



# *The* MUSIC HALL

PRESIDENT & CEO  
POSITION ANNOUNCEMENT

## ABOUT THE MUSIC HALL

Since opening its doors in 1878, The Music Hall has stood at the center of Portsmouth's cultural life as the oldest operating theater in New Hampshire and one of the oldest in the United States. Originally built as a vaudeville house, the historic venue has evolved into a nonprofit performing arts center that brings together music, film, literary arts, civic dialogue, and community celebration.

Saved from closure in the 1980s through a grassroots community effort, The Music Hall continues to serve as a cultural anchor for the Seacoast region. Its venues host world-class artists, award-winning cinema, author conversations, and community-centered events that reflect both the region's history and its evolving artistic voice. Rooted equally in preservation and innovation, The Music Hall blends historic stewardship with forward-looking programming, creating welcoming spaces where audiences gather to be entertained, inspired, and connected.



## SPACES & VENUES

### THE HISTORIC THEATER

The landmark 895-seat Historic Theater, built in 1878 and designated an American Treasure, serves as the organization's flagship venue and community gathering space. Featuring a restored Victorian auditorium and historic architectural character, the theater presents concerts, film, literary events, and special programs that define The Music Hall's public identity.

### THE MUSIC HALL LOUNGE

The Music Hall Lounge is an intimate, cabaret-style venue supporting emerging artists, conversations, film screenings, and experimental programming. Its flexible design allows The Music Hall to expand artistic offerings while fostering deeper audience connection.

### THE MEMBERS CLUB & KEARSARGE HOUSE

Located within the historic Kearsarge House property, the Members Club and Ticketing Hub provide a welcoming gathering space for patrons, donors, and community members while expanding The Music Hall's downtown footprint and audience experience.

## FINANCIAL OVERVIEW

The Music Hall operates from a position of strong financial stability, generating approximately **\$12.7 million in annual revenue** supported by a balanced mix of earned income and philanthropic investment. The organization maintains more than **\$21 million in total assets**, reflecting thoughtful stewardship and long-term sustainability.



## POSITION OVERVIEW

The President & Chief Executive Officer serves as the chief executive leader and primary ambassador of The Music Hall, working in close partnership with the Board of Trustees to advance the organization's mission, strengthen community relationships, and ensure long-term sustainability.

Joining at a pivotal moment in the organization's evolution, the next President & CEO will guide The Music Hall's strategic direction while honoring its historic legacy and community-centered values. This leader will align and support a seasoned senior leadership team, advance fundraising and external relations efforts, and help shape a clear, collaborative vision for the organization's future.

**Reporting to the Board of Trustees, the President & CEO oversees organizational operations through a leadership team that includes:**

- Chief Marketing & Communications Officer
- Chief Development Officer
- Director of Finance & Administration
- Director of Facilities & Theatre Operations
- Senior Director of Programming & Front of House
- Director of Data Services & Cinema Curator

The President & CEO maintains an active presence at performances, events, and civic engagements throughout the Seacoast region, serving as a visible and authentic representative of The Music Hall within the broader community.

## KEY RESPONSIBILITIES

- Provide strategic and mission-driven leadership in partnership with the Board of Trustees.
- Serve as a visible and authentic ambassador across the Seacoast arts and civic community.
- Advance fundraising initiatives, including major donor cultivation and capital campaign engagement.
- Foster a collaborative organizational culture grounded in trust, humility, and shared accountability.
- Oversee financial stewardship alongside finance leadership to ensure responsible budgeting and sustainability.
- Partner with artistic and programming leadership to support diverse, community-centered experiences.
- Strengthen relationships with donors, artists, civic leaders, partner organizations, and audiences.
- Lead strategic planning efforts that align mission, programming, and organizational priorities.
- Promote inclusive leadership practices that value staff, volunteers, and community voices.
- Maintain an active presence at performances, events, and community gatherings.





## KEY QUALIFICATIONS

- Progressive senior leadership experience in nonprofit arts, cultural institutions, or mission-driven environments.
- Demonstrated success working with boards of directors and complex stakeholder groups.
- Strong fundraising experience, including major gifts and donor stewardship.
- Financial literacy and experience overseeing organizational budgets.
- Experience leading and inspiring diverse teams.
- Exceptional communication and public speaking skills.
- Deep commitment to community engagement and relationship-building.
- Understanding of live performance or presenting environments strongly preferred.
- Strategic thinker with the ability to translate vision into action.
- Ability to lead through change with emotional intelligence and integrity.
- Commitment to diversity, equity, inclusion, and accessibility.
- Genuine passion for the performing arts and cultural impact.

## LIVING AND LEADING IN PORTSMOUTH

Portsmouth offers the rare combination of historic character, cultural vitality, and coastal beauty. Its compact, walkable downtown blends preserved 18th- and 19th-century architecture with independent bookstores, galleries, and chef-owned restaurants, creating a place where culture is woven into everyday life. Civic pride runs deep, and arts institutions are embraced as central to the city's identity.

The Seacoast region sustains a serious and collaborative arts community. Organizations such as Prescott Park Arts Festival, Strawbery Banke Museum, Seacoast Repertory Theatre, and New Hampshire Theatre Project contribute to a visible network of cultural anchors and creative partners. Within an hour are the major performing arts institutions of Boston and the growing arts scene in Portland, Maine, expanding opportunities for artistic exchange and partnership.

For an executive leader, Portsmouth and the Seacoast region offer both professional impact and quality of life. The region demonstrates sustained philanthropic support, engaged governance, and an audience that values visible leadership. At the same time, daily life is deeply integrated with the waterfront, historic neighborhoods, and surrounding natural landscape. It is a place where work is meaningful and visible, and life outside of work is equally rich.





## COMPENSATION & BENEFITS

The salary range for this position is \$190,000–210,000, commensurate with experience and qualifications. The Music Hall offers a competitive and comprehensive benefits package that supports employee wellbeing and work-life balance.

## TO APPLY

The Music Hall has engaged ThinkingAhead Executive Search to lead this search. Interested candidates should submit a resume and letter of interest outlining their leadership experience and interest in the role.

### Jonathan McIntosh

Partner, ThinkingAhead Executive Search  
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### Rachael Holloway

Recruiter, ThinkingAhead Executive Search  
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*All inquiries and nominations will be handled with strict confidentiality.*

*The Music Hall is an equal opportunity employer. We highly encourage those traditionally underrepresented in our industry to apply. Diversity is core to our beliefs at The Music Hall. We are passionate about building and sustaining an inclusive and equitable working and learning environment for all employees, volunteers, and artists.*

*ThinkingAhead Executive Search is an Equal Opportunity Employer, committed to a work environment that supports, inspires and respects all individuals. Personnel processes are merit-based and applied without discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, marital status, age, disability, national or ethnic ancestry, military service status, citizenship, or other protected characteristic. This applies to every aspect of employment including hiring, training, advancement and termination. The firm is committed to creating a just culture of diversity, equity and inclusion by practicing, within the company and the marketplace we serve, intentional strategies that serve marginalized individuals and groups.*