



Title: Executive Director

Reports to: Board President

Supervises: Education Director, Director of Philanthropy, Director of Marketing and Community Relations, General Manager.

Works closely with: Music Director, Executive Committee, Board of Directors, Bookkeeper.

Schedule and location: Colorado Music Festival & Center for Musical Arts (“CMF&CMA”) is based in Boulder County, Colorado. The Executive Director maintains an office at the Center for Musical Arts in Lafayette, while the Colorado Music Festival takes place each summer at the historic Chautauqua Auditorium in Boulder.

The Executive Director is expected to maintain a visible presence across locations and throughout the broader community—spending significant time engaging with institutional partners, donors, and other key stakeholders. The role also allows for some remote work to support focus and balance, in alignment with the needs of the organization and the rhythms of the Festival and Center.

Pay Status: Salaried, Full-time, Exempt

Starting Salary: \$175,000

Benefits and PTO: Medical and dental insurance, four weeks of paid vacation, and nine paid holidays. A 401k is available for employee contributions.

Desired start date: September 1, 2026

Application Deadline: May 1. Early applications are highly encouraged.

Websites: [CMF](#) [CMA](#)

Our Mission

Our mission is to inspire and connect community members of all ages by providing access to the best of the world’s music through education and performance. Colorado Music Festival & Center for Musical Arts is a one-of-a-kind organization that provides a broad spectrum of music education opportunities and world-class performances to citizens throughout Boulder County and beyond.

About CMF&CMA

At the base of Boulder’s iconic Flatirons, music has long served as a powerful force for connection, creativity, and community. For nearly five decades, the Colorado Music Festival has brought world-class orchestral performance to the historic Chautauqua Auditorium each summer, while the Center for Musical Arts has nurtured generations of musicians through year-round music education and community engagement. Together, these programs form a distinctive musical ecosystem, one that bridges professional artistry and lifelong learning and plays a vital role in the cultural life of Boulder County and the broader Front Range.

Founded in 1976, the **Colorado Music Festival** (“Festival”) is a celebrated five-week summer festival that brings together principal players and leading musicians from major orchestras across North America. Under the artistic leadership of **Music Director Peter Oundjian**, the Festival presents a vibrant season of orchestral and chamber performances featuring internationally recognized guest artists, beloved repertoire, and contemporary works in one of the country’s most striking concert settings.

The **Center for Musical Arts** (“Center”) was founded in 1996 with a vision of equity, inclusivity, and “Music for All...for Life!” Today, the Center serves more than 600 students each week through private instruction, ensembles, classes, and community programs, supporting musicians of all ages and abilities while embracing a holistic view of music-making, from amateur participation to professional development.

Together, the Festival and the Center represent a unique organizational model in which professional performance and music education coexist within a single institution. The organization also benefits from strong regional cultural support through the Scientific and Cultural Facilities District (SCFD), a seven-county public funding model that distributes more than \$80 million annually to nearly 300 cultural organizations across the Denver metropolitan region.

CMF&CMA is governed by a 13-member Board of Directors and led by a staff of thirteen full- and part-time employees, over 30 faculty, a 78+ seasonal orchestra roster, and additional seasonal staff. The Executive Director and Music Director both report directly to the Board. The organization operates with an annual budget of approximately \$4.2 million (FY26), with 60% of revenue derived from contributed sources.

The Opportunity

The transition in leadership at CMF&CMA comes at a defining moment in the organization’s evolution. With the transition of the Executive Director, the planned retirement of the founding Education Director, and on the occasion of the Festival’s 50th anniversary and the Center’s 30th, the organization is poised to build on its strong artistic and educational foundation while shaping a more unified, sustainable, and forward-looking future.

For the next Executive Director, (“ED”) this moment offers a rare opportunity to lead an organization with exceptional assets: a world-class summer festival, a respected and growing community music school, a committed and engaged board, and a region experiencing significant cultural momentum. With the anticipated arrival of the Sundance Film Festival to Boulder beginning in 2027, the region is entering a new phase of national visibility and cultural investment. The Executive Director will have the opportunity to position CMF&CMA as a central contributor to, and beneficiary of, this evolving arts and culture ecosystem.

Looking ahead, success will be defined by the Executive Director’s ability to bring greater cohesion to the organization’s identity, culture, and strategy. They will have the opportunity to assess and guide the organization’s long-term growth, addressing current capacity constraints within the Center for Musical Arts, exploring thoughtful strategies to expand access and reach, and extending the impact of the Festival through expanded partnerships and year-round programming. Across both areas, there is a clear opportunity to embrace a broader spectrum of musical experiences, honoring the organization’s classical roots while evolving to engage contemporary audiences and

reflect the region's dynamic community.

For the right candidate, the role offers both meaningful challenge and significant possibility: the chance to shape an organization where education and performance are not only complementary, but mutually reinforcing, and where the whole is truly greater than the sum of its parts.

Areas of Focus for the Next Leader

The next Executive Director will be expected to focus on the following **five interrelated priorities**, grounded in stakeholder insight:

1. Organizational Alignment & Strategic Vision:

From the outset, the Executive Director will assess organizational priorities and dynamics, taking early steps to clarify roles and bring key stakeholders together to support coordinated decision-making that better aligns programs and resources with mission, resulting in a stronger financial position and overall effectiveness.

Building on this initial work, the Executive Director will lead the development of a compelling and cohesive vision that inspires shared commitment, translating it into a focused and actionable roadmap to guide the organization's longer-term direction and growth.

2. Revenue Building & Financial Sustainability:

Strengthening and growing revenue will be an immediate and ongoing priority for the next Executive Director. In the near term, this will require identifying and advancing opportunities to build revenue and financial momentum.

Over time, the Executive Director will lead the development of a more sustainable and diversified revenue model, expanding major gifts and sponsorships, growing the endowment, and cultivating new investments across both the Festival and the Center, including a significant opportunity to build philanthropic support for education.

Across all efforts, the Executive Director will build a more philanthropic board culture and advance a clear, compelling case for support, while leveraging strategic partnerships to increase visibility, expand audiences, and unlock new funding opportunities.

3. Organizational Leadership & Culture:

At the core of this work is building and leading a strong senior leadership team with clear roles, decision-making, and workflows, alongside a shared sense of accountability and direction.

An important early task will be to define, elevate, and integrate the scope of the Education Director role within the organization's leadership structure. The search for the next Education Director will be timed so that the incoming Executive Director can participate in the selection of the successful candidate.

The Executive Director will work in close collaboration with the Music Director and the Education Director to ensure a coordinated and aligned approach to advancing the organization's artistic, educational, and strategic priorities across the Festival and Center.

4. Community Presence, Visibility & Partnerships:

At a moment of growing visibility and opportunity for arts and culture within the region, a key priority for the next Executive Director will be to expand the organization's presence, ensuring it is consistently experienced as an essential contributor to the region's cultural ecosystem. An intentional and coordinated approach to audience development and community engagement will be essential to building on this momentum.

5. Programmatic Integration & Expansion:

The Executive Director will work in close partnership with the Music Director and the Education Director to strengthen the connection between the Festival and the Center. This includes elevating the role and visibility of the Center, exploring opportunities for integration and innovation, and advancing an approach to education and performance that allows them to complement and reinforce one another.

What We Are Looking For

CMF&CMA is seeking a unifying leader to bring the organization together around a shared vision and purpose. The next Executive Director will be both highly perceptive and decisive, able to listen deeply, assess organizational and community dynamics, and translate insight into aligned action.

They will recognize and leverage the organization's extraordinary assets, including a world-renowned Music Director and summer festival, a beloved community music center, and growing investment in arts and culture across the region, to guide the organization through its next phase of evolution.

Required Skills and Prior Experience

The following experience and capabilities reflect the leadership required to bring the organization forward at this pivotal moment and align directly with the Areas of Focus outlined above.

- **Strategic & Arts Leadership**
7–10 years of executive leadership experience in the arts and culture sector, including leading organizations through transition and growth. Experience partnering closely with artists and artistic leadership is highly desired.
- **Fundraising & Institutional Advancement**
Extensive fundraising experience, including personally cultivating and securing major gifts at the six-figure level or higher. Experience leading significant fundraising initiatives, capital campaigns or major gift programs strongly preferred.
- **External Leadership & Community Engagement**
Ability to quickly integrate into a community, understanding its moment and positioning the organization within it, building partnerships, increasing visibility, and mobilizing relationships to expand audience, impact, and support.
- **Organizational & Financial Leadership**
Strong financial and operational management experience resulting in improved financial health and long-term sustainability. Experience overseeing facilities, capital projects, and infrastructure planning is highly desired.
- **Team Leadership & Organizational Effectiveness**
Track record of building and leading high-performing teams, bringing together

staff, faculty, artists, and board into a unified organizational culture, with clear roles, accountability, and effective communication systems.

Preferred Skills and Prior Experience

- **Integrating Performance & Education**
Experience working across both presenting/performance and arts education contexts, with the ability to deepen the relationship between these areas.
- **Marketing & Public Presence**
Experience increasing the visibility of an organization through an understanding of how programming, partnerships, and brand contribute to audience growth and philanthropic support.
- **Deep Affinity for the Field**
Personal or professional experience in music as a performer, educator, or engaged participant, and/or a demonstrated passion for and ability to speak authentically about the impact of music and music education.
- **Contract Negotiation & Labor Relations**
Experience negotiating and managing contracts across a range of contexts, with familiarity with unionized environments, including collective bargaining with the American Federation of Musicians (AFM).

To Apply

CMF&CMA has engaged [LJN Advisory](#) to partner with them in hiring for this important role. Please email a cover letter and resume by May 1 to LJN@lornajanenorris.com with “**CMF&CMA – ED Application**” in the subject line.

Please attach your cover letter and resume as separate PDF files, and start each file name with your last name. **Cover letters should be responsive to CMF&CMA’s mission and to the Areas of Focus as laid out in the full position profile.** We will begin interviewing candidates right away and therefore encourage early application. Each application will be acknowledged and given careful attention.

Inclusivity & Accessibility Statement

CMF&CMA is an equal opportunity employer and educational institution committed to diversity and inclusion. We do not discriminate on the basis of race, color, national origin, sex, religion, age, disability, sexual orientation, gender identity, veteran status, height, weight, or marital status in employment or the provision of services.

We know that no candidate will meet every requirement listed, and encourage you to apply even if you don’t check every box. We recognize that leadership excellence is developed through many pathways and encourage candidates whose experience may not follow a traditional nonprofit or arts leadership trajectory to apply.

If you require any accommodations during the hiring process, such as for scheduling, interview format, or written materials, please let us know. We are committed to making the process accessible, respectful, and welcoming for all.