

Position Specification

Executive Director

Miami Beach, FL

November 2025





Executive Director

Reporting To	Board of Trustees through the Board Chair
Direct Reports	Chief Marketing Officer, Chief Financial Officer, Senior Director of Development, Senior Director of Human Resources, Director of Community Engagement
Location	Miami Beach, FL

Miami City Ballet

“Of all the ballet troupes... none looks so truly and completely a company.”

-The New York Times

“A rare blend of wit, musicality and speed.”

-The Washington Post

“One of America’s finest ensembles.”

-The Independent (UK)

Miami City Ballet (MCB), founded in 1985, is one of the most renowned ballet companies in the United States. Its repertory of close to 200 ballets, including over a dozen world premieres, was built upon the Balanchine repertory, style, and technique, and then expanded to include beloved classical works of importance and exciting new choreography by contemporary and ground-breaking artists. The company’s international ensemble of dancers is acclaimed around the world for its technical prowess, artistry, and cohesion. In August 2025, MCB enthusiastically welcomed [Gonzalo Garcia](#) as its third Artistic Director in its 40-year history.

MCB proudly presents a season of at least four repertory programs and its own specially redesigned version of George Balanchine’s *The Nutcracker*® at its home venue, the Adrienne Arsht Center in Miami, with annual dates at the Broward Center for the Performing Arts in Fort Lauderdale, the Kravis Center for the Performing Arts in West Palm Beach, and Artis—Naples in Naples. MCB is also presented nationally, and even internationally, appearing at the Lincoln Center, the Kennedy Center, the Los Angeles Music Center, the Segerstrom Center, Jacob’s Pillow, Spoleto Festival USA, and Les Étés de la Danse in Paris.

Miami City Ballet School (MCBS), founded in 1993, is one of the largest and most prestigious dance training programs in the nation, training dancers for careers with MCB and other professional companies throughout the world. Its dance training pedagogy is truly distinctive to MCBS, retaining traditional methods of classical ballet while integrating the dynamic and technical aesthetic of the Balanchine style. MCBS’ expanded national and international audition tours attract more than 6,500 students each season, and MCBS’ scholarship program offers support to children locally and internationally, providing over \$600,000 worth of scholarships each year. This past summer, MCB proudly opened its brand-new, state-of-the-art [residence hall](#) for students next door to the company headquarters.





Rooted in its belief that dance can transcend boundaries, change lives, and transform entire communities, MCB proudly serves up to 20,000 individuals annually through a range of community programs. Specific programs include Explore Dance, STEAM+, Masterclasses/Workshops, Summer Dance Camps, Ballet for Young People, and Impromptu: Pop-Up Performances. This dynamic portfolio of programs eliminates barriers to the arts by bringing high-caliber dance education and performance opportunities directly into local communities, schools, and social service centers.

MCB and MCBS are headquartered in the Ophelia & Juan Js. Roca Center in Miami Beach. The extraordinary three-story, 63,000 square foot facility houses eight spacious, sunlit rehearsal studios with marley-covered sprung floors (two of which combine to create a 200-seat theater). The Arquitectonica-designed building also houses physical therapy and massage rooms, a dancers' lounge, students' lounge, workout room, and dressing rooms, as well as MCB's wardrobe department and costume shop and administrative offices. Starting January 2026, MCB is enhancing the building with capital improvements and designs to facilitate an even better community center.



MCB's annual operating budget is approximately \$22 million, nearly half of which is earned through ticket sales, school tuition, and ancillary revenue. The company enjoys significant support from the philanthropic community of South Florida and from local and national foundations and corporations. MCB is governed by a diverse and dedicated 40-member board of trustees. As MCB celebrates its 40th anniversary this season, the company is embarking on a bold five-year strategic plan, of which the primary aims are to 1) elevate Miami's profile as a national arts and cultural leader, 2) grow artists and arts enthusiasts, and 3) build financial assets for future sustainability. The next Executive Director will play a key leadership role in these efforts.

About Miami: a Global Cultural Capital



Annually ranked among the [World's Best Cities](#), Miami offers a lifestyle unlike any other – where cosmopolitan energy meets natural beauty. Bathed in year-round sunshine and framed by miles of pristine shoreline, the city invites an outdoor way of life. Its subtropical climate makes waterfront recreation, open-air dining, and cultural engagement accessible in every season.

Home to nearly 2.9 million residents, Miami is among the most diverse metropolitan areas in the United States. More than half its population is foreign-born, and over two-thirds identify as Hispanic or Latino, creating a truly global community. This diversity fuels Miami's cultural vitality and has helped drive a population increase of more than 15% since 2010. In recent years, Miami has also benefited from a surge in high-income

households and corporate relocations, further strengthening the region's economic base and expanding opportunities for philanthropy and cultural investment.

Miami's commitment to the arts is unmistakable. In 2022, Miami Beach voters approved the "Yes 2 Arts" General Obligation Bond, dedicating \$159 million to enhance cultural facilities, including the Miami City Ballet. Civic leaders at Partnership for Miami have reinforced this vision through the [A Miami That Works for All](#) report, which identifies arts and culture as a top strategic priority. Philanthropic partners like the Knight Foundation have played a transformative role, investing more than \$217 million in Miami's arts ecosystem since 2005. This alignment of public and private investment and leadership underscores Miami's determination to fortify a world-class cultural infrastructure and creative economy.



The city's cultural landscape is rich and varied. Miami hosts internationally renowned institutions and events, including Art Basel Miami Beach, the New World Symphony, Pérez Art Museum Miami, and arts districts like Wynwood and the Design District. Annual festivals and cultural programming attract millions of visitors and generate billions in economic impact. Innovative projects like the REEFLINE underwater sculpture park exemplify Miami's ability to fuse art, science, and sustainability in ways that capture global attention. Inarguably, Miami has earned its billing as a new [Cultural Capital](#).

Scope and Responsibilities

The Executive Director ("ED") will be a working partner with the Artistic Director ("AD") and the Board, who together set and achieve the overall vision and strategy for the company. The ED will design and implement a sustainable financial model and continually improve the bottom line through increased income generation and careful expense control. The ED will direct all business aspects of the Company, the School, and Community Engagement, ensuring MCB maintains its long-standing reputation as a premier producer of ballet, esteemed training ground for professional dancers, and deeply relevant catalyst for arts education, engagement, and expression in South Florida. Working collaboratively with internal stakeholders, the ED will safeguard the organization's long-term growth and vitality. Along with the Artistic Director, the ED will be a key external representative and spokesperson for MCB, engaging major individual donors, the business community, philanthropic and community partners, media and the government. Overall, the ED will continually elevate and sustain the life-changing impact of MCB on its audiences and community.

This is an extraordinary opportunity to help shape the next era of a beloved and world-renowned ballet company in a beautiful and desirable location, with a 40-year history of excellence and impact. The next Executive Director will inherit an exceptional artistic product, brand, and legacy and will be supported by a dedicated board, staff, and philanthropic partners. Among the many exciting opportunities and responsibilities for the ED, include:

- Partner with the AD and Board of Trustees in setting and achieving a strategic vision that expands MCB's reach, revenue, and relevance;
- Through collaboration, innovation, and a data-informed perspective, design and drive a comprehensive business plan that aligns artistic ambition with financial sustainability for the entire organization, including the School;
- Build and motivate a high-performing professional management team, recruiting, mentoring, and empowering talented professionals to achieve organizational goals;
- Monitor, evaluate, and report progress toward strategic objectives, providing solutions and adjustments as needed;
- With the Senior Director of Development, develop and direct a successful strategy for institutional advancement, diversifying and growing contributed revenue streams;
- With the support of the Board, AD, and others, spearhead the identification, cultivation, and solicitation of gifts from individuals, foundations, and corporations; The ED will personally manage a portfolio of key major donors and high-potential prospects;
- With the Chief Marketing Officer and AD, develop and direct a successful strategy to optimize the earned revenue potential of the company, including developing new revenue streams outside the main season programming;
- With the Chief Financial Officer and Finance Committee, develop the annual budget, multi-year financial goals, and cash-flow projects and set policies that result in sound fiscal management and operations;
- With the Senior Director of Human Resources, champion a People Operations strategy to foster a culture of excellence, unity, inclusion, and humanity;
- With the Director of Community Engagement and AD, advance an outreach strategy that maximizes impact and achieves desired outcomes in education, audience development, and funding;
- With the Board Chair, facilitate Board expansion, meetings, and engagement to harness its potential for collective impact;
- Collaborate with the AD in forging deals and partnerships within the industry, expanding MCB's audience, elevating its artistic profile, and enhancing its income potential;



- Develop relationships with the leaders of venues and broaden MCB's national and international profile by securing performance venues and festivals for presentations;
- Develop and maintain relationships with corporate sponsors, foundations, individual donors, and government representatives;
- Oversee facility operations, including building management and lease arrangements with the City of Miami Beach;
- Serve as a visible ambassador for MCB locally, nationally, and internationally, alongside the AD;
- Through example, uphold MCB values and contribute to a culture of excellence, unity, inclusion, and humanity;
- Keep current with industry trends, including new technologies, strategies, and policies.

Key Selection Criteria

The next Executive Director of Miami City Ballet will be a strategic, visionary leader with the depth and breadth of experience required to assume responsibility for the varied and complex functions of this role with confidence and agility. This individual will bring a proven track record of success in nonprofit arts management and possess an acute understanding of the unique and intricate business model of a ballet company of this size and stature. They will be an expert partner to the Artistic Director and Board in sound decision-making and demonstrate exceptional business acumen, coupled with the entrepreneurial ingenuity to diversify and expand earned revenue streams. A passionate advocate for the organization, the ED must embrace the role of chief fundraiser, engaging comfortably and effectively with donors, patrons, and a broad spectrum of stakeholders. The ideal candidate will be an inspiring and motivating leader who fosters collaboration, maximizes the potential of each team member, and organizes talent toward shared goals. While knowledge of ballet repertoire is a plus, a love for the art form is essential.

Personal / Professional Attributes

- Deep belief in the mission of MCB and a recognition of its significance in the field of dance, the Balanchine-Robbins legacy, and today's cultural landscape;
- Proven ability to drive operational excellence while balancing the artistic and business priorities inherent in every arts organization;
- Leadership style characterized by self-awareness, empathy, and the ability to analyze complex management and political dynamics; skilled at building a common vision and consensus among a range of stakeholders;
- Proactive and forward-thinking; exhibits a sense of urgency paired with calm, steady judgment;
- Strong team-building skills, capable of fostering cohesion among senior staff and unifying an organization around a compelling vision;
- Demonstrated enthusiasm and effectiveness in cultivating relationships with major donors and leading fundraising;
- Analytical approach to business development, capable of synthesizing data and making informed, calculated decisions;
- Entrepreneurial mindset with experience increasing earned income from ticket sales, tours, licensing, co-productions, facility rentals, classes, and innovating other revenue streams;
- Unquestioned integrity and personal conduct above reproach;
- Exceptional communication skills; poised and confident as the face of an organization;
- Polished, diplomatic, and emotionally intelligent;
- Indefatigably optimistic and infectiously enthusiastic;
- Cultural awareness and appreciation for working within a diverse community;
- Spanish language fluency is an advantage, though not required;
- Personal connection to Miami and/or MCB is an advantage but not required.



Contact Information

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