

## Organization

Located in Philadelphia, FringeArts has a mission to present world-class, contemporary performing arts that challenge convention and inspire new ways of thinking. Its cutting-edge programming exposes audiences to genre-defying performances and installations by accomplished and emerging innovators who push the boundaries of artmaking and redefine the artistic landscape worldwide.

Each September, the organization presents its centerpiece program, the annual Fringe Festival, a 4-week event that fills the city's neighborhoods with more than 1,000 curated and independently produced performances by national, international, and Philadelphia-based performance artists of all disciplines. Included is a series of world-class performances curated by FringeArts, as well as an unfiltered opportunity for any artist to independently produce their work in the true spirit of the international "Fringe" movement. Year-round, FringeArts presents compelling performances from artists who have performed at the festival and/or are developing works that may be included in future festivals.

FringeArts moved into its first permanent home in 2013, renovating an historic pumping station into a state-of-the-art performance center adjacent to the vibrant Delaware River Waterfront. The facility has an adaptable theater space that can accommodate up to 300 audience members, a multipurpose studio space, a restaurant and beer garden, and the FringeArts offices. As a catalyst for cultural and community development, and a destination that brings artists and audiences together, FringeArts is central to the city's vibrant arts community and the enrichment of the lives of those who reside, work, and visit here.

FringeArts has a 16-member board of directors led by Chair Mark Dichter, and Nick Stuccio currently serves as President and Producing Director overseeing a full-time staff of 12 and a large volunteer core. For the fiscal year ending December 31, 2023, FringeArts reported total revenues of \$2.5 million with \$1.6 million from contributions and grants and \$900,000 from program services.

## Community

Celebrated as the Birthplace of America, Philadelphia stands as a dynamic city with a unique character that seamlessly blends cosmopolitan flair with an authentic urban edge. In a city where history and modernity collide, Philadelphia has grown into a living canvas of creativity and progress. Founded in 1662 by William Penn, Philadelphia has evolved into the sixth-largest city in the nation, boasting a population exceeding 1.5 million and a regional population of 6.5 million. Center City, a vibrant commercial corridor, is the second-most densely populated downtown area in the country, rivaled only by Manhattan. Named America's first World Heritage City, Philadelphia is rich in culture and history and is home to 67 American landmarks including Independence Hall, Independence National Park, Museum of American Revolution, and the National Constitution Center.

Over the past two decades, the Philadelphia area has become increasingly attractive as a 24-hour live/work city for a new generation, with a low overall cost of living while still offering highly desirable amenities. Housing costs are 20% below the national average and median household income is 15% higher than the national average. It is a diverse city with distinct neighborhoods, including Washington Square West, Northern Liberties, Rittenhouse Square, Chestnut Hill, and Mount Airy, and housing options range from new loft-style living to historic homes. The city's racial demographics reflect a mosaic of backgrounds, with African American, Hispanic, Asian, and Caucasian communities contributing to its dynamic tapestry. With a rich history shaped by a diverse population, Philadelphia embraces its multicultural identity and growing communities and has been officially designated a Certified Welcoming City, a formal designation recognizing cities that have created policies and programs reflecting its values and commitment to immigrant inclusion.

In 2023 Philadelphia made the biggest jump among U.S. metro cities in its economic performance, due to accelerated post-Covid recovery in terms of jobs and wages. The major economic sectors include financial services, healthcare, biotechnology, information technology, higher education, and tourism. The city hosts several

corporate headquarters including those of Comcast, Cigna, Toll Brothers, Urban Outfitters, Aramark, and GoPuff, and is home to world-class healthcare facilities like the Children’s Hospital of Philadelphia, Penn Medicine, and Jefferson Health. The public school system offers strong community partnerships and a diverse student population, and the city also features several highly rated private and charter schools. In terms of higher education, Philadelphia is home to top-rated institutions including the University of Pennsylvania, Curtis Institute of Music, Drexel University, Temple University, and the University of the Arts. There are many options for getting around in the “City of Brotherly Love.” Philadelphia ranks among the best U.S cities for biking and was named the 2023 most walkable City in the country by USA Today’s “10Best Readers’ Choice Awards.” Philadelphia International Airport offers direct flights to 108 domestic and 38 international destinations and 30<sup>th</sup> Street Station, a major Amtrak hub making New York and Washington, DC easily accessible. The Southeastern Pennsylvania Transportation Authority provides subway service, multiple bus routes, paratransit services, and an extensive commuter rail system throughout the region.

The Philadelphia metropolitan area has a population of 6.2 million, creating a tapestry of cultures and experiences that enrich the lives of the people who call the region home. Philadelphia takes the lead in national nominations for the prestigious James Beard Awards, not only showcasing the city’s culinary excellence but also underscoring the population’s discerning taste, sophistication, and appetite for the new and adventurous. The city boasts a booming food scene offering options that range from old-school Italian to robust vegan offerings and everything in between, including Reading Terminal Market is the city’s famous 78,000-square-foot indoor farmers market that has been offering fresh produce, meats, fish, artisan cheese and chocolate, groceries, flowers, and specialties since 1893.

Adding to its unique culture, Philadelphia has a vibrant arts scene that creates opportunity, fosters creativity, and strengthens communities. The Philadelphia Cultural Alliance gives voice to more than 400 member organizations that generate over \$4.1 billion in economic impact for the region. The city has more outdoor sculptures and murals than any other American city and the Philadelphia Museum of Art, the African American Museum, The Franklin Institute, the Barnes Foundation, Pennsylvania Academy of Fine Arts, and the *Weitzman* National Museum of American Jewish History all energize the dynamic nature of this historic city. The area’s performing arts are world-class and there are hundreds of organizations that serve the local and global audience. From the renowned Philadelphia Orchestra Opera Philadelphia, and Philadelphia Ballet to community-based initiatives like Mural Arts Philadelphia and Taller Puertorriqueño, the city thrives on artistic expression. For sports fans, the city is home to the 2018 Super Bowl champions Eagles, as well as the MLB Phillies, NHL Flyers, and NBA 76ers. There are also plenty of ways to enjoy the outdoors, with over 10,000 acres of public parks, including Fairmount Park Boathouse Row and Penn’s Landing, and the picturesque Pocono Mountains and the Jersey Shore are each about a 2-hour drive from Center City.

Sources: philly.com; philaculture.org; bizjournals.com; city-data.com Philadelphia.today.com, globalphiladelphia.com; 10best.usatoday.com

## Position Summary

The Chief Executive Officer and Producing Director (CEO & PD) will drive the organization’s next level of growth through a strategic evolution that enhances FringeArts’ impact and reach. The CEO & PD will serve as the ambassador for the organization locally, nationally, and internationally and will passionately articulate its vision of elevating Philadelphia as a primary nexus for cultural conversation, progressive ideas, and innovative performance art creation. Reporting to the board of directors, the CEO & PD will have oversight of all administrative operations including fundraising, marketing, finance, human resources, and facilities, while giving direction and supervising a close-knit team of talented arts professionals dedicated to developing Philadelphia’s cultural sector. They will build a culture of artistic excellence and financial stability and will fortify fundraising strategies to build contributed revenue. Leveraging the organization’s brand, the CEO & PD will identify and embrace new opportunities and deliver results that resonate with creative vibrancy and institutional resiliency. They will also develop and engage in authentic relationships with diverse constituencies of funders, board members, partner organizations, staff, artists, and global communities.

## Roles and Responsibilities

### Strategic Vision and Leadership

- Create and support a global ecosystem of independent and emerging artists who illuminate a unique cultural experience in Philadelphia.
- Embody and provide positive and collaborative leadership to the staff and Board with the goal of shaping the future of FringeArts through executable goals and objectives.

- Champion the principles of equity, diversity, inclusion, and access to ensure an artistic and organizational culture that respects different perspectives and nurtures an environment of goodwill, inclusion, and empowerment at all levels.
- Inspire and engage stakeholders as the chief spokesperson and ambassador for the organization.
- Serve as a committed, visionary, and accessible leader with a true connection to the organization's stakeholders including artists, staff, board, donors, and community members.
- Oversee financial planning and well-being of the organization and ensure transparency, integrity, and accuracy in all financial reporting.
- Embrace other strategic vision and leadership responsibilities, as needed.

### **Artistic Vision and Programming**

- Provide leadership to the Programming Manager & Artistic Producer and the Independent Artist Program Manager to ensure that audiences are offered the opportunity to experience the world through the perspective of pioneering artists.
- Activate strategic partnerships with artists and other organizations to expand stakeholders, audiences, and to enhance participation in the city.
- Present and promote a mix of programs that align with FringeArts' mission and reflect a wide range of diverse perspectives.
- Plan and implement artistic and educational programming to achieve a balance of local and global collaborations, performances, and events.
- Embrace other artistic vision and programming responsibilities, as needed.

### **Revenue and Resource Enhancement**

- Expand the organization's contributed revenue initiatives, growing a team of fundraising staff to expand the pipeline of individual, foundation, and institutional donors to support the annual festival and year-round programming and capital needs of the organization.
- Play an active role in prospecting, cultivating, and stewarding major donors and foundations to secure gifts aligned with the long-term sustainability of the organization.
- Identify and secure the major financial support necessary to expand audience accessibility, include new and diverse voices, and highlight the overall footprint of FringeArts.
- Drive the marketing strategy to maximize earned revenue opportunities through ticket sales, partnerships, sponsorships, and other entrepreneurial earned revenue approaches.
- Embrace other revenue and resource enhancement responsibilities, as needed.

### **Organizational Leadership and Operational Excellence**

- Plan, implement, and monitor the financial, human resources, technology, and other institutional systems to strengthen and expand organizational capacity.
- Execute forward-thinking policies that ensure a healthy workplace that embraces equity, diversity, and inclusion.
- Supervise the operations, development, programming, marketing, and administrative teams, thoughtfully managing staff workload as the organization grows and expands.
- Recruit and retain highly qualified personnel, set performance standards, and evaluate and coach staff toward optimal performance.
- Encourage self-initiative, collaboration, and accountability among the staff and provide staff members with professional growth opportunities.
- Cultivate board members and their connections to secure future vitality and community relevance.
- Embrace other organizational leadership and operational excellence responsibilities, as needed.

### **Traits and Characteristics**

The CEO & PD will be a visionary, innovative, and strategic leader, driven by new ideas and focused on results, as well as understanding the needs of artists and the desires of audiences. They will be versatile and able to adapt rapidly to changing priorities while maintaining a positive demeanor. A creative, people-oriented, and diplomatic

leader, the CEO & PD will inspire excellence and provide support to artists and staff. Transparency and clear communication will be key aspects of their leadership style, with the goal of building a shared culture of openness and collaboration. The CEO & PD will be imaginative, curious by nature, and have the ability to see and solve problems from different perspectives. They will value frequent interaction with internal and external stakeholders and possess excellent time and priority management skills. The CEO & PD will bring a deep passion for and knowledge of contemporary performing arts.

Other key competencies include:

- **Innovation and Accountability** – The capacity to build diverse and innovative local and international partnerships, respond proactively to community needs, and embrace professional standards of responsibility.
- **Planning, Organizing, and Prioritizing** – The agility to collaboratively establish strategic goals while assessing risks, organizing activities, and operationalizing priorities.
- **Teamwork and Interpersonal Skills** – The dexterity and sensitivity to respect team members and their viewpoints, share responsibility for successes and failures, effectively communicate, build rapport, and relate well to people and diverse perspectives.
- **Personal Accountability and Self-Starting** – The aptitude to take responsibility for decisions that are made and demonstrate eagerness to commence projects with determination and focus.

## Qualifications

At least five years of senior-level executive leadership experience is required. Proven success in fundraising, programming, relationship building, and leadership of complex and dynamic organizations is essential. Comprehensive contributed and earned revenue building skills, as well as experience navigating change and inspiring a high-achieving team of creative professionals and administrators, is needed. Extensive experience in financial and operational management is crucial. A profound and demonstrated commitment to equity, diversity, inclusion, and access is required. Exceptional verbal and written communication skills are required. Experience in a performing arts based nonprofit organizational management is preferred.

## Compensation and Benefits

FringeArts offers a competitive and equitable compensation package with an anticipated annual salary range of \$145,000 to \$185,000. Employee benefits include medical and dental insurance, paid vacation, a retirement savings plan, personal days, and holidays.

## Applications and Inquiries

To submit a cover letter and resume with a summary of demonstrable accomplishments, please click [here](#) or visit [artsconsulting.com/opensearches](https://artsconsulting.com/opensearches). For questions or general inquiries about this job opportunity, please contact:

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**FringeArts has been and remains committed to the principles of equal employment opportunity and nondiscrimination. FringeArts does not discriminate on the basis of race, color, creed, religion, national origin, ancestry, age, gender, gender identity, marital status, sex, sexual orientation, military status, disability, or any other legally protected characteristics, in any of its activities or operations.**