



## **BOSTON RAISING POWERFUL MUSICIANS**

### **BRPM Seeks Executive Director**

***BRPM (Boston Raising Powerful Musicians) empowers girls, women, and gender-expansive youths and adults to believe in themselves by building a supportive community that fosters self-expression, confidence, and collaboration through music education and performance.***

Boston RPM is seeking a highly engaged, dynamic, collaborative, abundant-mindset nonprofit leader to serve our community. The Executive Director is responsible for the overall strategic direction as well as providing ongoing fiscal and operational oversight to BRPM. An expectation for the new ED will be to continue to strengthen our commitment to diversity, equity, inclusion, and justice in our community through administrative and strategic planning.

When BRPM, formerly GRCB (Girls Rock Campaign Boston) started in 2010, we set out to create opportunities for girls and women to find their unique voices and build community through music. In the years since, we have expanded our understanding of gender, and now recognize that the liberation of women and girls is part of the broader fight for gender justice.

There is no gender justice without centering the intersecting identities of Black, Indigenous, People of Color (BIPOC) and Queer, Trans, People of Color (QTPOC). Historically and currently, these individuals have experienced oppression within white, cisgender female “feminist” spaces, as well as appropriation within the music industry. As a feminist music organization, BRPM works to remove any barriers within our community and uplift the voices of all marginalized genders, BIPOC, and QTPOC.

The ideal candidate will bring a proven track record and demonstrated leadership in building cultures of inclusivity, equity, accountability and trust, as well as provide a new lens to cultivate new energy and center gender-expansive youth on all levels.

The following knowledge, skills, and abilities will be required to be successful in this position:

#### **Commitment to the Mission**

- Unwavering commitment to youth empowerment and leadership; an understanding of how music is a catalyst for social change and justice.
- Commitment to advancing equity across all levels of the organization, with demonstrated experience and an understanding of how decision-making impacts equity across the organization.
- Familiarity with leading folks with marginalized identities in a mission-driven organization.

#### **Leadership and Strategic Planning**

- 2-4 years of advanced study or work experience in education, youth programming, music education, community engagement, human development, or related fields.
- Ability to inspire, challenge and motivate others to achieve common goals; the ability to gain trust and respect.
- Strategic vision and thinking to position the organization for the future, conceptualize key trends and identify changing demands in the landscape.
- Excellent critical thinking and problem-solving skills required, including the ability to identify, analyze and address operational needs.
- Entrepreneurial, innovative leader to inspire the next era of our organization.
- Ability to focus on administrative and strategic planning while working as a team with the programming side.

### **Relationship Building and Change Management**

- History of building strong, transparent work cultures that engender high morale and promote retention.
- Demonstrated people management in operations, business planning, partnership development, and project management.
- Effective interpersonal skills and an authentic comfort working with individuals and groups representing the diversity of our community.
- Strong communicator and relationship-builder; collegial and personable.

### **Operational Skills**

- Successful track record of raising money and expanding funding opportunities; ability to oversee and grow the financial health and sustainability of BRPM through fundraising or other networks; a strong understanding of existing and potential funding channels with the ability to network with like-minded people.
- Fluent in data management, IT and website operations, and online communication platforms.
- Familiarity with managing inventory, bookkeep, managing budgets, financial analysis, and planning.
- Administration and reporting requirements related to legal incorporation.

### **Education & Experience**

- Four to six years of increasingly responsible leadership experience in education, youth programming, music education or a related non-profit field that involved direct personnel management.
- Four to six years of advanced study or work experience in education, youth programming, music education, community engagement, human development, or related fields.
  - An equivalent combination of education and experience which provides proficiency in the areas of responsibility listed above may be substituted for the above education requirements.

**Salary/Employment:** low to mid \$70k's/part to full time hours

**Benefits:** Generous PTO and Sick Time, 403b with Partial Employer Match, Professional Development Opportunities

**Location:** BRPM currently utilizes a hybrid work model with a co-working office space in Boston; programming occurs both virtually and in person with school and community partner sites.

**Anticipated start date:** Early Fall 2023

To apply please send a letter of interest, current resume, and anticipated start date to [BRPMsearchcommittee@gmail.com](mailto:BRPMsearchcommittee@gmail.com)

For additional information, please visit our website: <http://www.raisingpowerfulmusicians.org>

*BRPM provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, gender identity, gender expression, sexual orientation, national origin, age, disability, or genetics.*