



Executive and Artistic Director

The Aeolian Hall Musical Arts Association invites applications for the position of Executive and Artistic Director, with the appointment to be effective ideally in July 2025.

The Aeolian is a non-profit arts organization with 3 major components: our anchor programme is our performance hall—acknowledged by musicians to be one of the top 5 performance venues for its size in Canada. Second is our *El Sistema Aeolian* programme—providing free after-school music education to over 100 students of very diverse backgrounds. Third is our *Aeolian Pride Chorus*—a mixed voice chorus of individuals aged 18 and above, singing out and changing hearts and minds through its performances.

The Aeolian represents a welcoming community, committed to equity, diversity, inclusion, and accessibility. A beacon in London's *Old East Village*, it is a shining example of how musical performance and education can improve society.

Position

Building on the past two decades, the Executive and Artistic Director will guide the organization to future successes and be responsible for both the business and artistic leadership. The role is accountable for advancing the mission, vision, and values of *The Aeolian*. It involves working with staff to provide programming; financial and business planning; marketing and communications; fund development; and facility management. Reporting directly to the Board of Directors, the Executive and Artistic Director will lead the institution in providing performances and programmes to enrich the cultural fabric of the city and the region. Articulate, consultative, and strategic, with a commitment to action, the new Executive and Artistic Director will be passionate about the history and the promise of *The Aeolian* and will ensure its distinctive position in Canada's performing arts landscape.

Responsibilities

- Lead *The Aeolian* by advancing the artistic vision for the organization, through commitment to excellence for both artists and audiences.
- Provide attentive financial leadership, ensuring fiscal accountability and sustainability.
- Assist the Board in executing the Aeolian's vision, mission, and values.
- Serve as primary liaison to the Board of Directors, accountable for timely, accurate, and transparent communication.
- Work with staff to ensure the programming meets the goals and mission of the organization; balancing artistic integrity and fiscal responsibility; while expanding audiences.
- Comply with, review, and develop organizational policies and procedures.
- Act as the lead spokesperson for *The Aeolian*, in tandem with the Board Chair.
- Represent *The Aeolian's* vision, mission, and values locally, nationally, and internationally.

- Sustain and expand *The Aeolian's* networks in the community, fostering positive working relationships with industry partners and stakeholders.
- Sustain and expand relationships with corporate sponsors, donors, foundations, and funding agencies.
- Prepare grant applications, funding proposals, and their reports in a timely manner.
- Lead, manage, and inspire full-time and contract employees.
- Encourage and develop our large family of volunteers, who are critically important to our success.
- Foster a responsible and respectful workplace culture.
- Ensure the ethical and legal operation of the organization through its policies, maintaining effective risk management controls and mitigation strategies.

Knowledge, Skills, and Attitudes

- Experience in a senior leadership position in the arts, non-profit, or entertainment industry
- Proven track record of successfully leading the operation of an organization to financial health and artistic success
- Post-secondary education or equivalent experience in an artistic discipline, arts management, business administration, and/or Marketing
- Visionary artistic leadership with significant experience
- Outstanding leadership skills
- Superior strategic planning skills
- Strong, collaborative decision-making abilities
- Exceptional and inspiring communication skills, both written and oral
- Effective delegation skills, and ability to hold staff accountable to high standards for professionalism
- Enthusiasm to empower staff to realize operational priorities, lead a team, and foster leadership in others
- Strong skills as a mediator and negotiator
- Demonstrated skills in mentoring and coaching
- Passion and commitment to the performing arts and their value to society
- Collaborative and shared leadership style
- Coach-player attitude, encouraging individual achievement

Working Conditions

- Office environment, plus overseeing concerts and events in our two venues
- 40 hours per week, plus additional time during peak performance months
- Evening and week-end work required
- Some travel to the off-site location for the *El Sistema Aeolian* and *Aeolian Pride Chorus* programmes
- Interaction with children, therefore a satisfactory vulnerable sector check and police check is mandatory

This is a full-time permanent position. The Board will begin the review of candidates immediately, with internal consultation beginning in April. The search will continue until the position is successfully filled. Submit your application in confidence to the Board at ***Executive-Search@theaeolian.ca***. Include your *curriculum vitae*, a letter of introduction, and the names (not letters) of three references (who will not be contacted without consulting the applicant).