



JOB ANNOUNCEMENT EXECUTIVE DIRECTOR

Stulberg International String Competition
Kalamazoo, MI

Position Summary

The Stulberg International String Competition seeks a visionary and collaborative Executive Director to lead the organization into its next chapter of growth and artistic excellence. The Executive Director is responsible for the strategic, programmatic, financial, and operational leadership of the organization, working in close partnership with the Board of Directors, staff, donors, and community partners.

As the public face of the Stulberg, the Executive Director upholds and advances the organization's mission to promote excellence in string performance and support the next generation of world-class musicians. This is a full-time, exempt position based in Kalamazoo, MI, with occasional travel required.

About the Stulberg

Founded in 1975, the Stulberg International String Competition is one of the foremost competitions for young string musicians ages 19 and under. With alumni performing in top orchestras and ensembles around the world, the Stulberg is a launching pad for extraordinary talent. The organization also offers masterclasses, outreach concerts, and community engagement programs to expand access to high-caliber musical experiences. Learn more at stulberg.org.

Over the past 10 years the Stulberg has achieved remarkable growth.

The number of applicants to compete has increased over 60% between 2015 and 2025. Additionally, the applicants for the 2024 and 2025 Competitions represented seventeen countries around the world. In 2019 the Stulberg employed a part-time Executive Director. With the growth achieved over the past five years, the Stulberg is now run with a full-time Executive Director, a part-time Executive Assistant, and an intern.

Key Responsibilities

Leadership & Strategy

- Lead the execution of the Stulberg's strategic plan and organizational vision.
- Collaborate with the Board of Directors to ensure sound governance and long-range planning.
- Foster an inclusive and mission-driven organizational culture.

Board Relations

- Partner with the Board in planning, development, and decision-making.
- Provide timely, accurate reports and updates.
- Support board recruitment, orientation, and committee engagement.

Fundraising & Development

- Develop and execute a comprehensive fundraising strategy, including individual, corporate, foundation, and government support.
- Cultivate relationships with donors, sponsors, and funders.
- Lead or support grant writing, reporting, and donor stewardship.

Finance & Administration

- Prepare and manage the annual operating budget in collaboration with the Treasurer and Finance Committee.
- Oversee day-to-day financial operations and ensure regulatory compliance.
- Maintain accurate records, prepare reports, and coordinate with auditors and payroll vendors.

Program Management

- Oversee all aspects of the annual competition, including applications, adjudicator recruitment, travel logistics, and event execution.
- Manage additional programs such as masterclasses, outreach performances, and medalist return engagements.
- Maintain high artistic standards and ensure a seamless experience for all participants.
- Maintain existing relationships and develop new relationships with orchestras in the United States that will create more performance opportunities for our medalists.

Marketing & Communications

- Lead the development and execution of an annual marketing plan.
- Oversee all branding, public relations, advertising, and promotional materials.
- Serve as spokesperson and public representative for the Stulberg.

Staff & Office Management

- Hire, supervise, and evaluate staff, interns, and contractors.
- Maintain a productive and supportive work environment.
- Ensure the effective use of technology and physical resources.

Community Engagement

- Cultivate relationships with cultural organizations, educational institutions, and civic leaders.
- Represent the Stulberg in the broader arts and nonprofit communities.
- Champion diversity, equity, and inclusion across all programs and partnerships.

Legal & Regulatory Compliance

- Ensure adherence to nonprofit reporting requirements, tax filings, employment laws, insurance, and licensing.

Core Competencies

- Strategic Leadership – Thinks long-term and aligns actions with the mission and vision.
- Fundraising Acumen – Demonstrated success securing individual and institutional support.
- Financial Literacy – Skilled in nonprofit budgeting and fiscal oversight.
- Arts Administration – Experience planning events, managing programs, and working with artists.
- Board Engagement – Builds strong relationships with volunteer leaders and committees.
- Marketing & Public Relations – Proficient in brand development and stakeholder communication.
- Cultural Competency – Committed to equity and inclusive practices.
- Digital Fluency – Comfortable with CRM systems, online platforms, and productivity tools.
- Knowledge of Classical Music – Familiarity with repertoire, adjudication, and youth development in music.

Qualifications

- Bachelor's degree required; Master's or advanced degree in Arts Administration, Nonprofit Management, or related field preferred.
- Minimum 5 years of progressive leadership experience in nonprofit or arts organizations.
- Experience managing staff, budgets, programs, and fundraising campaigns.
- Strong written and verbal communication skills.
- Knowledge of classical music and youth education strongly preferred.

Compensation & Benefits

- Full-time, exempt position.
- Salary beginning at \$75,000 - commensurate with experience.
- Benefits package available.

To Apply

To submit a cover letter, résumé, and three professional references

[CLICK HERE](#)

Applicants should address their core competencies and key responsibilities of the positions they have held. Applications will be reviewed on a rolling basis until the position is filled.

The Stulberg International String Competition is an equal opportunity employer and encourages applications from candidates of all backgrounds. We are committed to building a diverse and inclusive organization that reflects the global community we serve.