

# **KRONOSQUARTET**

## KRONOS PERFORMING ARTS ASSOCIATION

### MANAGING DIRECTOR

#### Position Description

#### OVERVIEW

Kronos Performing Arts Association (KPAA), the non-profit organization of San Francisco's world-renowned Kronos Quartet, seeks a dynamic, resourceful, and committed leader to serve as its Managing Director. This position will guide the organization into its second half-century of innovative, ever-surprising, and culturally omnivorous music-making combined with unflagging devotion to social justice and a shared, sustainable future for the planet and its inhabitants.

#### THE ORGANIZATION

##### MISSION

Kronos exists to create, perform, and promote music from a global perspective that responds to the world we share and expands the understanding of music's role as a powerful force in society.

The cornerstone of our mission is the unique, live performance voice of the string quartet—the coming together in conversation of distinct but integrated voices. It is from this artistic foundation that we explore, extend, and enhance the musical experience for artists, audiences, and global communities.

We achieve our mission as a nonprofit organization through a wide variety of programmatic initiatives, including commissioning, performing, presenting, recording, publishing, archiving, teaching, mentoring, and encouraging the next generations of artists and audiences.

##### VISION

Kronos envisions a world that celebrates and perpetuates the musical voices of all people and cultures, primarily through the medium of live performances that seek to advance education, social justice, and personal enrichment.

##### KRONOS HISTORY: FIFTY YEARS OF INNOVATION

For the past half century, the Kronos Quartet has reimagined what the string quartet experience can be. One of the most celebrated and influential groups of our era, Kronos has given thousands of concerts worldwide, released more than 70 recordings, and collaborated with many of the world's most accomplished composers and performers across many genres. Through its nonprofit organization, Kronos Performing Arts Association (KPAA), Kronos has commissioned more than 1,100 works and arrangements for quartet. Kronos has received more than 40 awards, including the Polar Music, Avery Fisher, and Edison Klassiek Oeuvre Prizes.

Integral to Kronos' work is a series of long-running commissioning collaborations with hundreds of composers worldwide, including Terry Riley, Aleksandra Vrebalov, Tanya Tagaq, Philip Glass, inti figgis-vizueta, Fodé Lassana Diabaté, and Steve Reich. In its most ambitious commissioning effort to date, KPAA has recently completed *Kronos Fifty for the Future*. Through this initiative, Kronos has commissioned—and distributed online for free—50 new string quartet works written by composers from around the world.

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In recordings, Kronos has collaborated with artists including Wu Man, Zakir Hussain, Asha Bhosle, Mahsa Vahdat, and Tom Waits. Kronos has performed live with the likes of Paul McCartney, Allen Ginsberg, Rokia Traoré, David Bowie, Rhiannon Giddens, Caetano Veloso, and The National, among many others.

The Quartet tours regularly each year and has appeared in many of the world's most celebrated venues, including Carnegie Hall (New York), Palacio de Bellas Artes (Mexico City), the Barbican (London), the Muziekgebouw (Amsterdam), Shanghai Concert Hall, Suntory Hall (Tokyo), and the Sydney Opera House.

Kronos' expansive discography on Nonesuch includes three Grammy-winning albums—Terry Riley's *Sun Rings* (2019), *Landfall* with Laurie Anderson (2018), and Alban Berg's *Lyric Suite* (2003)—along with dozens of other acclaimed releases. Kronos' work has also featured prominently in many films, including the "live documentary" *A Thousand Thoughts*, written and directed by Sam Green and Joe Bini, which premiered at the Sundance Film Festival in 2018.

In April of this year, Kronos received three tremendous honors from the Library of Congress: the Library acquired the *Archive of the Kronos Quartet/Kronos Performing Arts Association*, comprising annotated scores and manuscripts, instruments, photographs, business documents, and more to add to its famed collections; the pioneering 1992 Kronos album *Pieces of Africa* was added to the National Recording Registry of audio treasures; and Kronos founder and violinist David Harrington was named to the Library's Kluge Chair in Modern Culture.

Based in San Francisco, the nonprofit KPAA staff supports all aspects of Kronos' work, including commissioning, concert tours and local performances, recordings, education programs, and the production of large-scale artistic projects, including an annual *Kronos Festival* in San Francisco.

### LOOKING TO THE FUTURE

The Kronos Quartet and KPAA are now at a major inflection point in their shared, half-century history. Two of the Quartet's longtime members—violinist John Sherba and violist Hank Dutt, both Kronos veterans of 45+ years—have recently retired. This October, Janet Cowperthwaite, KPAA Executive Director and Manager of the Kronos Quartet, a 43-year staff member, will step down from her position, creating the opening for this new Managing Director position.

Many organizations of Kronos' stature and longevity might consider such changes daunting. Kronos views them as *transformational*—both the new and continuing members of the Quartet, as well as the staff of KPAA, are eager to tackle the opportunities and challenges presented by this new chapter in Kronos' ever-evolving story.

The Quartet has filled its open positions with two exceptionally talented and accomplished new members who will debut publicly with ongoing members David Harrington and cellist Paul Wiancko this fall: violinist Gabriela Díaz, the concertmaster of the Boston Modern Orchestra Project (BMOP), a member of the International Contemporary Ensemble and A Far Cry, the co-artistic director of the chamber music and outreach organization Winsor Music, and a faculty member at Wellesley College and the Longy School of Music at Bard College; and violist Ayane Kozasa, a founding member of the award-winning Aizuri Quartet, a winner of the Primrose International Viola Competition, and a member of the viola faculty of the University of Cincinnati College-Conservatory of Music who has also served as guest faculty at the San Francisco Conservatory of Music and Northwestern University.

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In addition to the creation of this Managing Director position (succeeding the former Executive Director role), KPAA has streamlined its staffing (from six positions to four) and is renewing Kronos' foundational commitment to activism to a level that is equal to and inseparable from its music-making. To effectively manage this time of transition, KPAA has halved its operating budget for FY25, to approximately \$1.5 million. Following an initial period of onboarding and updated strategic planning, KPAA intends to embark on a new and sustained period of institutional and programmatic growth in keeping with its mission, new artistic opportunities, and the ongoing societal need for activism and engagement in the arts.

### THE POSITION

As related above, the Managing Director will join KPAA at one of the most significant points in its long history. They will have the rare opportunity to build upon the achievements and reputation of an organization with a storied fifty-year history while realizing an instant impact on an enterprise with the restless creativity and passion of a start-up. They will collaborate with some of the world's foremost performing artists and composers, a team of experienced and inventive staff members and consultants, a diverse and engaged Board of Directors, and an expansive network of stakeholders including music industry professionals, educators, students of all ages and levels, community leaders both local and global, individual and institutional supporters, experts in fields ranging from activism to aerospace, and adventurous music fans the world over.

### RESPONSIBILITIES

The Managing Director position is structured around two distinct yet interrelated pillars of responsibility: KPAA senior leadership and Kronos Quartet management. The primary duties of each role are summarized below.

#### AS KPAA SENIOR LEADER

Reporting to the KPAA Board of Directors, the Managing Director will collaborate with the Board and Quartet members on all aspects of strategic and operational planning and implementation. They will supervise and empower the other members of the KPAA staff: Associate Director (KPAA's lead Development position), Business Manager (part-time), and Administrative Manager. They will foster effective teamwork and transparent communication among the Quartet, Board, staff, consultants, and other collaborators.

The Managing Director will also be a pivotal builder and facilitator of external relationships. They will join the Quartet members and the Associate Director in establishing and maintaining strong working relationships and collaborative arrangements with artistic partners, composers, presenters, community groups, and other stakeholders to help achieve the goals of KPAA. They will collaborate with the Board, Quartet, and Associate Director on setting and achieving annual fundraising goals, including the securing of major gifts from individuals, foundations, and government agencies. In the interest of building both audiences and earned revenue, they will oversee all organizational identity and programmatic promotional campaigns, with duties ranging from serving as spokesperson at arts and community conferences to planning and supervision of marketing, public relations, and social media campaigns.

As senior administrative leader, the Managing Director will manage KPAA's finance and operations. Duties in finance will include collaborating with the Board Finance Committee and the Associate Director in preparing comprehensive, annual KPAA budgets and partnering with the Board to ensure KPAA's

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long-term financial viability. With support/data from the Business Manager, the Managing Director will manage revenue and expenses throughout the fiscal year to ensure annual financial goals are met. As head of operations, the Managing Director will oversee day-to-day efficiency, productivity, and adherence to industry best practices.

The Managing Director will lead KPAA's human resources operation, regularly assessing and adjusting the level and composition of staffing to meet institutional and programmatic needs. They will oversee hiring, onboarding, professional development, and performance evaluation/improvement systems, with a firm dedication to ensuring a collaborative, productive, healthy, and safe work environment in which staff members are supported in doing their best work.

The Managing Director will play a key role in the execution of artistic projects and education programming, transforming the programming vision of the Quartet members into successful endeavors that are well-funded, appropriately staffed (with both KPAA employees and consultants as needed), and delivered both on schedule and on budget. In addition to enabling individual works commissioned from composers, the Managing Director will play an expanded producer role for larger-scale projects that the Quartet undertakes, such as the annual, multi-night *Kronos Festival*. This role may include duties such as hiring outside event producers, marketing productions to agents or directly to arts presenters, and overseeing staff and consultants in creating and deploying expanded informational/promotional campaigns.

**AS MANAGER OF THE KRONOS QUARTET**

In this role, the Managing Director will be dedicated to ensuring that the Kronos Quartet maintains a long, rewarding, and ever-growing career. Working in close consultation with the Quartet members, the Managing Director will perform duties such as the following: retain and oversee experienced booking agents for the planning and booking of Kronos tours, residencies, and other engagements; communicate and negotiate directly with presenters and artist partners on fees, schedules, and other logistics; manage the Quartet's recorded output, collaborating with the Quartet, recording companies, recording producers, and other stakeholders; and expand the Quartet's national and international profile, as well as booking opportunities, by promoting Kronos at booking conferences, festivals, and other industry gatherings. In the interest of organizational capacity, the Managing Director may opt to outsource some of these responsibilities as needed.

**QUALIFICATIONS & PERSONAL QUALITIES**

The successful candidate will be a seasoned arts professional, with at least five years of work experience in a nonprofit leadership role and a thorough, up-to-date understanding of both the non-profit and for-profit models for music performance and touring. A bachelor's degree in a relevant field is also desirable.

They will demonstrate a profound commitment to the spirit of the KPAA mission and vision and share the organization's core values—including a belief in music as a fundamental expression of humanity, with the ability to engage both mind and spirit and foster change in the world. They will also share the Quartet's and the organization's commitment to activism in service of change, on key issues ranging from social justice to the climate crisis.

The candidate selected for this position will possess superior leadership and managerial skills, including written and verbal communication, negotiation, and persuasion with colleagues and external

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stakeholders; organizational skills that include both planning on the grand scale and implementing details on schedule; and trouble-shooting prowess, including the ability to foresee (and, when possible, avoid) problems before they happen and quickly and effectively solve them when they do. They will demonstrate an elevated understanding of budgeting for a nonprofit organization, plus familiarity with fundraising from individual and institutional sources. They will model the highest level of confidentiality, discretion, ethics, tact, and diplomacy in all interactions, along with a commitment to adhering to all laws and best practices of nonprofit management.

The successful candidate will also be a model of personal character, balancing seriousness about KPAA's work and firmness in key institutional areas (e.g., budgeting, human resources) with an open and friendly demeanor and senses of both humor and humility. They will be an enthusiastic champion of and partner to the Quartet, the staff, and the Board of Directors, insisting on an atmosphere of diversity, equity, inclusion, and access in all KPAA relations, both internal and external. (See "Diversity & Equal Employment Opportunity" below.)

The Managing Director must have experience with common suites of business tools in a nonprofit arts setting, including Mac OS and Google Workspace or equivalent productivity software. It is desirable for the successful candidate to have a working knowledge of Salesforce or equivalent relational database/CRM software and of donor prospect research tools such as WealthEngine or DonorSearch.

The Managing Director must be qualified to work in the United States of America and is expected to reside in the San Francisco Bay Area, working primarily at the KPAA administrative offices at 1242 Ninth Avenue in San Francisco. If the successful candidate is not currently based in the Bay Area, a relocation allowance will be negotiated as a component of total compensation. The Managing Director will be expected to work some evenings and weekends (e.g., for attendance at Kronos performances or fundraising events) and to undertake occasional regional, national, and international business travel.

**DIVERSITY & EQUAL EMPLOYMENT OPPORTUNITY**

KPAA strives for diversity, equity, inclusion, and accessibility in its staffing and work culture. We welcome and encourage applications from candidates of all backgrounds, experiences, and perspectives, reflecting the rich diversity of the San Francisco Bay Area.

KPAA is committed to the principle of Equal Employment Opportunity for all employees and job applicants and to providing our employees with a work environment of mutual respect, free of discrimination and harassment. All employment decisions at KPAA are based on business needs, position requirements, and individual qualifications, without regard to race, color, religion or belief, national or ethnic origin, sex, pregnancy, age, disability status, HIV status, sexual orientation, gender identity and/or expression, marital/civil union/domestic partnership status, family medical history or genetic information, family or parental status, political viewpoint or affiliation, military or veteran status, citizenship status when otherwise legally able to work, or any other status protected by applicable law. In compliance with the Americans with Disabilities Act, KPAA will provide reasonable accommodations to qualified individuals with disabilities. Pursuant to the San Francisco Fair Chance Ordinance, KPAA will consider for employment qualified applicants with arrest and conviction records.

**CLASSIFICATION**

Exempt, Full Time

**KPAA Managing Director: Position Posting****COMPENSATION**

\$110,000–\$120,000, commensurate with experience. Benefits include health and dental insurance, 401(k) plan, FSA Section 125, vacation and paid holidays (per schedule).

**APPLICATIONS**

Please submit a cover letter and résumé, formatted as a single PDF file with your surname as the first word of the file name, to [jobs@kronosarts.com](mailto:jobs@kronosarts.com). Please use the words “Managing Director application” as the subject line of your email.

***NO CALLS, PLEASE***

**Best consideration date:** August 9, 2024