



BRIC
Chief Program Officer
Brooklyn, NY



About BRIC

BRIC is a leading arts and media institution anchored in the Downtown Brooklyn Arts District whose work spans contemporary visual and music and performing arts, media, and media education and civic engagement. For over forty years, BRIC has shaped Brooklyn's cultural and media landscape by presenting and incubating artists, creators, students, and media makers. As a creative catalyst for their community, BRIC ignites learning in people of all ages and centralizes diverse voices that take risks and drive culture forward. BRIC builds Brooklyn's creative future.

About the Chief Program Officer Role

Reporting to the President, BRIC seeks a Chief Program Officer who will act as a member of the Executive team and will be responsible for the vision and direction of all creative output, the management and oversight of all programmatic initiatives and teams and licensed and original intellectual property of BRIC. This includes ideation, development, planning, management, implementation, and assessment in alignment with BRIC's mission, strategic goals, and values.

What You'll Do in the Role

The Chief Program Officer will be responsible for the following in addition to any other projects as assigned by their manager, the President:

Program and Budget Management

- With a program budget of \$16M, oversee the following departments, programs, and areas at BRIC: Performing Arts, BRIC Celebrate Brooklyn, Contemporary Art, Adult Education, Youth Education Community Engagement, BRIC Labs (Incubators), BRIC TV, Studio BK (Creative Services), and Brooklyn Free Speech (Cable Access).
- Ensure programs and intellectual property deliver impact on key mission-based metrics related to artistic and community impact.
- Work closely with Chief Marketing Officer to craft the BRIC narrative, manage the brand, and monitor how the above is communicated internally and externally.
- Work with Operations and Chief Operating Officer to ensure that programs and intellectual property can move smoothly from idea to execution, including owning the calendar and planning process.
- Work with the People and Culture Department to develop, recruit and retain talent and ensure all direct and indirect reports receive appropriate professional development.
- Represent the organization and leadership in the local and professional community.
- Develop measurement tools to assess impact. promote improvement through measurement, planning, training, and implementation activities.

Leadership & Communication

- Serve as a key advisor to the President along with the Chief Operating Officer (COO), Chief Development Officer (CDO), Chief Marketing Officer (CMO) and Chief Financial Officer (CFO).
- Help message BRIC's creative vision to shareholders including staff, patrons, Board of Directors, elected officials, and funders.
- Help ideate, build and implement the One BRIC ideology and methodology. Moreover, to build bridges between the departments by promoting collaboration and synergy.
- Support BRIC's diversity, equity, inclusion, and accessibility (DEIA) goals by ensuring programmatic practices and outcomes exemplify BRIC's DEIA values.
- Attend board meetings and committee meetings as needed. Provide regular programmatic reports for inclusion in board packages and presentations at board meetings.
- Along with leadership, manage BRIC's relationships with State and City agencies and ensure programmatic services are delivered & programmatic goals are met per all government grants.

Financial Management

- Support the Finance Department and lead the budget process with direct reports by working with them to create program budgets that meet program goals, review monthly financial reports to monitor program expenses, and make adjustments when necessary.
- Work with Chief Financial Officer, Chief Development Officer, and team to ensure programs and intellectual property deliver impact to the organization (including but not limited to earned revenue, individual giving, institutional giving, increased market share, goodwill, etc.).

Fundraising & Development

- Support the development department in fundraising efforts including: responses to funding opportunities, explaining programs to potential donors and funders, presenting program outcomes, responding to detailed questions regarding programs and ensuring that programmatic services are delivered and programmatic goals are met per all foundations funding sources.
- Stand as a strong representative of BRIC's artistic vision and messaging by communicating with and maintaining external relationships with funders, partners and community stakeholders.

You'll Bring these Skills and Strengths to the Role

- **Mission & Values Alignment:** A passion for BRIC's support of the arts in Brooklyn and a deep commitment to building community, igniting learning and making change through the arts and creativity.
- **Experience:** Extensive experience in and knowledge of project management and supervising large teams required, Master's Degree preferred.
- **Leadership:** 5+ years leadership experience at a Director or Executive level with at least 10 years of overall experience. Experience in motivating teams to pursue a shared artistic vision across departments and at all levels of an organization. Strong preference for experience in arts, media and/or nonprofit organizations.
- **Creative Strategy:** A strategic and creative mindset that can synthesize information, translate it into program design, and lead a team to executive on it. A proven track record in delivering impact on programming and intellectual property.
- **Communication & Relationship Building:** An emotionally intelligent, values- and results-driven team leader who can effectively build and maintain relationships with creatives, organizational stakeholders, and community members.
- **Commitment to Equity & Inclusion:** Experience in championing programming and artistic endeavors that reflect a wide diversity of voices, and operationalizing equity within the programmatic function.

Other Things to Know

- **Compensation:** The annual salary range for this position is \$180,000 - \$200,000.
- **Status and location:** This is a full-time, exempt role based in our Brooklyn office.
- **Benefits:** BRIC has a comprehensive benefits package, including: paid time off, 403(b) retirement plan, pre-tax transit cards, medical flexible spending plans and more. BRIC currently pays 100% of the premium for employee medical, dental and vision coverage starting on the first of the month after two months of employment.
- **Mission & Values:** BRIC is committed to building Brooklyn's creative future. We *advance opportunities* for visual artists, performers, and media makers. We *present bold work* that reflects diverse audiences and speaks to the world. We *ignite learning* in people of all ages. We *unite Brooklyn* through art and creativity to build community and make change.

BRIC is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, gender, gender identity or expression, sexual orientation, national origin, age, religion, creed, disability, military and veteran status, genetic information or any other factor which cannot be used as a basis for an employment decision.

To apply to this position, please click [HERE](#).

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