MANAGING DIRECTOR - FULL TIME

About the organization:

Founded in 2015, BAMS Fest is a 501(c)(3) organization that breaks down racial and social barriers to arts, music, and culture for communities of color across Greater Boston. We celebrate and support both artists and audiences, with an emphasis on Black and Brown voices, perspectives, and artistry. Our vision is to create a vibrant and inclusive arts and culture sector for the City of Boston and beyond, a sector that celebrates all artistic talents, challenges societal perceptions, and empowers and engages audiences.

Values of the organization:

BAMS Fest emphasizes with care and compassion that our staff and leadership relinquish white-heteronormative workplace culture, norms and behavior (also known as “code switching”), in order to fully embrace, actively practice and become confident in themselves, their intelligence, creativity, and abilities to bring about social change, racial and spatial justice and economic empowerment for communities and artists of color. With that said below are our values:

Inclusion: Engage with our constituents in a way that embraces our differences, explores the barriers we face, and leads to ideas, and tactics that fosters a more inclusive arts and culture ecosystem for Greater Boston.

Artist Centric: Support artists, particularly artists of color, both professionally and holistically. We believe in supporting the artist as a person, taking into account their mental and physical wellbeing, financial health, and professional development.

Sustainability: Build an infrastructure, board, and programming strategy that can continue to impact the economic development of the communities and constituencies the organization seeks to serve, while contributing to the larger creative economy. While BAMS Fest’s main focus is on artists, the organization also chooses to elevate and patronize local black-, brown-, and female owned businesses and suppliers whenever possible, in order to support wealth creation among these populations.

Authenticity: Continue to build an organization that is representative of the voice of the community we seek to serve, while also carving out a place for Black and Brown voices in the larger arts and culture non-profit sector.
The Managing Director of BAMS Fest is responsible for the overall success of the organization. S/he/they partners, manages and inspires a talented and dynamic volunteer and paid staff, ensuring programmatic relevance, strategic operations, planning and direction, and fiscal oversight. S/he/they works closely with the Board of Directors and management team to build external partnerships that advance BAMS Fest's ambitious goals; create the necessary organizational infrastructure to ensure the highest level of effectiveness and efficiency; and nurture new and existing philanthropic relationships while cultivating new sources, with an eye toward increasing the overall funding base. S/he/they serves as an ambassador for the organization, and is an active member of the arts, music and culture community across Greater Boston and New England, ensuring BAMS Fest is always ready to respond to the changing needs of our constituents.

Key priorities in this role:

1. Building organizational capacity
   a. Recruit, grow and develop a lean staff of 2-4 people over a 3 year period
   b. Create operational policies that support organizational growth over a 3 year period
   c. Partner with the Board to ensure accountability, participation and engagement internally and externally

2. Financial Forecasting
   a. Assess organizational financial capacity and revenue models
   b. Develop relationships with current partners
   c. Stewarding relationships with potential funders and donors
   d. Identify operational efficiencies that ensure and enhance organizational fiscal sustainability
   e. Fundraise for the organization at a corporate and individual level

Qualifications:

The Managing Director will serve as a strategic and dedicated champion of BAMS Fest by thoughtfully identifying opportunities to expand its impact while growing and managing its...
resources wisely. While no one person is expected to embody all of the qualities enumerated below, the ideal Managing Director possesses many of the following professional and personal abilities, attributes and experiences:

- An entrepreneurial, dynamic approach that is suited to tackling the challenges of leading an organization into a new era, while respecting the historical contributions that have provided a solid foundation for the organization.
- A track proven record of change management
- The ability to effectively communicate both financial and programmatic results to a Board of Directors.
- Understand and implement best practices in nonprofit management, planning, marketing and communications, and fundraising to meet ambitious goals and ensure sustainable development in programming, funding, and operations across the organization to attain strategic goals.
- Capable of working across industries to position the organization as a resource and partner.
- Must demonstrate a high level of credibility and cultural competency within a multicultural environment.
- Experience in working with municipal, government agencies and political stakeholders
- A growing and successful record and passion for nonprofit fundraising that is demonstrated in a commitment to:
  1) maintaining current funders
  2) enthusiasm for cultivating new donors, partners and untapped support
  3) an ability to generate new revenue streams, and
  4) a history of successfully taking an organization to the next level of philanthropic support.
- Demonstrated ability and a desire to “get out of the office” and build relationships with members of the community and stakeholders-at-large.
- Strong communication and budgeting skills with a proactive approach to problem-solving.
- Comfortable with navigating through a digital world and outsourcing organizational needs, as necessary.
- Understands impact but has a solutions-oriented perspective
- Strong communication and organizational skills

**Personal Attributes for this role:**

- Love, passion and appreciation of arts + culture in the community
- A sense of humor
- A high level of emotional and cultural intelligence and sensitivity
- An entrepreneurial spirit

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● A commitment to racial equity, social justice and economic empowerment for Black and Brown communities across Greater Boston
● A creative thinker and thoughtful listener, who combines compassion, and the sensibility necessary to address the practicalities of a nonprofit in the new economy.
● Ability to be a strategic partner and leader among a team with diverse roles and viewpoints

Commitment:
● The selected person will be asked to make a three (3) year commitment to this role.

Compensation and Benefits
Compensation for this role is competitive and commensurate with experience with a salary range between $70,000 - $75,000 per year dependent on experience.

Benefits include:
  1. Health care plan (Medical, Dental & Vision)
  2. Paid time off (vacation, sick, holidays)
  3. Hybrid remote work (with some required in-person donor meeting and/or team meetings days)

Equal Opportunity Employer
BAMS Fest is committed to upholding human rights, and does not discriminate on the basis of race, age, color, religion, creed, gender, gender expression, national origin, ancestry, health status, disability, marital status, sexual orientation, military status, political opinion, musical taste, economic and social situation, in any of its activities or operations. We are committed to providing an inclusive and welcoming environment for all members of our staff, volunteers, subcontractors, vendors, and clients.

Interviews will begin in January 2022 and aim for an early March 2022 start date.

TO APPLY: PLEASE SEND YOUR RESUME (no more than 2 pages) AND COVER LETTER TO HIRING@BAMSFEST.ORG

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