

# ArtsExecutiveSearch



Based in London, a global arts hub, 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.

## About Us

Arts Executive Search is a specialist recruitment company serving arts and music organisations in the United Kingdom, Europe, the Middle East and Australia.

Our international network enables us to select the right candidate from anywhere in the world. Since 2000 Arts Executive Search has worked with client organisations and candidates in 18 countries.

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

## Mary Carlson

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

Mary 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 as a public relations consultant for the world's leading orchestras, festivals and classical artists.

In 2000, Mary Carlson founded Arts Executive Search now a global leader in the recruitment of senior managers in the performing arts and music industry.

Mary Carlson holds a B. Mus from Manhattanville College, an M. Mus from Northwestern University and an M.Sc from Columbia Business School.





Arts Executive Search places senior and middle managers in executive and artistic roles in the music and performing arts sectors.

## Our Search Process

- Preparation of a detailed brief in consultation with the client
- Creation and presentation of the position description and candidate specification for online distribution and advertising
- Sourcing candidates through advertising and the Arts Executive Search international network
- Preliminary screening of candidates
- Development of a short list of candidates for presentation to the client
- Production of documentation folder on candidates including CV, industry profile, background information/checks 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.

## Board Development

For a select group of clients Arts Executive Search provides a range of services in the area of board development, including research and recruitment.

In addition to seeking cultural diversity, boards often need trustees with specific skills and executive experience to support the governance function of an organisation at a given time. Arts Executive Search is able to help nonprofit organisations assess their Board cohort and identify prospective candidates who will be committed to advancing the institutional mission and strategic goals.



Since 2000 Arts Executive Search has provided executive search, selection and research to a prestigious list of international arts organisations.

## We Offer

- An outstanding track record of placements throughout the world
- In depth knowledge of the music sector combined with management experience in leading arts companies and venues
- An understanding of diverse artistic and organisational cultures
- Proven research methodology, carefully geared to the strategic aims of the client
- An international network of research associates
- Follow up consultation to monitor integration of the successful candidate
- Ongoing dialogue regarding leadership and strategy
- 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

## Client Sampling

**Decca**

**ENO**

**IMG Artists**

**Harrison Parrott**

**Symfoni Orkestret**

**DR**

**Melbourne Symphony Orchestra**

**Universal Music Group International**

**Karajan Institut**

**Sydney Symphony Orchestra**

**Daniel Barenboim Stiftung**

**Manhattan School Of Music**

**City Of London SInfonia.**