POSITION PROFILE

Chief People Officer
Brooklyn Academy of Music
New York, New York
The Brooklyn Academy of Music (BAM) is where art and community intersect.

BAM is a multi-arts center located in Brooklyn, New York. For more than 160 years, BAM has been the home for adventurous artists, staff, audiences, and ideas—engaging both global and local communities.

With world-renowned programming in theater, dance, music, opera, film, and much more, BAM showcases the work of emerging artists and innovative modern masters.

As an institution, BAM is re-engaging its people – from artists to staff – in rediscovering collective joy through human connection and shared experiences. It is inviting its audiences to do the same while supporting ever-expansive, imaginative, and powerful programming.

Operating with an annual budget of more than $50 million and over 800 staff, BAM has been recognized, nationally and globally, as one of the leading arts institutions championing innovation and experimentation.

Looking ahead, BAM will focus on honoring its legacy while continuing to evolve and innovate for the future. Under the leadership of its new President, Gina Duncan, BAM will continue to build on its history with a vision for the future that emphasizes communal care for artists, audiences, and staff. This will prioritize deepening the organization’s engagement with its surrounding community in Brooklyn while continuing to expand its global reach and investing internally in BAM’s staff.
THE OPPORTUNITY

BAM’s magic is its people. As BAM enters its next chapter, it seeks an exceptional Chief People Officer (CPO) to help transform the organization’s approach to Human Resources (HR) and Diversity, Equity & Inclusion (DEI).

This is an extraordinary opportunity for a remarkable leader to join a pioneering organization and lead a group of passionate and talented stakeholders in leveraging art as a catalyst for belonging, at a time when many feel more disconnected than ever before.

Reporting to the President, the CPO will bring visionary leadership and clear, open communication to all areas of BAM’s HR and DEI work, providing oversight of talent, culture, and belonging. This work will be done in partnership with staff and Board. The CPO will support the strategic planning process as a member of the senior leadership team.

As the largest cultural employer in Brooklyn, BAM’s 800+-person team consists of full-time and part-time employees - together nearly 300 people - as well as approximately 500 seasonal employees. Seven unions operate at BAM, and the staff includes established leaders and rising stars with deep expertise in a variety of roles, spanning Programming, Production, Artist Services, Education, Development, Finance, IT, Marketing & Communications, Operations, and Social Impact. The CPO will be an engaged leader, demonstrating commitment to each of BAM’s teams.

The CPO will lead a talented HR team of six, which includes a Benefits Manager, Payroll Manager, HR Coordinator, HR Generalist, Director of HR, and People Experience Coordinator. Looking ahead, the CPO will have opportunities to continue to grow the team. The CPO will spearhead the development and implementation of strategies to ensure the cultural health of BAM as it evolves to enable even greater levels of strategic influence, impact, and innovation - knowing that these external indicators derive from a healthy organization with talented staff.
In collaboration with the senior leadership team, staff, and Board, this leader will ensure BAM’s internal HR and DEI structures are aligned with its mission, vision, and values.

Key responsibilities and objectives include:

- Develop and lead a world-class HR team, encompassing oversight of HR analytics, benefits, compensation, DEI, HR operations, organizational development and culture, and talent management.

- Play a key role in refining and advancing BAM’s strategic planning, achievement of its mission, and commitment to its values in partnership with the President, senior leadership team, and Board.

- Serve as trusted counsel to staff in the areas of employee wellness, learning and development, and career pathways, with a focus on deepening employee engagement and cultivating a sense of belonging.

- Develop internal communications strategies that are equitable, diverse, inclusive, and accessible – enabling staff to feel connected to the organization and its mission. Collaborate with and advise senior leaders on organizational effectiveness, onboarding, talent development, and succession planning, including reinvigorating the organization’s performance appraisal efforts.

- Partner with the Chief Operating Officer to develop and implement a proactive and effective labor relations strategy for BAM’s seven labor unions.

- Foster an environment that values professional development and learning, including working across departments to develop and implement leadership programs to strengthen managerial acumen.

- Lead the development and execution of a robust People and Culture strategy, in close collaboration with and support of department leaders to assure successful implementation.

- Maintain regular communication with the HR Committee of the Board, providing insight into BAM’s People and Culture strategy, DEI efforts, and other major HR developments.
CANDIDATE PROFILE

While it is understood that no one candidate will bring every desired skill, characteristic, and experience, the following offers a reflection of the ideal candidate profile.

TALENT ARCHITECT
The CPO will be a builder with the demonstrated ability to design and implement effective talent recruitment, management, and retention strategies that lead to an engaged, diverse, and inclusive workforce. The CPO will enhance BAM’s reputation as an employer of choice through the development and implementation of a wide range of innovative talent initiatives and strategies. Engaging and supportive, they will be experienced in developing and retaining a dynamic, expert HR team to meet organizational goals.

JUSTICE, EQUITY, AND BELONGING
The CPO will come to BAM as a creative thought leader with a deep commitment to social justice, equity, and inclusion. Equipped with a multi-faceted understanding of the evolving landscape surrounding social justice and DEI, they will lead the organization’s efforts to develop shared language and strategies to not only challenge and dismantle oppressive systems and other barriers to opportunity, but also create new pathways and processes for fresh opportunities. A resourceful coach and capable facilitator, this person will be energized by the prospect of helping others develop the awareness, comfort, and confidence necessary to address and champion equity in all aspects of the organization. Culturally competent, the successful candidate will have the character and integrity necessary to develop rapport with people of varying experiences, backgrounds, and philosophies. Above all, the right candidate will foster a culture where all staff members can thrive.

VISIONARY AND STRATEGIC LEADERSHIP
A strategic leader and advisor, the CPO must leverage their understanding of the organization and its current programs and culture to develop a solutions-oriented approach to driving transformative change in a consistent manner, bolstered by frequent and clear communication with all staff. This leader will bring expertise developing a progressive and comprehensive People and Culture strategy, implementing it across functions and aligning it to the institution’s goals and needs.

CHANGE AGENT AND INNOVATOR
A courageous and reflective leader with the mindset to change the status quo and reinvigorate BAM’s talent landscape, the CPO will have the ability to diagnose critical areas for attention, build shared understanding and implement clear strategies. As a catalyst for cultural transformation, the CPO will bring experience creating new systems and driving policy change. A trailblazer, this leader will have the ability to actualize a new reality for BAM - together with other senior leaders, the staff, and Board - building on its evolving mission and vision for the future.
INCLUSIVE AND ENGAGED LEADER
Skilled at listening to and learning from others, the CPO will be guided by a deep belief in fostering a transparent and empowering organizational culture that amplifies community, collaboration, and partnership. The CPO will have the ability to continually enhance BAM’s powerful sense of shared purpose by engaging others in facing the opportunities and challenges ahead. Empathic, values-driven, and deeply invested in staff voice, the CPO will be able to achieve consensus among differing opinions. Moreover, their leadership philosophy will be instinctively inclusive, assuring the personal and professional development and growth of all employees.

INVESTMENT IN THE ARTS AND BROOKLYN
This leader will be deeply invested in strengthening community and fostering a sense of belonging through the power of art. They will bring a strong work ethic, emotional intelligence, a sense of humor, and evidence of a commitment to lifelong learning and professional growth. As the senior-most HR and DEI leader, the CPO will continually demonstrate humility, empathy, and respect. This leader will be an individual of unquestioned integrity, ethics, and values - someone who can be trusted without reservation. They will bring a love of Brooklyn and the arts to their day-to-day work, honoring the beauty and revolutionary nature of BAM’s community. In addition, the CPO will bring a deep knowledge of the histories, cultures, and identities of the institution and its surrounding communities.

IN ADDITION, STRONG CANDIDATES WILL BRING:
• A Bachelor’s degree, with advanced expertise in best practices in HR policies, fostering equity and inclusion.
• Holistic knowledge and understanding of anti-oppressive models, anti-racist systems, and liberatory design, with a commitment to ongoing training.
While BAM is targeting a salary of $180,000 to $215,000 commensurate with the candidate’s skills and experiences, we are open to feedback from the market and would welcome the ability to connect with potential candidates who may be outside of the compensation band.

Benefits include health insurance, life insurance, disability protection, and up to 29 days of paid time off per year. BAM’s 2022 Holiday Calendar includes 11 paid holidays.
Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Chartise Clark and Naree W.S. Viner of Koya Partners are leading this search on behalf of BAM. To express interest in this role please submit your resume and cover letter here. All inquiries and discussions will be considered strictly confidential.

Everyone deserves a fair shot at success and brings valuable experiences beyond the traditional job requirements. If you’re a close but not exact match with the description, we invite you to still consider applying.

Applications should be submitted by **August 31, 2022**. That date will be given priority, although we will accept applications until the position is filled. The Search Committee anticipates conducting interviews in September and extending an offer in October.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Brooklyn Academy of Music is an Equal Opportunity Employer. BAM recognizes that historic institutional practices lead to a non-inclusive environment and is working to address diversity and inclusion in all forms. Individuals in BAM are experiencing their own pace during this process, which is not uncommon when addressing power and privilege.

The leadership team supports and continues to take part in this process. BAM strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

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