



Executive Director – Job Posting Information

April 2024

Skagit Symphony Overview

Skagit Symphony's mission is to present exceptional orchestral experiences to a growing and inclusive audience; to enrich, entertain, educate, and inspire our community through music. Skagit Symphony performs six concerts per season in our outstanding performance venue at McIntyre Hall in Mount Vernon.

Skagit Symphony is a 501(c)(3) non-profit organization powered by more than 100 volunteers, including our orchestra musicians, Board of Directors, committee members, and many others who contribute their time and skills to support our mission. Our small employee staff consists of The Music Director, Executive Director, Operations Manager, Assistant Conductor, Orchestra Manager, and Administrative Assistant. No task is too small as we all understand that all responsibilities get us closer to our mission. For more information see our website at: <https://www.skagitsymphony.com/>

Compensation: Hiring salary range is \$55,000 to \$70,000 per year (based on qualifications and experience). Benefits include PTO and flexible hours. Skagit Symphony recognizes nine holidays per year.

Schedule and Location

The Executive Director (ED) role requires frequent meetings with community members as part of outreach and development. In addition, many Symphony events (orchestra rehearsals, concerts, outreach and fundraising events) require evening and weekend time. The ED will define their own flexible schedule and that of their support staff. The Symphony office is available for meetings and staff time as needed.

Skagit Symphony has its office and music library in Mount Vernon. Our concert and dress rehearsal venue is McIntyre Hall at Skagit Valley College in Mount Vernon. Our current Monday evening rehearsal venue is at Mount Vernon Church of the Nazarene.

Application Process

Skagit Symphony is passionate about creating an inclusive workplace that promotes and values diversity. Everyone is welcome and our employees are comfortable bringing their authentic selves to work. We believe that diversity drives innovation and allows employees to do their best work. Please send a thoughtful cover letter, resume, and references by email to skagitsymphony@proton.me by no later than April 26, 2024.

It is our policy to provide equal employment opportunity (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state or local law.

It is expected that all Skagit Symphony employees have a current COVID-19 vaccination.