

Seraphic Fire **invites inquiries from entrepreneurial arts leaders** interested in serving as its next **Executive Director**.

"There is a thrilling aural experience that one can only get from being in a live performance with people who are making music with just their bodies as instruments." – Patrick Dupre Quigley, Artistic Director

About Seraphic Fire

Lauded by *Gramophone* for its “**mellifluous, crystalline artistry**,” Seraphic Fire is one of the country’s leading professional choral ensembles. Since its founding in 2002, it has become a staple of the South Florida performing arts scene and a leading player in the advancement of choral work nationally & internationally. With a focus on performing historically significant and rarely performed works – from Baroque and Renaissance music to new works and commissions by underrepresented composers – it has gained an **international reputation for dynamic, cutting-edge, and historically informed programming** that encompasses both secular and sacred literature. Its programs regularly span more than 1,000 years of musical history.

Its roster is populated by over 100 performers, teachers, and scholars who represent the best of the American school of vocal and instrumental training. Artists are specifically chosen for each performance based on their expertise and the repertoire’s demands, resulting in **an ensemble capable of delivering an extensive range of works at a world-class level**.

Central to its mission, its [education programs](#) serve students from elementary school to adult learners.

Learn more in these Seraphic Fire publications: [Current Season Brochure](#), [Current Seraphic Fire Magazine](#), [Blog](#) and [Magazine Archives](#).

It has championed the culturally relevant voices of Spanish Renaissance composer Tomas Luis de Victoria, the 11th-century polymath and saint Hildegard of Bingen, and 18th-century Cuban composer Esteban Salas y Castro, as well as covered music of the Babylonian Jews, the New Orleans’s Black Gospel tradition, Latin Pop, and the Baroque music of North and South America.

It has recorded 17 full-length titles, two of which have received Grammy nominations. Several of its recordings have topped the classical music charts. Its version of Claudio Monteverdi’s *Vespers of the Blessed Virgin* (a 400-year old piece) was No. 1 in the Billboard classical charts, and briefly topped Lady Gaga’s *The Fame Monster* on the iTunes all genre chart. It has toured nationally and internationally, as well as recorded with international pop star Shakira.

WHAT'S NEXT?

Seraphic Fire is at an inflection point in its organizational trajectory. In early 2023, the Board of Directors and Staff engaged in a strategic planning process and developed a plan to build organizational infrastructure that will support continued artistic innovation and ensure that it remains a vibrant, evolving, sustainable institution for decades to come. Building on its 20-year history, the plan includes:

- **an expanded performance and touring effort;**
- **investments in audience development, board development, and fundraising capacity;** and
- **an increased local, national, and international visibility effort.**

The Position

The Executive Director is Seraphic Fire’s lead strategic and administrative leader who collaborates with the Artistic Director, Staff, and Board to develop and execute the strategic vision and deliver its mission.

What Seraphic Fire is looking for in its next Executive Director

- **An entrepreneurial self-starter** who will serve as a strategic, proactive partner to the Artistic Director and the Board of Directors.
- **An outgoing relationship builder who loves the arts.** The ED will develop the ability to communicate the value of vocal music and ensemble singing to audiences, patrons, funders and industry partners with a persuasive and accessible approach. They will be warm and engaging and have a high emotional intelligence that allows them to build authentic relationships with diverse groups.
- **A collaborative and strategic business planner.** The ED will be personally excited to collaborate with the Artistic Director to develop bold new programs, including tours, high-profile collaborations, impactful community engagement opportunities, and periodic blockbuster projects that balance artistic ambition with financial sustainability.
- **A team player with strong interpersonal skills.** The ED will support, mentor and grow its committed professional staff, and partner with the Board to evaluate its governance effort and develop succession plans for board, artistic, and staff leadership.
- **An individual committed to becoming an enthusiastic ambassador throughout South Florida and nationally.** Seraphic Fire currently performs in Coral Gables, Miami Beach, Fort Lauderdale, Boca Raton, Sarasota, and Naples. If not already based in South Florida, the ED will be genuinely interested in relocating and spending time building relationships in the vibrant, entrepreneurial community.

Key responsibilities:

- Leading the development and implementation of the Seraphic Fire's strategic vision, establishing consensus among stakeholders and constituencies
- Operationalizing the Artistic Director's vision and producing the organizational structures and resources to achieve it
- Supporting the expansion of Seraphic Fire's programming in collaboration with the Artistic Director and Director of Education
- Leading Seraphic Fire's fundraising effort and serving as primary relationship manager for major individual and institutional funders
- Building Seraphic Fire's organizational profile through the development of comprehensive programmatic and institutional marketing strategies
- Providing supportive, collaborative leadership to a growing professional staff, ensuring Seraphic Fire has the necessary human resource capacity to support programmatic growth
- Engaging the Board and its committees in proper oversight of the organization and its activities
- Representing Seraphic Fire in the region's communities, within the professional arts field, and to the press
- Providing responsible, disciplined financial leadership—balancing organizational sustainability and with artistic risk-taking
- Developing and maintaining a strong, stable long-term financial outlook that ensures the proper resources for long-term planning

Who you'll be working with

The Executive Director and Artistic Director each report directly to the Board of Directors (currently 16 members) and work in close partnership with one another, in service of the Artistic Director's vision.

The Executive Director's direct reports include three full-time staff (Director of Finance and Operations, Director of Advancement and Grants, and the Artistic Operations Manager) and four part-time employees (Director of Education, Grants Manager, Education Coordinator, and Education Liaison). External contractors support artist contracting, box office administration, production, accounting, legal services, and auditing.

Qualifications

The search committee seeks the following qualities and experience in Seraphic Fire's next leader:

- 5+ years of leadership experience in a nonprofit environment, including managing budgets
- Love of the arts
- Strong interpersonal & communication skills including high emotional intelligence and empathy
- Fundraising & marketing experience preferred (Seraphic Fire has major donors, annual membership campaigns, special events, an institutional giving program, and subscription campaigns)
- Experience working with a Board of Directors preferred
- Experience mentoring, supporting and directing a professional staff
- A commitment to becoming and/or remaining an active member of the communities Seraphic Fire serves
- Highest integrity and ethical standards
- Conversant in Spanish preferred
- Candidates who meet some, but not all, of these qualifications, and bring transferable skills, are invited to apply

Seraphic Fire welcomes candidates from a wide variety of arts backgrounds in addition to those with experience in classical music. The ideal candidate will have a passion for supporting artistic excellence and creating exceptional experiences for patrons, artists, and staff.

Compensation and Benefits

The salary range for this position is \$140,000-\$170,000, negotiable depending on qualifications and experience. In addition, a meaningful bonus will be structured based on individual and organizational performance metrics.

Seraphic Fire offers a competitive benefits package to full-time employees. A relocation stipend is available for non-local candidates.

Start Date: Seraphic Fire will work with the final candidate to determine a mutually agreeable start date, expected in Q1-2 2024.

How to Apply

This search is being facilitated by Michael Kaiser, Founder & Chairman and Syrah Gunning, Executive Search Consultant of the [DeVos Institute of Arts Management](https://www.devosinstitute.com/).

To express interest, please let us know online [here](#).

For questions, please email segunning@devosinstitute.net. Inquiries will be reviewed on a rolling basis and will continue to be accepted until the position is filled.

Seraphic Fire is an equal opportunity employer and maintains a high standard for compliance with all employment laws, rules, and regulations. Seraphic Fire seeks, celebrates, and nurtures equity, diversity, and inclusion among its employees, artists, and volunteers.



Supplemental Materials

Mission

Seraphic Fire presents the highest quality performances of historically significant and under-performed music and advances art through the professional development, refinement, and documentation of our musicians' talents while promoting community connectivity through educational programs.

The Seraphic Fire Magazine

In 2019, Seraphic Fire began a triannual Magazine providing background insights on its artists, upcoming works, and education programs, as well as texts & translations on upcoming programs. The most recent issue can be found here: [Volume V - Issue I](#).

[Read past issues here.](#)

Press and Patron Reflections

- *"one of South Florida's finest musical organizations"* – South Florida Classical Review
- *"one of the best excuses for living in Miami"* – el Nuevo Herald
- *"Wonderfully crisp and celebratory"* – The Washington Post
- *"An evening with Seraphic Fire always lifts one out of the mundane."* – Seraphic Fire Patron
- *"We are so fortunate to have access to this caliber of performance. The skill and knowledge of these members is extraordinary."* – Seraphic Fire Patron
- *"I was there with my two sons in their twenties and they said it transformed them. I sat and thought I was listening to angels singing."* – Seraphic Fire Patron on First | Last: 20th Anniversary Concert
- *"Seraphic Fire... sounded glorious... it was spellbinding."* – The Aspen Times
- *"Performing alongside the members of Seraphic Fire and being held to the same standard helped me to quickly improve and understand expectations and what skills and dedication this profession takes."* – Ensemble Artist Program Student
- *"Absolutely transcendent. I have been around high-level music making all my life and have never before experienced what I experienced in this concert."* – Seraphic Fire Patron on First | Last: 20th Anniversary Concert

Education & Outreach Programs

[*See the Seraphic Fire Magazine Archive for in-depth profiles on Seraphic Fire's education programs.](#)

Seraphic Fire's education programs serve students of all ages, from elementary school to the lifelong learner, and include:

- **Seraphic Fire Youth Initiative**, in partnership with Miami-Dade County Public Schools, the University of Miami, and Florida International University, is a free music education program serving elementary, middle, and high school students in some of Miami-Dade County's most challenged communities. It consists of three main parts: Choral Education Residency, In-School Workshops, and education Concerts.
- The **Seraphic Fire High School Master Class** brings together outstanding high school choral students for a 1-day masterclass, exposing students to a high level of musicianship and artistry as they work with and learn from the artists and conductors of Seraphic Fire. The culmination of this experience is a joint concert open to students from choral programs in the Miami-Dade County Public School System as well as the general public.
- **Seraphic Fire's Pre-Concert Conversations** series is an adult education initiative offered at no additional cost to concertgoers. Seraphic Fire Associate Conductor James K. Bass and other guest lecturers guide audiences through engaging discussions about the musicological and sociological issues surrounding the pieces being performed by the ensemble.
- Seraphic Fire partners with the University of Miami to provide a one-year **Assistant Conductor Fellowship** to a choral conducting student at the Frost School of Music. It also premieres one piece

of music per year by a **UM Student Composer-in-Residence**.

- **The Ensemble Artist Programs** at UM and UCLA provide season-long vocal ensemble training to undergraduate and graduate voice students. Participating students are invited to perform alongside the professional ensemble in subscription concerts across South Florida.
- **Seraphic Fire's Professional Choral Institute (PCI)** at the Aspen Music Festival and School offers intensive performance and masterclass programs for singers and choral conductors designed to prepare students to work in the professional choral music industry. PCI is one element of Seraphic Fire's multi-pronged education initiatives designed to create a pathway for students from all walks of life to discover the joy of singing and train for a career as an ensemble singer. PCI students have gone on to be hired professionally for Seraphic Fire and other top choral groups, or furthered their pre-professional training in Seraphic Fire's Ensemble Artist Program at UCLA, demonstrating that the program can serve as a career catalyst.

Artistic Director Biography

Patrick Dupre Quigley, conductor/producer/arranger/composer, is the Founder and Artistic Director of Seraphic Fire, and Artistic Director Designate of Opera Lafayette.

Recent and upcoming programs include Bach's orchestral suites and violin concerti with the Orchestra of St. Luke's and Gil Shaham at Carnegie Hall, Pergolesi's Stabat Mater and La Servante Maîtresse with Opera Lafayette at the John F. Kennedy Center for the Performing Arts, return engagements with the Charlotte Symphony and Chicago's Music of the Baroque, conducting debuts with Canada's National Arts Centre Orchestra and the Rhode Island Philharmonic, and scenes from Jean-Philippe Rameau's Castor et Pollux with Seraphic Fire.

Other guest conducting invitations have come from The Cleveland Orchestra, Grand Rapids Symphony, Hamilton Philharmonic, Indianapolis Symphony, Kansas City Symphony, Louisiana Philharmonic, Mobile Symphony, ARTIS Naples, New Jersey Symphony, New World Symphony, Philharmonia Baroque Orchestra, San Antonio Symphony, San Francisco Symphony, and the Utah Symphony.

Quigley, along with co-founder Joanne N. Schulte, established Seraphic Fire in 2002. Under his direction, the ensemble has most recently commissioned works by Alvaro Bermudez, Sydney Guillaume, and Tawnie Olson; and has given modern, regional, national, international, and recording premieres of contemporary and historical works by Hildegard of Bingen, Shawn Crouch, Susan Labarr, Tomas Luis de Victoria, Nico Muhly, Esteban Salas y Castro, Greg Spears, Christopher Theofanidis, and Ileana Perez Velazquez, among others. The Seraphic Fire Media recording catalogue contains 17 titles, representing diverse musical voices: Two titles have received Grammy nominations.

Quigley holds an undergraduate degree in Music Theory and History from the University of Notre Dame, studying under Daniel Stowe, Alexander Blachly and Walter Ginter. Quigley studied conducting with Marguerite Brooks while earning a Master of Music degree at the Yale School of Music. He has assisted Michael Tilson Thomas in rehearsals, performances, and recordings at the San Francisco Symphony. Quigley is a native of New Orleans, Louisiana, and currently resides in Washington, D.C.