

Tuesday, March 8, 2022

President & CEO

Company: The International Association of Blacks in Dance (IABD)
Location: Washington, DC
Compensation: \$105,000 to \$120,000

► [Share](#) | [Print](#) | [Download](#)



[APPLY HERE](#)

Status: Full-time, exempt employee
Reports to: IABD Board of Directors
Location: Washington, DC
Deadline: For priority review, please apply by March 31, 2022

About The International Association of Blacks in Dance (IABD)

[The International Association of Blacks in Dance \(IABD\)](#) was founded in 1991 to preserve and promote dance by people of African ancestry or origin. Since its founding, IABD has evolved into an international arts service organization that:

- annually hosts its signature conference and festival that convenes over 800 dance professionals from around the world;
- serves as a source and publication for scholarly discourse on the dance sector;
- functions as an intermediary grantmaker;
- advocates for and delivers funding, capacity building, audience development, and performance opportunity support for its members; and
- presents periodic workshops, year-round programs, and other special events to benefit the IABD membership and the general public.

Through tireless efforts in the arts and culture sector, IABD validates the significant connections and influence that dance by people of African ancestry or origin have on the American and international cultural landscape. IABD's work is rich with insights, knowledge, and expertise vital to current and future dance professionals. Currently, IABD members consist of dancers, arts administrators, choreographers, dance companies, directors, students, educators, philanthropists, and scholars.

Within the last 5 years, IABD has received significant support and investments to assist with growing its impact in the dance sector. With those investments, IABD redefined its own infrastructure and hired its first set of full-time staff members, increasing its operational and programming capacity. In 2019, IABD became the first Black-led dance service organization to grant over \$1M of funding to Black dance companies across the United States.

IABD is in a critical stage in its evolution and actively looking to align itself with a strategic and resourceful professional that will support its next iteration. It is anticipated that the right leader will be instrumental in strengthening and expanding the current infrastructure and business model for IABD's strategic vision, fiscal responsibility, and leadership in the dance sector.

The future holds a great opportunity for IABD to increase its impact, refine its infrastructure, and champion anti-racism within the dance sector. This is an exciting opportunity to represent the dance community nationally and internationally and within the broader arts and philanthropic sector!

About the Opportunity

IABD's next President and CEO will be the 4th leader in the organization's 30-year history. They will have the opportunity to be at the forefront of activating change that sustains the future of Black dance. This leader will build consensus informed by new and varied perspectives. They will partner with all staff to oversee the implementation of our leadership development programs, funding opportunities, and annual conferences. As the most public-facing ambassador of the organization, the right candidate will have the opportunity to represent IABD in the dance community and the broader performing arts and philanthropic communities nationally and internationally.

The President and CEO will report to and be championed by a 21-person Board of Directors representing an intergenerational mix of artistic voices and leaders in the dance world. In this partnership, the President and CEO will strategize and collaborate to establish vivid goals to advance the organization's mission. They will work with and oversee a full-time staff of 7 employees. As President and CEO, they will have operational responsibility and oversight of IABD's programs, membership, fundraising, events, finances, and staff.

IABD projects revenue for the fiscal year ending June 30, 2022, at \$3 million. The association's diverse revenue platform includes programming, membership dues, sponsorships, grants, and a fiscal sponsorship program.

Key Roles and Responsibilities

The President and CEO will focus their efforts on four primary areas: strategic leadership and advocacy, fiscal management, capacity building and sustainability, and staff engagement. In this capacity, this leader will establish internal and operational priorities, cultivate meaningful and

impactful relationships, and advance strategic partnerships to elevate IABD's impact and initiatives. This person will develop new and unique opportunities to serve the mission and bring innovation to spark organizational growth. They will be an assertive advocate for Black dance and effectively represent all dance professionals irrespective of the size, tenure and genre of the organization. The next President and CEO will understand the importance, potential, and plurality of ways that art and dance can connect, engage, and transform individuals and communities alike. The new President and CEO will understand and advocate for the organization's vision, history, and philosophy supporting its mission.

In close partnership with a renowned board and experienced staff, the President and CEO will hold key responsibilities of:

Strategic Leadership & Advocacy

- Leading IABD's growing internal infrastructure systems to increase efficiency, build lasting morale, and expand the dialogue between Board, staff, members, and other stakeholders.
- Actively and strategically engaging the Board to support the strategic vision, shifting needs and priorities of the organization.
- Engaging with IABD membership and organizational partners to advance opportunities for Black dance administrators, artists, educators, researchers, scholars, production staff, and dance-related personnel.
- Representing IABD externally and serving as an ambassador to engage and energize the organization's external partners to garner new opportunities for partnership, revenue, and visibility.
- Cultivating and growing international partners so that they are vested in IABD's legacy.

Fiscal Management

- Actively participating as a non-voting member of the Board of Directors in creating policies, setting direction, regularly reviewing programs for consistency with the mission.
- Developing and recommending new initiatives and programs to the Board of Directors for their consideration.
- Responsible for fiscal management, including recommending and operating in the approved budget, ensuring maximum resource utilization, and growing IABD's financial position.
- Coordinating, redefining, overseeing, and accelerating IABD's budgets, programs, services, and business model while mitigating risks and ensuring sustainability.

Capacity Building and Sustainability

- Operating as the chief fundraiser and institutional relationship builder to secure funds for the organization.
- Working closely with the development staff to establish, maintain and cultivate donor relationships and stewardship programs, including individual, corporate, foundation, and government sources.
- Strengthening and expanding the current infrastructure and business model for IABD.
- Building and sustaining regional, national, and international relationships that position IABD for continued growth.
- Deploying technology to improve operational efficiency, maximize prior technology investments, and increase brand awareness.

Staff Engagement

- Inspiring, motivating, and leading a group of bold, smart, dedicated, and hardworking team members in an evolving environment.
- Serving as a coach and mentor to deepen team member impact and capacity.
- Fostering an authentic and welcoming work environment that encourages a collaborative and inclusive atmosphere, staff accountability and evaluation, professional development, and staff satisfaction.

About the Ideal Individual

IABD's next leader will be passionate, courageous, and fluent in creating change through a service organization. This individual recognizes the imperative of relentlessly advocating for anti-racism in the arts and dance sector. They will have a deep understanding of organizational transformation. They will prioritize effective communication and collaboration to build bridges and foster lasting change.

The President and CEO will respect, honor, and appreciate IABD's legacy while helping shepherd the organization's evolution into the future. They will value and invite intergenerational dialogue and participate in a meaningful exchange to amplify and advocate for the Black dance community.

The incoming President and CEO is:

- An Influential Relationship Builder. You are adept in working with diverse stakeholders and facilitating productive relationships with the Board of Directors, funders, partners, members, and staff. You strive to make authentic connections and build trust to advance the organization's goals and strengthen the culture.
- Passionate and Deeply knowledgeable. You understand the historical legacy and experience of the Black dance community. You recognize the essential need to preserve the legacy of Black dance. You bring a sincere passion for Black dance, nationally and internationally.
- A Changemaker. You are energized by the prospect of expanding equity and justice for the Black dance community in general and IABD members specifically. You are prepared to work in an intergenerational environment and value the contributions necessary to retain talent and increase impact in the sector.
- A Strategic Thinker. You have demonstrated the ability to build consensus and work collaboratively to execute plans and achieve goals.
- A Sound Decision-Maker. You value diverse perspectives and consider the impact on people, plans, and engagement. You exercise discretion for all matters under your purview and apply sound judgment in decision-making.
- Committed to People & Culture. You lead by example, operate with the organization's best interests in mind, and align the work of your colleagues to advance those interests.
- Consistently Operating with Integrity and Ethics. You are an individual of unquestioned integrity, ethics, and values — someone who can be trusted without reservation and is unafraid to advocate and stand firm in these values.

Desired Qualifications and Experience

- Proven management experience (at least 10 years) with direct supervision of a team, including hiring, coaching, performance management, and daily operations supervision
- Demonstrated financial acumen, including deep familiarity with financial reporting, budgeting, and stewardship
- Demonstrated commitment to anti-racism, equity, inclusion, and justice in the arts & culture sector
- Exceptional communication skills (both oral and written) and a commitment to lifelong learning
- Able to travel up to 35% of each calendar year depending on strategic initiatives (subject to change based on need)
- Significant leadership experience in dance or the performing arts field
- Prior experience expanding initiatives on a national and international level

Compensation and Benefits

The salary range for this position is between \$105,000 to \$120,000. The Board of Directors is prepared to offer relocation support for the ideal candidate. IABD offers healthcare benefits, life and disability insurance, paid time off, holiday observances, professional development opportunities, and other work/life benefits.

Application Inquiries

IABD is conducting this search in partnership with [McNeil Creative Enterprises](#), a national executive search firm serving the arts and culture sector. [Click here](#) to apply.

Confidential questions about the position and IABD may be directed to jobs@mcearts.com.

If you are selected to advance in this recruitment process, you will be invited to participate in the first round of interviews. We hope to schedule the interviews by late April 2022. Final decisions will be made no later than June 2022.

Equal Employment Opportunity

The International Association of Blacks in Dance is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, age, national origin, disability, protected veteran status, gender identity, or any other factor protected by applicable federal, state, or local laws.

The International Association of Blacks in Dance (IABD)
Washington, DC
<https://www.iabdassociation.org>

For more information:
McNeil Creative Enterprises (MCE)
jobs@mcearts.com

[< back](#)

[previous listing](#) • [next listing](#)