Artistic Director

Title: Artistic Director
Reports To: Executive Director
Status: Part-Time
   Term position - 2-3 years

POSITION SUMMARY

The International Contemporary Ensemble seeks an Artistic Director to design the programs and initiatives that support its mission. The Artistic Director is the lead creative director (digital content and live programming) who collaborates with Ensemble members on the organization’s artistic vision.

The Artistic Director is a curator with extensive knowledge of experimental music history, an understanding of the current landscape of sound practices and interdisciplinary performing arts models, and is committed to cultivating new creative relationships. In concert with the organization’s mission, the Artistic Director is committed to supporting the work of emerging and underrepresented creators in the field of sound.

The Artistic Director (in partnership with the Executive Director) is a liaison between the artist-collaborators of the International Contemporary Ensemble and the field of concert music presenters, festivals, and academic/pedagogical institutions. The Artistic Director of the Ensemble will be responsible for ensuring that programs and initiatives reflect the organization’s mission and values.

This is a part-time position that involves some nights and weekends based on the schedule of concert activities and events. The position is part-time in order to accommodate the continued artistic or scholarly practice(s) of the Artistic Director. Ideally, the Artistic Director will be available most weeks consecutively to maintain regular communication with staff, artists, and presenters. The Artistic Director will join a highly collaborative leadership team, working alongside the Executive Director, the Musician’s Committee of the Ensemble, and a Production team. The Artistic Director will report to the Executive Director, and also have the support of the Board of Directors, as well as support from the Production, Marketing, and Development staff, which includes experts in concert production, sound, video documentation, fundraising, and communications.
The International Contemporary Ensemble is an equal opportunity employer and is committed to ensuring a diverse and inclusive culture. The organization’s primary office is located in the Sunset Park neighborhood of Brooklyn. While working remotely will be an option, there is a strong preference for this position being based in NYC in order to attend performances and events. Other arrangements may also be discussed for the right candidate.

KEY RESPONSIBILITIES

CREATIVE DIRECTION

Ongoing
❖ Initiate projects from within the Ensemble; engage Ensemble members in artistic conversations
❖ Design/implement Ensemble-produced projects such as our TUES@7 series
❖ Design/manage large-scale projects that take multiple years
❖ Design regular digital initiatives to promote new artists (or invite Ensemble members and guest artists to manage those initiatives)
❖ Participate in budgeting for projects
❖ Advance the cause of equity and inclusion within the organization and across our various networks

Over the course of 2-3 months
❖ November to February: Design “Call For ________” Commissioning Program: recruitment, adjudication, selection
❖ September to December: Co-design Ensemble Evolution summer intensive and professional development projects

About once a month
❖ Field inquiries from non-Ensemble artists about possible projects
❖ Represent the Ensemble through shared public speaking, concert curtain speeches, and external messaging (social media, press, etc)

COLLABORATIONS AND OPERATIONS (ongoing)
❖ Develop, maintain, and support strong relationships with presenters and institutional partners such as venues, institutes, academies, series, festivals, and journalistic outlets
❖ Collaborate with staff and artists to meet marketing, grant report, and other communication deadlines
❖ Assist the Executive Director in building and driving matters of governance, development, and recruitment of new Board members (as needed)
❖ Join weekly meetings with staff
❖ Support a creative and compassionate workspace
THE CANDIDATE

The ideal candidate will have:

- Extensive knowledge of the contemporary music ecosystem, including artists, presenters, foundations, academic institutions
- Existing relationships with presenter partners, institutions, and festivals
- Familiarity and experience with non-profit budgeting for artistic projects
- Strong written and verbal communication skills; a persuasive and compassionate communication style with excellent interpersonal instincts; experience with public speaking
- Action-oriented, entrepreneurial, and adaptable approach to leadership; works well on a team
- Passion, self-awareness, integrity, positive attitude, mission-driven, and self-directed
- Expertise in Google Suites

COMPENSATION AND BENEFITS

This position is a half-time equivalency to accommodate candidates who desire the continuation of their solo or independent artistic/scholarly careers outside of the Ensemble. This is a part-time position with a 2 year term to start, with the possibility to grow into a full-time position. Compensation will be competitive and based on the scope of hours that the ideal candidate can commit to. For reference, a half-time commitment will be compensated at a starting salary of $45,000.

TO APPLY

Please send a resume and cover letter by email to careers@iceorg.org, with the heading ARTISTIC DIRECTOR POSITION, expressing how your experience fits with this position and why you’re excited about working with the International Contemporary Ensemble. Please, no telephone inquiries.

WORK ENVIRONMENT

The International Contemporary Ensemble is committed to creating a healthy and inclusive work environment where everyone can thrive. During the COVID-19 pandemic, we are working mostly remotely and are assessing the benefits and challenges of working regularly from the office in person (located in Sunset Park, Brooklyn, NY) as more information becomes available. It will be necessary for the Artistic Director to meet in-person occasionally, and attend performances and rehearsals in the New York City area, and in other places where the Ensemble performs, following COVID safety protocols set by our organization and/or our partners. The amount of time at the office can be discussed with the Executive Director.
ABOUT THE INTERNATIONAL CONTEMPORARY ENSEMBLE

The International Contemporary Ensemble strives to cultivate a mosaic musical ecosystem that honors the diversity of human expression by commissioning, developing, and performing the works of living artists. The Ensemble is a collective of musicians, digital media artists, producers, and educators who are committed to creating collaborations built on equity and cultural responsiveness. Now entering our third decade, the Ensemble continues to build new digital and live collaborations that strengthen artist agency and musical connections around the world.

Described as “America’s foremost new-music group” (The New Yorker), the International Contemporary Ensemble has become a leading force in new music throughout the last 19 years, having premiered over 950 works and having been a vehicle for the workshop and performance of thousands of works by student composers across the US. The Ensemble’s acclaimed roster of 39 musicians appear in forces ranging from soloists to chamber orchestra in concert seasons which, for the last 8 years and with the exception of the COVID-19 lockdown period, have exceeded 100 events annually.

The International Contemporary Ensemble is committed to overcoming systemic inequities which have been entrenched in classical music, and arts organizations, for centuries. We believe that as a musical collective, part of our responsibility is to challenge our biases and practices around who performs, or has their works performed, on the world’s stages. The Ensemble works to break down barriers inherent to the systems of Western European music, which have historically excluded individuals on the basis of race, wealth, sex, pedigree, background, gender-identity, able-bodiedness, and sexual orientation, and is actively making changes to all entranaces to the organization, to ensure that Black, Indigenous, and/or People of Color are represented and have decision-making agency throughout the organization and on the world’s stages.

The International Contemporary Ensemble values the ideas and creativity that each employee brings to the table, and is proud to be an equal opportunity employer committed to creating a diverse and inclusive workplace. We are committed to developing strong leadership of varied differences, especially alongside people who have not been historically represented in the arts sector. We encourage applicants who are Black, Indigenous, People of Color, women, trans and/or non-binary, LGBTQ+, immigrants, individuals with disabilities, as well as people of diverse social, educational, and economic backgrounds.

The International Contemporary Ensemble is an equal employment opportunity employer. The organization adheres to a policy of making employment decisions without regard to race, color, religion, sexual orientation, national origin, citizenship, age, criminal history, or disability.