MICHIGAN PHILHARMONIC

Nan Washburn, Music Director & Conductor

The Executive Director of the Michigan Philharmonic is a visionary leader responsible for the overall strategic direction, financial health, and operational management of the organization, working closely with the Music Director & Conductor and Board of Directors to achieve the orchestra's artistic and community engagement goals. This role oversees the major aspects of the organization including fundraising, marketing, audience development, community outreach, and administrative functions, ensuring the orchestra maintains a high-quality artistic standard while building a sustainable future.

Key Responsibilities:

Strategic Planning and Leadership:

- Develop and implement a comprehensive strategic plan aligned with the orchestra's mission and vision.
- Lead the organization's long-term vision and strategic direction, fostering a culture of artistic excellence and community engagement.
- Oversee all aspects of the organization's operations, including marketing, fundraising, and administration and general organizational programming.

Financial Management:

- Working with the Board Treasurer and Bookkeeper - Manage the organization's budget, ensuring financial sustainability and responsible resource allocation.
- Develop and execute fundraising strategies to secure individual, corporate, and grant funding.
- Oversee financial reporting and analysis to inform decision-making.

Artistic Collaboration:

- Partner and work creatively with the Music Director in fulfillment of the artistic mission.
- Support the Music Director’s programming and artistic vision by helping to curate the concert seasons, discussing programming and repertoire for marketability and funding, and arranging all logistics and final contracts for guest artists.
- Long-range planning artistic planning
- Support the development of new artistic initiatives and community engagement programs.
- Within budgetary and artistic guidelines established by the Board of Directors, supervise negotiation of terms and conditions of engagement for all members of the artistic staff and the Musicians Union for the orchestra’s collective bargaining agreement.

Marketing and Communications:

- Develop and implement marketing strategies to build audience awareness and engagement.
- Manage the orchestra's brand identity and public image through effective communication channels.
- Oversee all marketing materials, website, and social media presence.

Community Engagement:

- Foster strong relationships with community partners, sponsors, and stakeholders.
- Develop and execute educational outreach programs to engage diverse audiences.
- Advocate for the arts and the importance of our orchestra within the community.

Board Relations:

- Collaborate with the Board of Directors to set strategic priorities and ensure effective governance.
- Prepare regular reports for the Board on the organization's financial and operational performance.

QUALIFICATIONS:

The capacity to lead and motivate, supervise, manage, delegate and inspire confidence. Ability to understand and interact with the music world on a local, regional, national and international level. Skill to work with a diverse group of constituencies. Capacity to understand the importance of effective communication within and outside of the organization, and the ability on a personal level to communicate effectively. Ability to direct operations with a disciplined budgetary accountability.

- Proven experience in non-profit management, preferably within the performing arts sector.
- Strong leadership skills with a demonstrated ability to build and motivate teams.
- Excellent communication, writing and interpersonal skills to cultivate relationships with donors, artists, and community partners.
- Expertise in fundraising, marketing, social media, and financial management.
- Passion for music and live performance.
- Computer skills (MS Office) required. Experience with On The Stage ticketing software a plus.

The position offers flexibility working with a dynamic team in a historic location in Plymouth, Michigan's vibrant downtown.

Salary range of $60,000 to $65,000.

Submit an application to michiganphilhr@gmail.com
Applications are accepted until the position is filled. All applications will be held in confidence and references will not be contacted without the applicant's agreement.

About the Michigan Philharmonic

Entering its 81st season, the Michigan Philharmonic – (or "Michigan Phil") – is one of the most innovative and dynamic professional orchestras in Southeast Michigan. Nan Washburn, Music Director & Conductor since 1999, has won 19 ASCAP Awards for Adventurous Programming of Contemporary Music from the League of American Orchestras. In 2026 the Michigan Philharmonic was awarded First Place in the American Prize for Professional Orchestras.

Our regular season features 8 concerts from September through May showcasing both classical and pops performances. Notable guest composers include Libby Larsen, Zhou Long, Frank Ticheli, Chen Yi, Kareem Roustom, Zhou Tian, Tobias Picker, Lowell Liebermann, Michael

Daugherty, Jennifer Higdon, Mary Watkins, Zhou Tian, Jimmy Lopez Bellido and Clarice Assad. Notable soloists include Sharon Isbin, Norman Fischer, Ann Hampton Callaway, Jason Graae, George Gao, Deborah Pae, Danielle Belen and Clarice Assad.

Our summer program offers free concerts in a variety of beautiful outdoor settings.

Headquartered in downtown Plymouth, the orchestra performs in an ever-expanding roster of Michigan communities, including Plymouth, Canton, Northville, Livonia, Grosse Pointe, Milford, Brighton, Downtown Detroit, and many others.

The Michigan Philharmonic's commitment to cultural diversity is significant. Those achievements include: "Fusion Festival" that has in recent years produced "Inspirations from India" with composer and sitar player Hasu Patel; "From Canton to Canton: Music from China" featuring erhu virtuoso George Gao; a Cinco de Mayo concert titled "Música de Las Américas"; and "Celebrating Bollywood" presenting popular movie songs from India. Because of this project, the Michigan Philharmonic teamed up with the Knight Foundation and Geetmala Foundation to perform for several other large-scale local benefit concerts of Bollywood music, offering the opportunity to work with many talented Indian instrumentalists and singers. For one Bollywood concert, we performed for an audience of 1,650 in Detroit's esteemed Music Hall.

It is this dedication to exploring multicultural and crossover music that helped the Michigan Philharmonic be awarded another prestigious Knight Foundation Arts Challenge grant to produce an Arab Fusion concert with the National Arab Orchestra in Detroit that was televised twice on Detroit Public Television.

Several concerts each season are now broadcast on WRCJ 90.9 FM Detroit Public Radio. Additionally, the orchestra has also been featured multiple times on the Detroit Performs program on Detroit Public Television. Additionally, the orchestra has been part of the prestigious "Made in America" commissioning program through the League of American Orchestras, performing local premieres by Joan Tower, Joseph Schwantner and Jennifer Higdon.

The Michigan Philharmonic's commitment to students and young musicians is impressive. Our award-winning CLASSical Music educational program includes musician classroom visits and Koncert for Kids performances for 3rd and 4th graders in five different school districts serving 10,000 children. Additionally, there are frequent collaborations with the high school Arts Academy to present master classes and a program, "Play it Forward," where students can request community-donated tickets.

Founded in 2003, the Michigan Philharmonic Youth Orchestra provides a unique, enriching and educational musical experience for aspiring young musician thought Southeastern Michigan. MPYO currently offers a full program of three orchestras (two string ensembles and the full youth symphony) and a Flute Choir and beginner Wind Ensemble, and annual side-by-side performances with the Professional musicians of the Michigan Philharmonic. With its affordable tuition, MPYO now has over 115 students ranging in age from 8-18.

Tiny Tunes is our newest series for the youngest in our community to introduce children to classical music in a fun and innovative way.

Michigan Phil produced and directed the commercial CD, "Magical Tunes & Marvelous Tales", a unique recording of new American chamber orchestra works for children written by Chen Yi, Alice Gomez, Andre Myers, Janika Vandervelde and Alexis Alrich.

The Michigan Philharmonic is distinguished by its artistic excellence and strong community ties developed over decades. The organization is governed by a strong 16-member board of directors and supported by an efficient administrative staff and a strong legacy of volunteerism. This dynamic organization's budget averages $500,000 and is known for its cultural impact, delivering high quality programming often found in orchestras with significantly more resources.

The Michigan Phil is committed to reaching out to a broad and diverse array of audiences and providing enjoyable cultural and social experiences, while encouraging anyone who loves live music events to "Spend the night with Michigan Phil." For more information, visit www.michiganphil.org.

About Southeast Michigan

The Michigan Philharmonic has served Southeast Michigan for more than 75 years. This vibrant, diverse region offers an exceptional quality of life that combines the energy of dynamic urban centers like Detroit and Ann Arbor with the charm of picturesque small towns, including Plymouth, where the Michigan Philharmonic is headquartered. The region is distinguished by a rich cultural heritage, thriving arts scene, exceptional dining, and professional sports teams with a devoted fan base. Southeast Michigan offers many opportunities for entertainment, as well as outstanding educational institutions, including top-ranked public schools and prominent universities such as the University of Michigan. With four distinct seasons, residents enjoy abundant parks, nature trails, and easy access to the Great Lakes. The region's cost of living is affordable compared to many major metropolitan areas, and its economy spans industries such as technology, healthcare, manufacturing, and finance. From lively city life to quiet suburban living, to natural beauty, Southeast Michigan is a wonderful place to call home.