



Cantabile Youth Singers of Silicon Valley

Executive Director

Los Altos, CA

About the Organization

Cantabile Youth Singers of Silicon Valley, an internationally recognized youth chorus, seeks a strategic thinker with operational acumen who can partner with Cantabile's established Artistic Director to co-lead the organization into its next evolution as a leader in youth choral performance and education.

Who Are We?

Founded in 1994 as the Cantabile Children's Choir, Cantabile has become an internationally recognized choral program providing world-class music education, vocal training, and performance opportunities to Silicon Valley communities. Under the leadership of world-renowned Artistic Director Elena Sharkova, Cantabile Youth Singers provides progressively more advanced choral experiences for singers ages 5 to 18 years old through participation in weekly rehearsals, vocal master classes, seasonal concerts, recitals, festivals, recordings, and tours. Each year, more than 150 young people engage their hearts, minds, and voices in joyful, creative learning that fosters such life skills as community building, arts appreciation and advocacy, pursuit of excellence, self-discipline, leadership, and teamwork.

Status of the Organization

After a few years of leadership transition and the challenges of navigating COVID-19, Cantabile is ready to reinvigorate its vision and launch into a new era of world-class music-making. The organization currently has a comfortable financial reserve and the expertise and passion of Artistic Director, Elena Sharkova. Ms. Sharkova is recognized on the international choral scene as one of the profession's leading experts on youth choral music education and a much sought-after guest conductor with a unique and inspiring voice. She has led professional, university, amateur, and youth choirs and orchestras and has taught masterclasses and summer courses in over 20 countries on four continents for more than 30 years.

Organization Profile

Fiscal year 2024 budget size: \$900,000

Staff size: 5 FTEs

Number of singers: 145

Number of choirs: 7

Geographic footprint: Serving students from San Jose to Redwood City and east to Fremont

Key awards/commissions/tours:

- Chorus America/ASCAP Award for Adventurous Programming, April 2020
- European Choir Games & Grand Prix of Nations: Gold Medal Top Level - Youth Chorus Category, July 2019, Gothenburg, Sweden
- European Choir Games & Grand Prix of Nations: Silver Diploma - Gospel & Songs of Faith Category, July 2019, Gothenburg, Sweden
- ACDA National Conference Mainstage Performances, February 2019, Kansas City, MO
- ACDA California State Convention Mainstage Performances, February 2018, San Jose, CA
- XI World Symposium on Choral Music, July 2017, Barcelona, Spain
- ACDA Western Division Convention Mainstage Performances, March 2017, Pasadena, CA
- Golden State Choral Trophy Competition: Gold Medal & Conductor's Prize, November 2016, Monterey, CA

Going Forward

Cantabile is seeking an Executive Director who can partner with the Artistic Director as a co-leader to uplift Cantabile's vision and expand the organization's reach to provide world-class music education and performance experience to as many young singers as possible. The professional team and board are eager to grow Cantabile's impact in a thoughtful and sustainable manner by cultivating a supportive professional environment for the staff and strategically leveraging financial investment to maximize impact.

About the Position

The position of Executive Director is a co-leadership role in partnership with the Artistic Director. The position will primarily focus on the following components of organizational leadership to complement the Artistic Director's artistic leadership.

Leadership, Culture-Building, and Operational Excellence

- Partner with the Artistic Director and the Board of Directors to ensure effective governance, strong financial oversight, and secure the overall health of the organization.
- Cultivate a positive work environment and create opportunities for the professional team to grow and thrive.
- Build the optimal organizational structure that will facilitate artistic creativity and long-term financial resilience.

Development and External Relationship-Building

- Establish clear, actionable community engagement plans to amplify Cantabile's world-class reputation as a children's choir.
- Deepen relationships with existing stakeholders and build new connections to increase Cantabile's philanthropic support
- Strengthen Cantabile's fundraising infrastructure and expand philanthropic support from individuals including parents, alumni, and friends of Cantabile.

Board Governance

- Partner with the Artistic Director and Board Chair to promote active Board involvement, providing information necessary for the Board to make informed decisions and fulfill its responsibilities.
- Ensure appropriate preparation and support for Board and Committee meetings.
- Partner with the Board Chair and Artistic Director to recruit a strong, diverse pipeline of prospective Board members.

Strategic Direction

- Partner with the Artistic Director, the professional team, and the Board of Directors to advance the organization's mission.

- Partner with the Artistic Director to articulate an inspiring vision for Cantabile's future and develop an actionable strategic plan to get there.
- Establish and maintain performance management tools to assess progress towards the organization's vision and strategic plan.

A detailed job description is available upon request.

About You

We are seeking an Executive Director who can partner with the Artistic Director to:

- Provide the fertile ground that enables the Artistic Director's artistic vision to flourish for the next stage of organizational development.
- Engage the Board of Directors as partners in helping the organization reach its artistic potential.
- Cultivate operational excellence and financial resilience.
- Amplify Cantabile's profile in our local community.

We envision a leader who:

- Is comfortable partnering with the Artistic Director as a co-leader.
- Can create a roadmap for financial sustainability that prioritizes Cantabile's mission and artistic potential.
- Is comfortable rolling up their sleeves to manage day-to-day operations and thinking big to help the organization achieve artistic excellence
- Can quickly establish a level of trust across organizational stakeholder groups, both internal and external.

Relevant Expertise and Experience

- Experience in arts management strongly preferred, experience in performing arts a plus, appreciation of music and music education a must.

This position is right for you if you're:

- Committed to supporting children to reach their artistic and personal potential
- A connector and relationship-builder
- Empathetic, humble, and self-aware
- A consensus-builder
- Confident making tough calls in partnership with others when needed
- A curious and engaged learner

Compensation, Benefits & Reporting

The Executive Director co-leads Cantabile with the Artistic Director. The Executive Director and Artistic Director report to the Board of Directors.

The position is exempt with a salary range of \$107,000 to \$118,000. Cantabile offers competitive vacation/sick leave (total of 20 days per year), 12 paid holidays per year, a health insurance stipend, and allocated professional development funds for each member of the professional team. As a small nonprofit organization, Cantabile is exploring strategies to continue improving our benefits package in a changing employment environment.

Cantabile operates in a virtual work environment with employees working from their home offices. This position is Silicon Valley-based with an expectation of periodic in-person attendance at rehearsals and all organizational events to cultivate relationships with parents, singers, and colleagues. Rehearsals and events primarily take place around the South Peninsula in the San Francisco Bay Area.

COVID-19

Cantabile is committed to public health and to the safety and well-being of our colleagues, singers, and families. We require all employees to be vaccinated against COVID-19 or to meet the legal guidelines for an exemption.

Timeline & How to Apply

Cantabile's Interim Executive Director is facilitating the search process for the next Executive Director. We will begin reviewing resumes on a rolling basis beginning 7/10/2023. Cantabile's work is closely aligned with the school year; as such, the start date for this role is anticipated to be in September 2023.

If you are interested in applying, please send a cover letter describing your interest in the role and how your background positions you for this role along with your current resume to director@cantabile.org. All expressions of interest will be held in the strictest confidence. To learn more about Cantabile, visit cantabile.org.

Cantabile Youth Singers of Silicon Valley is an equal opportunity employer, committed to inclusive hiring and dedicated to diversity in its work and on its staff. Cantabile does not make employment decisions or discriminate based on protected characteristics including, but not limited to, race, creed, color, religion, national origin, ancestry, marital status, sex, gender (including gender identity and/or gender expression), sexual orientation, age, disability, citizenship, military or veteran status, or any other basis protected by applicable local, state, and federal law. We encourage people with diverse identities to apply.