

## Organization

The Celebrity Series of Boston (Celebrity Series) was founded in 1938 by pianist and impresario Aaron Richmond and today is one of the nation's largest and most highly regarded independent performing arts presenting organizations, partnering with established, internationally-acclaimed artists and emerging talent to curate a diverse lineup of performances across different genres. With a reputation for artistic excellence and innovative curation honed over the decades, Celebrity Series now presents over sixty-five subscription series ticketed performances in eight to ten different venues and over 150 community engagement activities annually across the Boston metropolitan area.

In a region rich with cultural offerings, Celebrity Series is a critical part of the cultural fabric of Boston and New England, not only presenting great artists whom their audiences might not otherwise experience but also introducing audiences to new artists, new art forms, and new artistic experiences—including and especially local talent. Today, Celebrity Series' audiences experience the world's great orchestras, chamber ensembles and soloists, and leading artists in contemporary dance, jazz, world and folk music, and spoken word. The 2025/2026 season will include more than 100 free and paid events and a range of artists, styles, and types of experiences.

Alongside mainstage performances, Celebrity Series' *Arts for All!* community engagement programs connect it with a dynamic network of hundreds of community collaborators, reaching thousands of individuals annually with more than 150 activities. *Arts for All!* programs include *Neighborhood Arts* (hands-on, interactive workshops for youth and free community concerts for audiences of all ages at neighborhood venues, both led by a core group of Boston area artists); *Artist Connections* (master classes with mainstage artists in public schools and conservatories); *Take Your Seat* (free and discounted tickets to mainstage performances); and large-scale, participatory *Public Performance Projects*, such as Jazz on the Charles, Street Pianos, Concert for One, and Let's Dance Boston.

The mission of Celebrity Series is to enrich and inspire the community through exceptional live performances. It envisions a community of Greater Boston where the performing arts are a valued, life-long, shared experience—on stages, on streets, in neighborhoods—everywhere. Its values are collaboration, curiosity, equity, integrity, and joy. Greater Boston, like similar communities all across America, is facing unprecedented political changes that threaten its educational and cultural preeminence. Boston has always risen to this challenge and emerged stronger.

Key goals and objectives of the most recent strategic plan (2024) are as follows:

- Reach More People—Reaffirm quality live performances and programmatic variety as our identity and core purpose.
- Increase Audience Diversity—Key to growing the audience is increased diversity.
- Improve Audience Engagement—Align the brand and name with mission, vision, and values to reflect the full range of activities.
- Grow Community Engagement Programs—Define and measure community impact.
- Build a Stronger Financial Profile—Secure resources (human and financial) to fuel growth.

The Celebrity Series has a 40-member Board of Directors, including nine Emeriti Directors, and 76 Advisory Board members. The President & CEO oversees approximately 44 artistic, advancement, marketing, finance, and operations staff. It will close its June 30, 2025, fiscal year with a projected total revenue of approximately \$10.1 million. In a pattern that is becoming more consistent post-Covid, performance revenues represent 45%, contributions 38%, and investment revenues 17%. The board approved budget for fiscal 2026 calls for approximately \$11 million in revenues. Celebrity Series retains approximately \$18 million in investments between its Endowment and Innovation Funds.

## Community

Home to more than 4.8 million people, the City of Boston and the Boston-Cambridge-Newton metropolitan area are New England's economic and cultural hub. The region is the ancestral home of the Massachusetts, Pawtucket, Wampanoag, and Nipmuck, among others. Today, Greater Boston is the 11<sup>th</sup> largest metropolitan area in the United

States. The area has a vibrant post-secondary population with more than 200,000 students and an exciting blend of cultures. The region is a hub for technological innovation and is part of Boston's comprehensive public transportation system (MBTA) with Downtown Boston and Logan Airport in close proximity to one another.

The region has long been recognized for the strength and international reach of its education, health, and technology sectors. The area attracts dedicated faculty and ambitious students who choose to study in one of its many outstanding higher educational institutions. Over 50 colleges and universities are located within the Greater Boston area. Quality of life is anchored by a vibrant arts and cultural sector with world-renowned museums, orchestras, performing arts organizations, historic sites, regional cultural centers, emerging and experimental performing and visual arts entities, and multi-disciplinary cultural heritage organizations. Individual artists and creatives from all disciplines and genres are active contributors to the region's vibrant arts sector.

Sources: [censusreporter.org](http://censusreporter.org); [pluralism.org](http://pluralism.org); [visitboston.org](http://visitboston.org)

## Position Summary

The President & CEO will provide the leadership, direction, and management, as well as identify and secure the resources necessary to build on decades of success and elevate its full potential as an exciting multi-disciplinary performing arts organization. The individual will have overall responsibility for the artistic vision and ongoing growth and development of the organization. The President & CEO will report to and work directly with the Board of Directors to fulfill the organization's mission, refresh its future vision and strategic plan on an ongoing basis, oversee its artistic and fiscal operations, and serve as Celebrity Series' primary spokesperson and public figure on the local, national, and international level. They will work closely with active and engaged groups, including the Board of Directors and Board of Advisors, a dedicated staff, and strategic venue partners throughout the region. Externally, as a primary spokesperson, arts community leader, and fundraiser, the President & CEO will cultivate a network of community and business leaders, funders, other nonprofit cultural organizations, major donors, and the media in support of the organization's programs and activities. In collaboration and partnership with the Board and many other stakeholders, the President & CEO will achieve the organization's mission and vision through a lively, creatively programmed, well managed organization that positions Celebrity Series as the preeminent performing arts presenter in Boston, attracts significant levels of financial support, and activates audience participation from throughout the region.

## Role and Responsibilities

### Strategic Vision and Program Vitality

- Further the vision, mission, and values of the organization, including centering racial equity as a strategic imperative.
- Elevate the arts as a key component to creativity, innovation, and advancement that resonate throughout the Boston metropolitan area.
- Create strategic and community engagement plans to secure a sustained future for the organization regardless of social, economic, or political changes.
- Unlock the potential of the organization to become a more prominent influence on and visible presence in the Greater Boston area.
- Oversee the artistic programming in partnership with the Artistic Director for a vibrant season of exceptional live performances and compelling community engagement programs.
- Ensure that programs and activities are evaluated and updated to be consistent with the organization's mission, vision, values, and goals.
- Nurture relationships with artists, agents, and managers in coordination with the Artistic Director to identify exciting and financially viable programming of the highest quality that will attract broad and diverse audiences.
- Foster a feeling of partnership and cohesion throughout the organization and in the communities the organization serves.
- Embrace other strategic vision and program vitality responsibilities, as needed.

### Revenue Generation and Audience Engagement

- Continue to expand marketing, enhance public relations, and evaluate brand awareness efforts with the marketing team to better define and reflect the brand's core mission and attract the largest possible audiences.

- Strategize, develop, and participate in expanding all areas of fundraising, including individual, corporate, foundation, and government in partnership with the Development staff and key Board members.
- Evaluate programming in relation to both current and potential audience opportunities in collaboration with the Artistic Director by understanding competition in the marketplace and knowing what draws audiences into a variety of venues.
- Build and sustain relationships with local, state, national, and international cultural and government agencies to generate financial support and create strong and continuing alliances.
- Learn the organization's rich history, its key players, constituents, and funding sources to capitalize on its potential.
- Embrace other revenue generation and audience engagement responsibilities, as needed.

### **Engaged Governance**

- Forge a strong, collaborative relationship with the Chair of the Board, the Executive Committee, and other Board committees and members collectively.
- Manage, on behalf of the Board of Directors, the process to define the roles and responsibilities of the Board and maintain clarity about the roles and responsibilities of the professional staff.
- Get to know individual Board members to understand their strengths and capabilities, working closely with them to explore new ideas, efforts, resources, and contacts.
- Assist in identifying, cultivating, and nominating new Directors and Advisors, and support them in achieving their full potential to advance the organization and its mission.
- Ensure the organization's plan to center racial equity at a mission level is part of all aspects of governance, staffing, and operations.
- Embrace other engaged governance responsibilities, as needed.

### **Community Participation and Public Visibility**

- Sustain an integrated plan to work with multiple community-based organizations and Boston-based artists to provide accessible live performances and experiences throughout the Greater Boston landscape.
- Ensure that community engagement work and the presentation of Boston-based artists are seamless with the presentation of international or national touring artists.
- Develop relationships within the Boston cultural sector, including performing arts organizations and community-based organizations who can be part of developing audiences of the future.
- Embrace other community participation and public visibility responsibilities, as needed.

### **Team, Financial, and Technological Leadership**

- Set the appropriate tone and effective leadership for the organization to ensure that the day-to-day operations and programs of Celebrity Series are professionally and efficiently administered.
- Create an organization that can quickly adapt to changing circumstances and continue to thrive.
- Establish a bond with the senior management team, understanding their strengths and concerns, and encouraging each member's professional growth and contributions.
- Manage the organization in a fiscally responsible manner, taking into consideration the financial implications of programming; work to develop and implement the institution's annual budget; report regularly on the organization's fiscal performance.
- Hire, manage, motivate, nurture, and evaluate staff; build and maintain a collegial staff structure, and delegate appropriate responsibility and accountability among team members.
- Ensure that the organization utilizes various technologies and new media in communications, marketing, fundraising, and internal operations.
- Invest in customer relationship management and other technologies that will lead to a better understanding of the cultural market, a more responsive relationship with audiences, increased optimization of ticket revenues, and better communications with potential audiences and supporters.
- Nurture an organizational culture that embraces enabling technology and data-driven analytical tools, investing in appropriate training as needed.
- Embrace other team, financial, and technological leadership responsibilities, as needed.

## Traits and Characteristics

The President & CEO will be a creative, dynamic, and visionary leader with an intuitive business sense and demonstrated management, external relations, and communication skills who will maximize organizational and team potential. They will appreciate humor and be a confident, intelligent, self-starter who is resilient, flexible, collaborative, and team oriented. Aligned with and clearly articulating the core mission, vision, and values of the Celebrity Series, the President & CEO will authentically engage with numerous stakeholders with a customer-oriented mentality. Effectively leveraging human, financial, and technological resources, they will seek out new opportunities for organizational and team growth. Embedded in deep community impacts through vibrant programs and educational activities, the President & CEO will have a spirit of adventure and can engage across numerous types of people and areas of difference.

Other key competencies include:

- **Leadership and Conceptual Thinking** – The ability to inspire, build trust, and lead with confidence while analyzing hypothetical situations, collecting data, and observing patterns to understand important connections, highlight critical insights, and make key decisions.
- **Interpersonal Skills and Diplomacy** – The flexibility to anticipate, meet, and exceed the needs of many parties while listening actively and respectfully, building rapport, communicating transparently, and relating well to an array of unique internal and external constituencies.
- **Audience, Donor, and Partner Focus** – The capability to engage audiences, motivate donors, and connect with strategic partners to achieve mutually beneficial relationships and outcomes.
- **Planning, Organizing, and Priority Management** – The dexterity to manage, prioritize, and complete multiple complex tasks, mobilize wide-ranging resources, and deliver desired outcomes within allotted time frames.

## Qualifications

A minimum of 10 years' senior management experience in an organization of relevant size and complexity that is known for artistic quality and excellence is required. A proven dynamic leadership style and a successful record of accomplishments in strategic programming and organizational management are needed. Success in building public and private support while monitoring and strengthening financial resiliency is expected. The ability to serve as a credible and effective spokesperson and fundraiser to a wide range of constituents is needed. Outstanding written and oral communication skills, and a history of effective staff leadership, including hiring, rewarding, and retaining outstanding team members are necessary.

A broad knowledge of and credibility in a wide range of performing arts disciplines with programming that attracts and engages diverse audiences is deeply appreciated. Proven success in working with and negotiating deals within the performing arts sector, including a solid understanding of the artist, agent, and manager communities is preferred. A strong record of developing and implementing community engagement initiatives that leverage programming assets, reach underrepresented and underserved communities, and diversify audiences is valued. Exceptional external and internal relationship building skills, along with a strong customer and community focused mentality and the ability to engage with different perspectives, are welcomed.

## Compensation and Benefits

Celebrity Series provides a competitive and equitable compensation package with an estimated base salary in the range of \$325,000 to \$375,000. Benefits include subsidized medical and dental insurances; flexible spending account (FSA) for medical, dependent, and local transportation plans; employer funded health reimbursement arrangement (HRA); life and short-term disability insurances; 403(b) retirement plan with matching; and vacation, sick, and personal days.

## Applications and Inquiries

To submit a cover letter and resume with a summary of demonstrable accomplishments (electronic submissions only), please click [here](#) or visit [ArtsConsulting.com/OpenSearches](https://ArtsConsulting.com/OpenSearches). For questions or general inquiries about this job opportunity, please contact:

Bruce D. Thibodeau, President



292 Newbury Street, Suite 315

Boston, MA 02115-2801

Tel (888) 234.4236 Ext. 201

Email [CelebritySeries@ArtsConsulting.com](mailto:CelebritySeries@ArtsConsulting.com)

**Celebrity Series of Boston recognizes that equity is crucial to the long-term viability of both the arts and culture sector and communities-at-large. We are committed to ensuring that everyone who wants has equal access to a full, vibrant creative life, which is essential to a healthy and democratic society.**

**Our equity-centered approach informs how we are structured, how we deliver our programs and services, how we engage with the broader community, and how we support our audiences. We seek to be a community that works against racism, religious intolerance, and discrimination based on gender, sexuality, class, age, and ability.**

**We acknowledge that Celebrity Series presents performances in multiple venues around Boston which reside on traditional ancestral and unceded lands of the Massachusett tribe. We honor their people, past, present and emerging, and their connection to the land on which we gather.**