



New
World
Symphony



Success Profile

New World Symphony, President & CEO



Russell
Reynolds
ASSOCIATES

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Symphony

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01. About New World Symphony



New World Symphony (NWS), America's Orchestral Academy, is one of the world's leading institutions dedicated to preparing the next generation of musicians, innovators, and leaders in classical music. Founded in 1987 by Michael Tilson Thomas and Ted and Lin Arison, NWS serves as a bridge between the conservatory and the professional stage, providing exceptional young artists with advanced training, mentorship, and experiential learning opportunities that prepare them to thrive in a rapidly evolving cultural landscape.

Guided by its mission to envision, cultivate, and share the future of classical music, NWS is both a world-class training institution and a laboratory for artistic, educational, and technological innovation. Through an immersive fellowship program, NWS develops the full complement of skills required of 21st-century musicians, combining orchestral and chamber music performance with leadership development, entrepreneurship, audience engagement, community impact, and professional growth. Working alongside renowned conductors, soloists, composers, and faculty from around the globe, Fellows are challenged to expand the boundaries of their artistry while preparing for meaningful and influential careers.

Based in Miami Beach, NWS is housed in the iconic Frank Gehry-designed New World Center, a state-of-the-art campus that reflects the organization's commitment to innovation, creativity, and access. From pioneering applications of digital technology and distance learning to reimagining how audiences experience music through initiatives such as WALLCAST® Concerts, NWS continues to explore new ways to teach, perform, and share music with communities locally and around the world.

01. About New World Symphony (cont.)



Since its founding, NWS has helped launch the careers of more than 1,300 alumni, many of whom hold prominent positions in major orchestras, ensembles, educational institutions, and arts organizations worldwide. Under the artistic leadership of Stéphane Denève, New World Symphony continues to shape the future of the field by cultivating artistic excellence, fostering innovation, and developing the next generation of cultural leaders. Its distinctive combination of education, performance, experimentation, and public engagement has established NWS as one of the most influential and forward-looking institutions in the performing arts.

As New World Symphony approaches its milestone 40th anniversary, it stands at an exciting moment in its evolution. Building on a remarkable legacy of artistic excellence, innovation, and leadership development, the organization is well positioned to deepen its impact and further advance its mission to envision, cultivate, and share the future of music.

The next Chief Executive Officer will have the opportunity to lead one of the world's most influential music training institutions, partnering with artistic leadership, the Board of Trustees, Fellows, alumni, donors, and community stakeholders to shape the next chapter of the organization's growth and impact. This is a rare opportunity to steward a globally respected institution while helping define the future of classical music and its role in society.

New World Symphony has an annual budget of ~\$22 million and a ~\$160+ million endowment. It employs a team of 87 full time employees and serves 87 fellows. It is governed by a 35-member Board of Trustees.

For more information about New World Symphony, please visit <https://nws.edu> and <https://www.youtube.com/@newworldsymphony>



02. The Role

Photo credit: Rui Dias-Aidos



Key responsibilities of the President and CEO include:

- Reports to and works collaboratively with the Board of Trustees to ensure strong governance and strategic stewardship, including Board engagement, committee leadership, Trustee development, and the cultivation of productive and transparent relationships across the organization's Board of Trustees
- Leads the development and execution of all organizational strategies to achieve New World Symphony's mission, including long-range strategic planning, organizational growth, financial sustainability, and operational excellence.
- Leads strategic decision-making around key opportunities and priorities, including strengthening New World Symphony's brand and visibility; growing and diversifying audiences; increasing philanthropic support; advancing innovation in technology and media; enhancing community engagement; and clarifying and advancing the organization's distinctive role as both America's Orchestral Academy and a leading cultural institution.
- Partners closely with the Artistic Director, fostering a relationship characterized by trust, collaboration, mutual respect, and shared accountability for institutional success.
- Serves as principal fundraiser in partnership with the Artistic Director, development team, and the Board of Trustees, cultivating major gifts and building strategic partnerships while expanding the organization's philanthropic base.
- Works closely with senior management to ensure sound fiscal stewardship, operational effectiveness, and long-term sustainability; balances strategic ambition with disciplined execution while ensuring that resources, systems, and processes support the organization's mission and goals.
- Advances the reputation of New World Symphony and serves as its principal spokesperson and external leader, engaging actively with donors, alumni, civic leaders, government officials, community partners, and other partners while increasing awareness of the institution locally, nationally, and internationally.
- Recruits, develops, delegates to, and leads an exceptional team, ensuring that organizational capacity, systems, and culture support the institution's ambitious mission; fosters a collaborative, innovative, inclusive, and high-performing environment while empowering senior leaders to excel in their respective areas
- Champions ongoing artistic and educational excellence, ensuring that New World Symphony remains a world-class training ground for the next generation of musicians while supporting an environment of innovation, experimentation, mentorship, and performance at the highest level.

03. Candidate Profile

New World Symphony seeks a passionate, inspirational, and collaborative leader who will drive the strategic direction and operational management of one of the most unique cultural institutions in the country. This role requires an individual with experience successfully engaging with a wide array of constituents, leading through change, and setting an ambitious vision. The candidate will bring a track record of success in fundraising and revenue generation, building partnerships and leading through influence, and demonstrated experience managing teams and budgets of a relevant scale.

In terms of the performance, personal competencies, and experience required for the position, we would highlight the following:



Personal Attributes and Competencies		
	Strategic Leadership and Vision	The ideal candidate will possess the strategic leadership capabilities to guide New World Symphony through a pivotal moment in its evolution. They will balance continuity with innovation, honoring the institution's legacy while identifying opportunities to expand its impact, visibility, and relevance. The successful candidate will bring experience leading organizations through growth, change, or transformation and will demonstrate sound judgment across artistic, educational, operational, and strategic priorities.
	Influence and Relationship-Building Skills	The ideal candidate will be an exceptional communicator and relationship builder, capable of engaging authentically with Fellows, alumni, donors, Trustees, artistic leaders, staff, community partners, and audiences. As the organization's principal ambassador, they will articulate New World Symphony's unique value proposition with clarity and conviction while elevating its profile locally, nationally, and internationally. Importantly, this leader must have the skills to serve as a community leader in Miami.
	Fundraising and Resource Development	A demonstrated track record of fundraising success is essential. The successful candidate will be comfortable serving as the lead fundraiser for the institution, cultivating major donors, foundations, corporations, and public-sector partners while broadening the organization's base of support. Experience securing transformational gifts, engaging next-generation philanthropists, and diversifying contributed revenue streams will be critical.

03. Candidate Profile (cont.)

Personal Attributes and Competencies		
	Business Acumen and Entrepreneurial Leadership	The ideal candidate will possess strong business and financial acumen, coupled with an entrepreneurial mindset and a willingness to embrace innovation. They will demonstrate the ability to balance strategic ambition with operational discipline, allocate resources effectively, and navigate complex organizational challenges. Experience driving growth, leading major initiatives, leveraging technology, and identifying new opportunities for impact and sustainability will be highly valued.
	Talent Management and Team Building	The ideal candidate will bring the ability to recruit, develop, empower, and retain exceptional talent within a collaborative and mission-driven culture. They will be a strong manager who fosters accountability, transparency, innovation, and teamwork while ensuring that organizational structures, systems, and capabilities support New World Symphony's ambitious goals.
	Mission-Alignment and Programmatic Fluency	The ideal candidate will demonstrate a deep commitment to New World Symphony's mission and a genuine passion for the future of classical music. They will possess a meaningful understanding of the unique journey of emerging professional musicians and an appreciation for New World Symphony's distinctive role at the intersection of artistic excellence, professional development, innovation, and education. The successful candidate will lead with humility, integrity, curiosity, and a commitment to service, while helping New World Symphony continue to shape the future of classical music and engage audiences in new and meaningful ways.





04. Contact

Russell Reynolds Associates, the global search and leadership advisory firm, has been exclusively engaged to lead this search. Given the need for confidentiality throughout this process, prospective candidates are invited to reach out directly to our search consultants at NewWorldSymphony@russellreynolds.com with a resume and brief expression of interest. We welcome nominations and expressions of interest to the Russell Reynolds team. All inquiries and discussions will be considered strictly confidential.

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