchestra's director of artistic planning.



**Laura Smith**

**Vice President for Marketing and Communications**

Laura Smith is the Vice President for Marketing and Communications at the Aspen Music Festival and School where she has worked since 1996. Before that she worked as an editor in magazine and book publishing in Aspen and New York. She currently sits on the board of the Aspen Chamber Resort Association and has chaired several other arts and philanthropic committees in Aspen. Past musical studies include clarinet and piano.



**Jennifer White**

**Vice President and Dean of Students**

Jennifer White has served as the Vice President and Dean of Students for the Aspen Music Festival and School since 2011 and as Associate Dean since 2008. White has over 15 years of experience within the nonprofit classical music world to include work in Student Services, Operations, and Development. Her direction encompasses all facets of a school comprised of more than 600 students, five year-round staff, and 29 seasonal staff. White's success is much attributed to a talent for building skilled teams and an ability to build consensus in order to affect change.



**Steve Haddad**

**Vice President for Advancement**

For over 25 years, Steve Haddad has held leadership positions with nonprofit organizations including The SEED Foundation, McDaniel College, the Chesapeake Bay Foundation, and Big Brothers Big Sisters of Central Maryland, strengthening the work of those groups through high-level fundraising, board development, and strategic planning. Haddad also served as co-founder and principal of Sangha Solutions, a consulting practice that provided an array of solutions to both new and established organizations, including fundraising campaign, development audits, individual and major giving counsel, and executive coaching. A graduate of Indiana University (Bloomington, IN), Haddad has constructed and facilitated organizational trainings to hundreds of nonprofits, including colleges and universities, service groups, and arts and advocacy organizations.

### **CANDIDATE QUALIFICATIONS AND QUALITIES**

Aspen Music Festival and School is seeking a Vice President and General Manager with

- a demonstrated track record of leadership with significant management experience in an orchestral and/or operatic environment;
- strong working knowledge of symphonic repertoire, artists, and performance practice and thorough familiarity with the functions of production and stage management, personnel management, and library management (including copyright law);
- excellent communication and conflict management skills;
- strong management skills and expertise in building, valuing, investing in, and empowering a team;
- an ability to work collaboratively across the organization;

- refined problem-solving skills and broad institutional perspective;
- a creative, innovative temperament and the ability to be a nimble manager who values and rewards creativity within a team;
- exceptional project management skills and the ability to deal with multiple deadlines and competing priorities;
- strong budgeting and financial management skills and facility with computer programs that support planning and financial management;
- a high level of energy, integrity, and ethical standards; and
- a reputation for fairness and transparency and the ability to speak and write persuasively about the AMFS.

A bachelor's degree is required for this position as is five to ten years of symphony orchestra, opera, or festival management experience. Familiarity with professional orchestra management and operations is required.

### **DIVERSITY, EQUITY, AND INCLUSION**

In order to create and maintain a diverse community, AMFS does not discriminate in employment opportunities or practices on the basis of age, race, sex, color, religion, national origin, disability, military status, genetic information, sexual orientation, or any other status protected by applicable state or local law.

### **SALARY AND BENEFITS**

The Aspen Music Festival and School offers a competitive benefits and compensation package.

### **LOCATION**

This position is located in Aspen, Colorado.

### **APPLICATION DEADLINE**

All applications must be accompanied by a cover letter and résumé. Before sending your résumé for this position, please read it over for accuracy. Review of applications will begin immediately and continue until the successful candidate has been selected.

*To apply for this position, visit: <http://opportunities.aspenleadershipgroup.com>.*

*To nominate a candidate, contact Ron Schiller: [ronschiller@aspenleadershipgroup.com](mailto:ronschiller@aspenleadershipgroup.com).*

*All inquiries will be held in confidence.*