

Position Opportunity

**Chief Program Officer
Sitar Arts Center
Washington, DC**

Sitar Arts Center invites applications and nominations for the position of Chief Program Officer, available in Fall 2024.

Sitar Arts Center

<https://www.sitarartscenter.org/>

Sitar Arts Center engages DC's youth, from early childhood to young adulthood, in building a creative community of learning and belonging that removes financial and cultural barriers to arts education and career training. We envision a city in which all young people experience transformative moments through quality, accessible arts education and career training and are supported on their path to discover their creativity and achieve their full potential.

At Sitar Arts Center (Sitar), students engage in affordable, high-quality education and workforce development in the visual, digital, and performing arts. Each semester, 80% of students are from Washington DC households at 60% or less of the area median income. Programs take place year-round during out-of-school time in Sitar's state-of-the-art, 12,977-square-foot facility, which features an 85-seat theater, visual and digital art studios, a dark room, dance studios, and private and ensemble instrumental music studios. Sitar has a long history of collaborative artistic partnerships with DC-area organizations and beyond, including The Washington Ballet, DC Jazz Festival, A Tempo Music, Meridian Hill Pictures, Berklee College of Music, and many more.

Located in the vibrant Adams Morgan neighborhood, Sitar's community includes youth from every ward in DC. Throughout the year, approximately 900 students engage in high quality classes including instrumental music, ballet and hip-hop dance, acting and musical theater, digital photography and filmmaking, and more. Each summer children from K- 8th grade enjoy our full-day, six-week Camp Sitar and teens enroll in paid summer workforce development programs. Sitar's pilot ArtsAdvance program offers training towards alternative pathways to careers in the creative industries for 18-24-year-olds. Committed to diversity, equity, inclusion, and belonging from its inception, 88% of Sitar students identify as Black, Hispanic, Latino, or as person of color. Sitar has served more than 6,000 DC youth since it opened its doors in 2000.

As Sitar approaches its 25th anniversary, the Center has embarked on a significant period of growth with the launch of ArtsAdvance and a physical expansion into Sitar Next Door, opening in 2025. The new 6,346-square-foot facility, next door to Sitar's existing space and purchased with long-time Sitar partner, Jubilee Housing, will realize a shared vision for justice and equity with three floors of affordable apartments for families and vital educational programming, provided by Sitar, on the ground floor. Sitar is funding the expansion as well as investing in its financial future through a visionary \$5.7M capital campaign, now at nearly 100% of goal.

Sitar Arts Center is governed by a Board of 23 community leaders and has an annual operating budget of \$4.1 million. Maureen Dwyer has served as Executive Director since 2011 and leads a diverse staff of 24 full-time employees.

The Opportunity

The next Chief Program Officer will join Sitar's executive leadership team at an exciting time of physical and programmatic expansion as the Center prepares to celebrate its 25th anniversary. The Chief Program Officer will join a dedicated and diverse team to ensure that Sitar continues to provide meaningful, high-quality, and accessible arts education to children, youth, and young adults in the Nation's Capital.

The Position

The Chief Program Officer (CPO) is a vital and valued member of Sitar's executive management team. Reporting to the Executive Director, the CPO is an active participant in making strategic decisions impacting the vision and future of the organization. In partnership with the Executive Director, the CPO will be responsible for establishing the guiding philosophy that will inform short- and long-term programming goals. The CPO will dream, develop, and drive new programmatic content, always with the goal of weaving in the new with the existing activity. The Chief Program Officer will evaluate Sitar's wide array of programs to ensure to students needs are met at this critical time post-pandemic and will lead the expansion of programming into Sitar Next Door in a way that allows for long-term viability, sustainability, and success.

As a member of the senior management team, the Chief Program Officer will collaborate closely with their colleagues to promote alignment around key strategic goals and organizational priorities. As the leader of the programs department, the CPO will directly manage the Director of Community Arts Education and the Director of Innovation and Engagement, both strong and experienced program leads. The CPO will lead a program team of 8 full time staff members and up to 100 seasonal faculty and program staff members. They will build a positive team culture that embodies Sitar's guiding principles and values.

The CPO is responsible for the development, implementation, and sustainability of all programs in alignment with Sitar's strategic vision. Partnerships and volunteers are vital components of Sitar's model. The CPO will establish and cultivate strong relationships with artistic partners and volunteer teaching artists. They closely monitor and evaluate all programs and are able to affect meaningful change in programming when necessary. They will provide thought leadership and strategy in building programs that are responsive to the financial needs of Sitar's community, and they will work closely with Sitar's development team to secure sustainable programmatic funding from a variety of sources. The CPO will build strategy and vision for Sitar's growing workforce development programs, most notably ArtsAdvance. They will be responsible for building, monitoring, and evaluating the annual programs expense budget and income forecast. The CPO will nurture existing artistic partnerships while exploring the potential for new collaborations locally, regionally, and nationally.

The CPO ensures effective communications within the programs team and between the programs team and other departments. They will identify opportunities for departmental alignment and leverage these opportunities in order to meet and exceed Sitar's strategic goals. The Chief Program Officer will be a partner to the Executive Director and will be able to assess when decisions should be made at the departmental level or collaboratively with the executive team.

The Chief Program Officer represents Sitar Arts Center to external stakeholders and partners and serves as an advocate for Sitar's mission throughout the city. They support Sitar's role as a key advocate toward positive policy outcomes for the field.

The Chief Program Officer is a warm and welcome presence on site at Sitar and frequently engages with volunteer instructors, students and their families.

Candidate Profile

The successful candidate will be deeply committed to advancing equity in the arts, education, and career pathways. They will be a strategic thinker who combines a passion for arts education with a track record of success in non-profit leadership and management. Prior experience working in youth educational programming is a must; experience working with young adults and workforce development efforts is preferred. Prior experience in Washington, DC will be considered a plus.

The successful candidate will be highly creative and able to develop their ideas into measurable successes. They will have a deep knowledge of best practices and current trends in the field of arts education, early childhood, creative youth development, and workforce development. Personal experience as a visual artist or performer will be considered a plus; many Sitar staff have vibrant and fulfilling creative lives outside their work at the Center.

The successful candidate will be a natural leader who embodies Sitar's guiding principles and values. They will have had experience working within a diverse community and will value varying perspectives. They will be an effective communicator who can articulate common goals and build consensus around big ideas. The successful candidate will have experience working within a high-paced, complex structure and will welcome collaboration and teamwork. The candidate will have successful experience recruiting, motivating, and managing a high-functioning professional staff. The candidate will have the sensibility and temperament to work effectively with creative and performing artists and artistic leaders.

The successful candidate will be a skilled manager of departmental and programmatic budgets. They will have a track record of fiscal responsibility and will understand non-profit funding streams. The successful candidate will be a remarkable relationship builder and have a record of accomplishment in fostering and building effective partnerships.

The successful candidate will embody a love of the arts and education. They will be mature, kind, and respectful, with a healthy sense of humor. They will be comfortable around students of all ages and welcome the opportunity to share space with young people. Prior experience working with primary guardians and volunteers will be considered a plus.

The candidate will welcome the opportunity to play a leadership role in expanding the reach and impact of Sitar Arts Center in Wards 1, 4, and 5 and throughout the greater Washington, DC community. Bilingual in Spanish/English will be considered a plus.

Compensation

The salary range for this position is \$90,000 to \$110,000 per year, depending on qualifications and experience. Sitar Arts Center offers a comprehensive benefits package.

Applications

Sitar Arts Center is an equal opportunity employer committed to hiring a diverse workforce and sustaining an inclusive culture. Sitar Arts Center does not discriminate on the basis of race, creed, color,

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ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, height, weight, physical or mental ability, veteran status, military obligations, and marital status, or any other basis protected under federal, state or local laws.

Please submit a cover letter that describes your specific interest in the Sitar Arts Center and your qualifications for the position. Send with a resumé and salary expectations. On a separate sheet, please also include the names of several professional references. All applications will be treated as confidential and references will not be contacted without the applicant's agreement.

Electronic submissions are requested.

The position will remain open until filled; for best consideration, please submit application before September 1, 2024.

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(Adobe Acrobat PDF attachments only, please.)