



President
Brooklyn Academy of Music
Brooklyn, NY

THE OPPORTUNITY

The [Brooklyn Academy of Music](#) (BAM), home to curious people and adventurous ideas, seeks an inspirational and operationally astute leader to serve as its next President and drive its mission to support artistic experimentation, inclusion, and accessibility throughout the arts. As the performing arts are being reimagined for a new generation, BAM is a preeminent legacy institution with a global reputation and deep local roots that seeks a President who sees both the urgency and the opportunity of this moment.

In the world's most competitive philanthropic market, the President will inspire board partners and team to help build a high-capacity Board, deepen donor relationships, expand membership, and convert BAM's broad goodwill into transformational support. The President will partner closely with the Board to modernize systems, align strategic priorities, and launch initiatives that drive programmatic and financial growth. Just as importantly, they will embrace an institutional mission rooted in transparency, equity, and inclusiveness to realize sustained creative excellence. The successful candidate will galvanize and reassure -- embodying curiosity, professional rigor, and the ability to inspire belief and buy-in. They will lead with purpose, navigate complexity with clarity, and serve with fidelity to BAM's mission, community, and future.

ABOUT BAM

Since its first performance in 1861, BAM has evolved into an urban arts center renowned both internationally and within the local community, serving approximately 700,000 audience members annually.

BAM has a long history as a premier performing arts presenter, is a leader in arts-based education and school-time programs, and is widely recognized for its visionary film repertory program and cinemas. On

any given day, BAM's spaces and stages come to life with music, opera, film, talks, classes, visual art, dance, and theater, with many offerings that blur boundaries and defy categorization.

Located in the heart of the Brooklyn Cultural District, straddling Downtown Brooklyn and Fort Greene, BAM's campus comprises four buildings. At its center is the [Peter Jay Sharp Building](#). It houses the BAM [Howard Gilman Opera House](#), [BAM Rose Cinemas](#), two rehearsal studios, and BAM's administrative offices. Nearby is [BAM Strong](#), home to the iconic [Harvey Theater](#) and [Rudin Family Gallery](#). The [BAM Fisher](#) includes the intimate Fishman Space, a third rehearsal studio, and an interactive education workshop space. The [KBH](#) building adds three more cinemas, bringing the total number of screens to seven, along with a multipurpose educational space and the [BAM Hamm Archives](#). All of these venues operate under an umbrella shared with other neighborhood cultural institutions, including MoCADA, 651 Arts, and the Brooklyn Public Library.

The BAM Board of Trustees includes 33 elected members, in addition to ex officio New York City government representatives. BAM has a full-time staff of 170 and an operating budget of approximately \$50 million with revenue generated through box office sales and other earned income, as well as a mix of funding sources including private philanthropic giving, institutional and corporate support, and city, state, and federal subsidies. The BAM Endowment is currently valued at \$80 million and is managed by the independent BAM Endowment Trust Board of Trustees, which meets three times a year.

BAM strives to be a welcoming, affirming, and responsive cultural home to our diverse community of stakeholders: audiences, staff, students, artists, Brooklyn, and far beyond. For more information, please visit www.BAM.org.

ROLE OF THE PRESIDENT

Reporting to the Board of Trustees and working in collaboration with the Board, the Artistic Director, BAM's senior leadership team, and its staff, the President is responsible for the financial and operational health of BAM and providing the strategic and executive leadership to power its ongoing artistic and community impact. A tested leader, the President will sustain and grow BAM through fundraising, distinctive programming, community engagement, marketing, and brand-building, and by driving innovations that create new sources of earned and contributed revenue and develop future audiences. The following key senior leadership positions report to the President: Artistic Director, Chief Financial Officer, Chief Experience and Impact Officer, Producer & Chief Programming Operations Officer, Chief People Officer, Chief Technology Officer, Legal Counsel, Vice President of Advancement, Vice President of Marketing, and the Senior Manager of the President's Office & Board Relations.

As BAM looks to the future, the President is expected to prioritize the following interrelated opportunities and challenges:

Promote a forward-looking identity for BAM.

The President will work closely with the Board of Trustees and the senior leadership team to execute a strategic vision that aligns BAM's leadership and ambitions in the performing arts locally, nationally, and internationally, with a clear course to address the organization's longstanding fiscal challenges, shared by many peer organizations post-pandemic. They will translate that strategy into compelling communications that inspire staff, attract and retain supporters, and attract diverse audiences. Partnering with the senior leadership team, the President will assess institutional strengths and peer opportunities, modernize marketing, data systems, and fundraising, and anticipate the effects of economic and cultural trends, demographic shifts, changing audience behavior, and emerging technologies.

Partner with the Board to strengthen BAM's long-term future.

The next President will partner closely with the Board to establish the organization's overarching strategy and priorities, and generate buy-in for this shared vision. Together, the President and Board will guide BAM from immediate challenges toward a sustainable and strong long-term future by aligning governance and fundraising with the 2023-2028 strategic plan. Together, they will define the financial picture and strengthen the Board's fundraising capacity and pipeline of prospective trustees, and work with and empower the Board on succession planning so leadership transitions are deliberate and resilient. In this way, the Board and President will act as a team advancing BAM's growth.

Secure and sustain revenue.

As BAM's chief revenue officer, the President will lead a comprehensive strategy to secure the resources necessary to fulfill the organization's mission—now and into the future. In close partnership with the Vice President of Advancement, the Board, and Artistic Director, the President will drive significant growth in private fundraising from individuals, foundations, and corporate partners, positioning BAM as a top philanthropic priority in a competitive marketplace. They will continue to engage government agencies at all levels, championing BAM's civic and cultural value. Recognizing the importance of diversified revenue, the President will expand earned income opportunities—including event rentals and other mission-aligned ventures—while ensuring BAM's programming continues to attract and grow audiences. Internally, the President will foster open, ongoing dialogue with the senior leadership team about their shared role in revenue generation, aligning efforts across departments to meet the goals of BAM's mission and strategic plan. Working in close collaboration with the Board, the President will cultivate a culture of shared accountability, innovation, and long-term sustainability.

Provide visionary operational leadership to manage and elevate a complex, multi-layered organization.

The President will be responsible for realizing the full potential of BAM's organizational breadth and capacity in service of its mission, building the structures, systems, technological advancements, and teams necessary to achieve operational rigor and a fully animated operation. They will identify and implement organizational changes that strengthen BAM's strategic direction and enhance its resilience and effectiveness. A key priority will be fostering collaboration across departments and programmatic areas

to improve operational alignment. The President will cultivate a cohesive, purpose-driven culture that supports BAM's long-term goals, energizes its staff and artists, and deepens its impact.

Drive organizational cohesion and cultural advancement.

BAM's President will be a proven leader who understands the complexity of a multi-art form, multi-site cultural engine with the ability to build, motivate, and engage a strong, cohesive staff. With exceptional listening and communication skills, they will clearly and consistently convey BAM's long-term direction, priorities, and goals that foster collaborative decision-making and draw in diverse constituencies. They will cultivate an environment where individuals can perform at their best by delegating strategic objectives in ways that are both developmental and challenging, supported by clear expectations and consistent feedback. The President will establish systems that promote cross-functional collaboration and, ideally, increased efficiencies. A deep commitment to diversity, equity, and inclusion will be embedded in all aspects of their leadership, ensuring these values are reflected throughout BAM's work. Accountability will be a cornerstone of their approach, with clear articulation of expectations, risks, and outcomes to guide performance and organizational growth.

QUALIFICATIONS AND CHARACTERISTICS

BAM's President has:

- Served as the leader and primary spokesperson for a highly visible, ideally complex organization with a wide range of audiences and stakeholders.
- Raised significant funds on behalf of an institution or operation from individual and institutional donors.
- Partnered with and managed a board.
- Raised the profile of an organization and amplified its impact and brand.
- Exhibited strong financial and operational acumen.
- Demonstrated a deep passion for the arts and the role they play in elevating the human condition.
- Developed and motivated diverse and dedicated teams and built strong and healthy organizational cultures.
- Strong presence and communication skills, with the ability to inspire others.

COMPENSATION AND LOCATION

This is a permanent, full-time position based in Brooklyn, NY, with a salary range of \$500,000 – 600,000 commensurate with experience. This position frequently requires work during evenings and weekends. Therefore, the successful candidate will ideally live in or near Brooklyn or be willing to relocate prior to their start date.

Brooklyn, New York, is a densely populated and culturally rich borough with over 2.6 million residents and a thriving creative economy. The borough is home to more than 600 cultural organizations, many of which focus on the performing arts. As the longest continuously operating performing arts center in the United

States, BAM's transformative role in Brooklyn's current cultural and economic vitality is well documented, and its position as a preeminent cultural institution internationally is a source of pride. Brooklyn's neighboring performing arts partners, such as [St. Ann's Warehouse](#), [Pioneer Works](#), [Powerhouse Arts](#), the [Brooklyn Museum](#), [Kings Theater](#), [Brooklyn Paramount](#), and [BRIC](#), as well as other organizations in the surrounding boroughs, including Manhattan, anchor an unmatched cultural ecosystem on stages that is noted the world over. It also speaks to the competitive arena for funding such concentrated opportunity creates, and within which BAM must singularly distinguish itself. Public investment in the [Brooklyn Cultural District](#) has helped make these spaces more accessible to diverse audiences and artists.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/brooklyn-academy-music/president> to the attention of **Sarah James, Benjamin Tobin, Tiffany Weber, and Siobhan Hanley.**

Meaningful work, talented colleagues, and a shared passion for the arts make a career at BAM like no other. BAM is an Equal Opportunity and Affirmative Action Employer-committed to a diverse and inclusive work environment.

This document has been prepared based on the information provided by BAM. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by BAM would supersede any conflicting information in this document.