Neighborhood Music School (NMS) is a remarkable community asset located in downtown New Haven, with a 112-year history of providing high-quality performing arts programming to learners of all ages, types, and skill levels from across Connecticut and beyond. NMS offers diverse study in music, dance, and drama focused on artistry, life skills development and personal well-being, and is known as a place that welcomes students of all races, backgrounds, and identities.

From our humble beginnings as a social service agency providing free music instruction to local immigrants, NMS has grown to become the largest community arts education organization in Connecticut with an operating budget of $4.8 million.

Today, NMS serves nearly 2,000 students each year, bringing together students from hundreds of neighborhoods and communities under one roof to learn and perform side-by-side, and form lasting relationships. One of the greatest strengths of our school lies in the tenure and talent of our 108 dedicated teaching artists, many of whom have taught at NMS for decades. Programming has continuously evolved in response to community needs and interests and now includes one-on-one lessons, group classes and ensembles, an arts-infused preschool and middle school, and after-school and summer programs. Our commitment to accessibility is exemplified by the more than 500 students who receive financial aid, scholarships, and tuition waivers each year. In addition to our main campus in New Haven, NMS offers programming in ten satellite locations across the state.
MISSION STATEMENT

The mission of Neighborhood Music School is to deepen the human experience and build connections through the learning, practice, and presentation of the performing arts.

CORE VALUES

- The Performing Arts: The performing arts are an essential part of the human experience at every stage of life.

- Diverse Community: We celebrate each individual, nurture lasting relationships, create a sense of belonging, and understand that we are stronger when we learn from our differences.

- Educational Excellence: Our talented and passionate teaching artists engage each student’s interest and enthusiasm, providing the tools they need to reach their unique potential.

- Equity: We actively promote equity in arts education, enable broad access through financial aid, and remove barriers to learning and participation.

- Joy: Together, we create joyful experiences that provide fulfillment, feed our souls, and energize us.

ANTI-BIAS ANTI-RACISM STATEMENT

Neighborhood Music School rejects all forms of bias and racism as destructive to humanity and the school’s mission, values, and vision.

Founded in 1911 as a social service agency serving local immigrants, NMS has a strong and lasting commitment to center and support those who have been and continue to be deprived of equitable opportunities in New Haven.

Due to New Haven's unique political, economic, and racial history, and the space NMS holds within it, we - the Board, Staff, and Teachers - believe we have a mandate to respond to the historical and continuing impact of systemic racism.
The Senior Director of Programs (SDP) is an integral part of the leadership team at Neighborhood Music School (NMS). The SDP is responsible for managing a $3.3 million program budget and overseeing and advancing all programmatic areas in support of the NMS mission.

The SDP supervises the Directors and Coordinators of all programs, including Music Education, Dance and Wellness, Drama and Film, the Preschool, Atlas Middle School, Creative Youth Development, the Studio at NMS, Audubon Arts and other summer programs.

This opportunity to join NMS’s leadership team comes at an exciting time in our history as we expand our services into new communities and work to deepen our impact and strengthen our commitment to access for all. Despite the challenges of the past few years, NMS is in a stable financial position and has recently launched a new middle school, and built a piano lab and state-of-the-art recording studio. This visionary leader will continue to guide NMS into the future by responding to emerging and evolving community needs and interests, demographic changes, pedagogical approaches, and use of technology.
Institutional Leadership

- Partner with the Board, Executive Director, and other leadership team members to position NMS as a leader in community arts education in New Haven, regionally, and nationally;

- Contribute towards realizing NMS’s vision by developing and implementing programs which achieve the goals of the organization;

- Uphold NMS’s articulated core values with a commitment to integrating and demonstrating those values in all school programs and activities;

- Share in the responsibility to ensure the organization brings in the financial resources, earned and contributed, to sustain and support NMS’s work;

- Represent NMS:
  - Within the school by maintaining an active presence at school functions and through daily interactions;
  - Within the the New Haven community by building and maintaining partnerships with key institutions and educators;
  - Nationally in the field of community arts education - exchanging knowledge and innovative best practices and sharing this information with NMS colleagues.

Program Leadership

- **Overview**
  - Oversee the entire catalog of NMS’s educational offerings, including tuition-bearing and tuition-free programming, and community engagement opportunities;
  - Translate NMS’s organizational vision and strategy into executable program goals;
• Create a consistent message and brand for NMS’s educational philosophy, objectives, and outcomes;

• Build, oversee, and develop a diverse team of administrators, department leads, and teaching artists to staff the educational programs;

• Work with the Student Services and Facilities teams to develop systems and spaces to support the effective and efficient running of programs;

• Take a leading role in creating an environment that ensures everyone who contributes to and participates in NMS’s programs has an exceptional experience and feels a sense of safety and belonging.

• **Revenue management and generation**
  
  • Oversee the creation and management of all program budgets with an eye towards revenue growth balanced with program sustainability and impact;
  
  • Collaborate with the Communications and Student Services departments to develop and implement enrollment, recruitment, and retention strategies across all programs;
  
  • Partner with the Communications and Development departments to create program narratives in support of fundraising efforts and grant applications;
  
  • Build relationships with students and families, working to increase access to and participation in value-added opportunities, and engaging them in the larger work and mission of the organization.

• **Program development and impact evaluation**
  
  • Maintain an up to date understanding of the New Haven arts education landscape;
  
  • Co-create a cohesive and culturally relevant educational continuum that provides access points for students of all ages and abilities;
  
  • Work across departments and partner organizations to create interdisciplinary collaboration opportunities;
  
  • Develop evaluative tools to measure outcomes for all grant-funded programs;
  
  • Work with program directors to gather and utilize qualitative and quantitative data to support program development and to inform goal setting and decision making;
  
  • Offer creative and innovative opportunities to showcase student achievements;
  
  • Co-curate and manage the Teaching Artist Concert Series.
QUALITIES & ATTRIBUTES

Experience and Qualifications

Qualities and Attributes

- A lived and learned connection to the mission of NMS;
- An ability to speak to the vital role the arts play in the lives of individuals, communities, and society at large;
- A desire to lead through compassion and service and a commitment towards personal and professional growth;
- Appreciation of the diversity of the New Haven region and the NMS community or a community with similar demographics;
- Demonstrated commitment to equity and inclusion, and a desire to be a central part of leading the school's anti-bias anti-racist culture;
- High emotional intelligence and self-awareness that is infused in leadership and management practices and behaviors;
- Strategic and systems thinker - the ability to understand and work across functions and departments;
- A collaborative leadership style - finding space for and lifting up the voices of others; utilizing multiple vantage points and experiences for problem solving and decision making;
- Ability to maintain a 30,000 ft view, while managing immediate concerns and competing priorities;
- Strong verbal and written communication skills;
- Enthusiasm for and skilled in building authentic relationships and trust.

Experience and Qualifications

- 5-10 years of leadership experience in the field of arts education;
- Significant administrative experience - budgeting, strategy and planning, communications, and operations;
- Track record of managing and growing tuition-based revenue programming;
- Experience with developing and implementing grant-based programming;
- Experience leading and managing individuals and teams, including teaching artists;
- Program development experience preferably in both after-school and community settings;
- A minimum of a Bachelor's degree or equivalent experience in the performing arts or arts education.
Please send a resume and a letter of interest to sdp@nmsnewhaven.org. Your cover letter should describe why you are right for this position and why this is the right time for you to make this move.

**Neighborhood Music School** (NMS) is an equal opportunity employer. In accordance with anti-discrimination law, it is the purpose of this policy to effectuate these principles and mandates. NMS prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law. NMS conforms to the spirit as well as to the letter of all applicable laws and regulations.

To learn more about NMS please visit our website at [nmsnewhaven.org](http://nmsnewhaven.org).