



What are the essential qualities of arts leaders in the 21st Century?
A passion for the artform

Based in London, the arts capital of the world, Arts Executive Search is a market leader in recruiting executives for a broad range of performing arts organisations, venues, festivals, record companies, music publishers, artist management companies, universities, conservatoires and foundations.

SERVICES WE PROVIDE...

Arts Executive Search recruits managers who will make a difference in a dynamic cultural landscape.

WHY CHOOSE US?

A good placement creates value for the organisation and advances the professional development and career aspirations of candidates.

MARY CARLSON

Mary Carlson founded Arts Executive Search in 2000 to assist arts organisations in the recruitment of senior managers.

The profile of a successful arts leader encompasses education and experience; creative flair and technical competence; vision and charisma; entrepreneurial thinking and corporate discipline. Arts Executive Search, through its worldwide network, cross-cultural knowledge and senior operating experience is able to deliver outstanding candidates uniquely suited for the role and the organisational culture.

ABOUT US



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Arts Executive Search is a specialist recruitment company serving arts organisations in the United Kingdom, Europe, the Middle East and Australia. We recruit executives at the top, senior and middle management levels. Our clients include orchestras, opera companies, festivals, venues, universities, conservatoires, artist management companies, record labels, music publishing companies, presenting organisations and foundations.

Our international network enables us to select the right candidate from any corner of the globe.

Since opening in 2000 Arts Executive Search has worked with client organisations and candidates in 17 countries. Our professional expertise enables us to assist the client in refining the search specifications in the context of the organisation structure and its artistic objectives.

We have placed CEOs and artistic directors as well as senior managers in technical and production; marketing and communications; development and artistic programming. We have been engaged by the leading nonprofit organisations as well as the major commercial companies in recording and music publishing.

ARTS ENVIRONMENT

The increasingly competitive arts landscape, new state of the art venues, higher performance standards, digital platforms, complex organisation structures, plural sources of funding, greater public accountability.... are some of the many factors which are forcing a change in the profile of arts executives in the 21st century.

We understand the universal goals of a performing arts organisation: to promote the creation, performance and distribution of the artform at the highest level in a dynamic cultural context. Securing the best management talent is essential to achieving those objectives.

SERVICES

EXECUTIVE SEARCH

Arts Executive Search places senior and middle managers in executive and artistic roles within a large number of international arts organisations

OUR SEARCH METHODS

- Preparation of a detailed brief in consultation with the client
- Creation and presentation of the position description and candidate specification/profile for online distribution and advertising
- Sourcing candidates through advertising and the Arts Executive Search international contact network
- Preliminary assessment of candidates
- Development of a short list of candidates for presentation to the client
- Production of documentation book on candidates including CV, industry profile, background information and supplementary interviews
- Coordination of interviews
- Reference checks
- Negotiation and closure
- Follow up on candidate integration

We understand the business models, we have experience in the operating environment and we have an established track record in the recruitment process..

SERVICES

WHY CHOOSE US?

Since 2000 Arts Executive Search has provided executive search, selection and research to a prestigious list of international arts organisations. A select list of searches and references will be provided on request.

OUR SEARCH METHODS

- Outstanding recruitment for the performing arts
- Core specialisation in the Classical Music Sector based on an in depth knowledge of music combined with management experience in leading arts companies
- An understanding of diverse artistic and organisational cultures
- Distinguished track record of successful placements throughout the world
- Proven research methodology, carefully geared to the strategic aims of the client
- An international network of associates
- A close collaboration with the client during and after an assignment. Arts Executive Search monitors the integration of the successful candidate and engages the client in an ongoing dialogue regarding artistic policy, leadership and strategy
- A strict policy of confidentiality
- A competitive fee structure

GLOBAL LINKS

In association with the Catherine French Group in Washington, D.C., we provide research on international candidates for positions in the United States. We work with a number of international associates for placements in Australia and China.

Arts Executive Search has consistently identified managers who have developed their artistic and executive leadership potential in the placements our organisation has found for them.

MARY CARLSON



MARY CARLSON, a dual British/American citizen, has worked in the music and performing arts field for over 30 years.

She spent the early part of her career in management positions at the New York Philharmonic, Radio City Music Hall and New World Records. After moving to London, she was engaged on management consulting projects for the Prudential Arts Awards and English Touring Opera before focusing on marketing and public relations consulting.

Orchestra clients included The Cleveland Orchestra, Indianapolis Symphony Orchestra, San Francisco Symphony, Orchestre Symphonique de Montréal, Concertgebouw Orchestra, Oslo Philharmonic,

St. Petersburg Philharmonic, Orchestre de la Suisse Romande, Royal Liverpool Philharmonic, BBC Philharmonic, Bournemouth Symphony Orchestra, City of London Sinfonia, London Sinfonietta, Ulster Orchestra, Südwestfunk Symphony Orchestra Baden- Baden, Norwegian Chamber Orchestra, Academy of Ancient Music and Sydney Symphony.

In 2000 Mary Carlson founded Arts Executive Search, now a market leader in the recruitment of executives in the performing arts sector, with a particular focus on classical music for both commercial and nonprofit organisations.

Mary Carlson holds a B.Mus from Manhattanville College, an M.Mus from Northwestern University and an M.Sc from Columbia University, Graduate School of Business (MDPE Program).

CONTACT US



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