



The Hong Kong Philharmonic Orchestra (HK Phil) is one of Asia's leading orchestras, renowned for its artistic excellence. Having celebrated its 50th anniversary as a professional orchestra this year, it has grown into a world-class ensemble, attracting top international talent and collaborating with world-leading conductors and soloists.

The orchestra performs over 150 concerts annually, reaching an audience of more than 200,000 people, and playing a significant role in the cultural fabric of the city. For the first time since the COVID-19 pandemic, in the 2023/4 season the HK Phil toured to 22 cities across ten countries in Asia and Europe. Aside from touring internationally, the orchestra also tours regularly within Greater China and participates actively in the promotion and development of classical music in China.

The HK Phil aspires, in its next chapter, to become one of the world's leading international orchestras. It has recently appointed Maestro Tarmo Peltokoski as its new Music Director.

The orchestra employs 96 full-time musicians and is managed by around 40 staff members. Aside from the revenue recorded from music performances and fundraising, HK Phil is supported by a significant subsidy from the Government of HKSAR and long-term funding from its Principal Patron, the Swire Group.

The HK Phil is committed to community engagement and music education, offering a range of outreach programs that inspire and nurture the next generation of musicians and music lovers. These include composition programs, programs for conservatory students, conducting masterclasses, and education-based programs for local schools. With the sponsorship of Swire, its Principal Patron, the HK Phil also provides free concerts for the community.

### **Chief Executive Officer**

HK Phil is looking for a very well-connected and knowledgeable individual in the international music world. The Chief Executive Officer (CEO) is the leader of all strategic and key operational initiatives of HK Phil. He/She will define and implement a vision for a cultural institution which is supported by an attractive and innovative program to expand the demographic reach of HK Phil's audience, thereby enhancing the organization's ongoing financial viability. He/She will lead and inspire the team at HK Phil to fulfill the vision *to be recognised as an outstanding international orchestra*. Alongside HK Phil's Chairman, the CEO is the key figure in HK Phil's principal stakeholder relationships.

The CEO is responsible for driving growth in the orchestra's community prominence, artistic reputation, commercial viability and size.

#### *Your key responsibilities:*

- Develop, advance, and implement a forward-looking strategy for HK Phil in collaboration with the Board of Governors, the Music Director, the orchestra, and the city of Hong Kong and overseas and domestic partners
- Comprehensively align artistic planning with the goal of achieving the highest artistic quality, diversity, and innovation
- Ensure the continued growth of HK Phil's artistic standard and reputation (nationally and internationally) and the organization's financial viability
- Build and grow HK Phil across all key parameters of success (including revenue, financial viability, artistic success, audience numbers, expanding demographics and market reach)

- Lead, motivate and inspire the people of HK Phil to reach the highest levels of success both artistically and as an organization. Utilize a consultative management style capable of motivating a modern artistic enterprise. Develop a highly creative performance culture across all areas of HK Phil
- Manage the executive team, including the areas of artistic planning and operations, orchestra management, marketing, fundraising, community engagement and government relations and administration & finance
- Build effective relationships with all stakeholders to grow appreciation of HK Phil and increase sponsorship and supporter base
- Represent HK Phil externally to significantly elevate the reputation of the orchestra globally
- Strengthen international and Chinese-oriented media presence
- Ensure economic, programmatic and personnel sustainability

*Your profile:*

- Proven experience in sophisticated program conception and realization in the field of classical music
- An active, global network in the cultural scene (conductors, soloists, agencies, etc.) and the ability to attract excellent artists for collaboration
- Success in innovatively expanding the established concert operations to develop new program elements, formats, cultural spaces, and education forms
- Demonstrated leadership skills in the economic and programmatic overall management of a cultural institution of comparable size
- Curiosity, enthusiasm, and dedication to continuously create special moments of artistic excellence together with the orchestra, the chief conductor, the organization, and the audience
- Experience and success in acquiring third-party funding
- An academic background in music, cultural studies, economics, law, and/or cultural management or other relevant field (desired)

Applicants should send a detailed resume to [hkphil\\_ceo@egonzehnder.com](mailto:hkphil_ceo@egonzehnder.com) together with a cover letter expressing your interest in the position and outlining how your skills align with the job requirements and any additional documents or references that support your candidacy (fewer than 2 pages).

**Application deadline: 12 January 2025.** All applications will be treated in the strictest confidence.

<http://www.hkphil.org>

(Personal data collected will be used for recruitment purpose only)