

**Job Title:** Social Impact & Leadership Programs Manager  
**Supervisor Title:** Vice President of Impact and Innovation  
**FSLA Status:** Exempt

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### **Position Summary:**

The Impact and Innovation team at the San Diego Symphony leads the organization's social impact and learning programs, building connections with cultural institutions, nonprofit organizations, community leaders, and schools to advance the Orchestra's role as an international cultural ambassador, civic leader, and hub for local community activity.

The Social Impact & Leadership Programs Manager is responsible for designing community engagement, leadership, and workforce development programs that build a sense of belonging and connection. Programs include, but are not limited to, Music Connects, High School Ambassadors, and Park Activation activities. In addition, the person in this position oversees the development and stewardship of partnerships with community partners in the Promise Zone region.

The ideal candidate will be energetic, detail-oriented, and have experience building partnerships with nonprofit organizations and local community leaders. They should also exhibit strong project management and problem-solving skills, be an excellent and empathetic communicator, enjoy building relationships and leading collaboratively. A commitment to diversity, equity and inclusion, along with a willingness to engage in personal and organizational reflection, critical dialogue, and growth is expected.

### **Essential Duties & Responsibilities:**

#### **Program Development:**

- Plan, produce, and evaluate community concerts including program goals, themes, repertoire, scripts, digital media, and other technical elements; hire guest artists as appropriate, and help inform rehearsal strategies.
- Build Music Connects community partner roster and oversee program experiences including free tickets, transportation, meal vouchers, meet & greets, and guest artist follow up visits.
- Assess and manage musician professional development as required.
- Plan, produce, and evaluate leadership development programs including program goals, curriculum, admissions, and documentation.
- Develop and maintain relationships with local nonprofit partners to identify needs and effectively develop and administer San Diego Symphony's community engagement programs to meet those needs.
- Design measurement tools and collect and track participant feedback to assess impact and effectiveness of all programs.
- Identify areas of community need and potential programming opportunities.

#### **Administrative:**

- Serve as the primary contact for community, leadership, and workforce development programs.

- Develop revenue and expense budgets for community, leadership, and workforce development programs while monitoring progress of each and adjusting as necessary.
- Create contracts and check requests for guest artists and production partners, as appropriate.
- Work closely with the Development Department to support program funding.
- Collaborate with Marketing and Communications to promote activities and communicate the Orchestra's role in its community to outside stakeholders.
- Schedule related musician services, assign musicians, and communicate all logistics, context, and goals to those assigned. Utilize musician services following the guidelines of the Collective Bargaining Agreement.
- Recruit and supervise volunteers to help staff community, leadership and workforce development activities.
- Perform other duties as assigned.

### **Required Qualifications:**

- Passion for symphonic music and community engagement.
- 3 – 5 years prior work experience in music, social services, leadership development or related field.
- Bilingual in Spanish preferred.
- Demonstrated written, verbal, and interpersonal skills and ability to work effectively with a wide range of constituencies in a diverse community.
- Ability to manage multiple projects in many stages at once, thriving in a fast-paced environment.
- Collaborative and effective team player, with ability to anticipate internal and external stakeholder needs.
- Computer literacy in Microsoft Office programs, including Word, Excel, and PowerPoint.
- Evenings and weekends required.

### **General Requirements:**

- Ability to work varied hours, including nights, weekends, and holidays
- Able to sit or stand for long periods of time.
- Mobility both on and off the stage and in crowded spaces in both indoor and outdoor venues.

### **Working Conditions**

- Normal office working conditions: sitting at a desk and computer terminal for long periods of time, typing, and computer work.

### **Additional Information:**

This position is a full-time, exempt position with benefits, based at the San Diego Symphony locations: The Rady Shell at Jacobs Park and the Jacobs Music Center. There is flexibility for this position to be hybrid (work from home and on-site).

### **Pay Range:**

\$66,560-\$70,000

### **Benefits:**

Health, dental and vision insurance; life, AD&D, and long-and short-term disability insurance; FSA; paid sick days, vacation days and holidays; 401(k) plan.

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The San Diego Symphony provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

We are committed to being a workplace in which every employee has equitable opportunities and support, and experiences a sense of belonging. Individuals with diverse backgrounds, identities, and experiences are encouraged to apply.