



Senior Director, Programming

The Opportunity

The Senior Director, Programming, reporting to the Chief Programming & Marketing Officer (CPMO), is responsible for developing and implementing a comprehensive and cohesive program of artistic presentations for the Center. Programming may include regular series, annual patterns of presentation, recurrent or “one-off” festivals, occasional signature events, and may extend to the creative use of electronic media and other emerging technologies.

The Senior Director will work collaboratively with artists, education professionals, board members, staff, audiences, and the local community. This role is responsible for identifying suitable programming, developing and managing supporting budgets, and facilitating selected shows from contract negotiation through final settlement, including artist and production coordination and final presentation.

The Senior Director also oversees Directors of Programming and programming staff, ensuring coordination and effective execution of programming activities.

The successful candidate will have a strong commitment to the Center’s mission and be an experienced programming professional with demonstrated strengths in artistic planning, operational execution, and relationship management. This is a full-time, in-office position.

Candidate Profile

The Senior Director will possess the following attributes and competencies:

Core Responsibilities

- Partner with the CPMO to develop, identify, and curate diverse, mission-aligned programming that is financially sustainable and supports the Center’s long-term

strategic vision. This includes programs that are self-produced, co-produced, presented in partnership, or hosted by external organizations or renters.

- Guide the overall artistic and strategic direction of the Center’s programming portfolio, ensuring a balanced and dynamic mix of offerings for a diverse patron base.
- Exercise sound judgment to deliver successful outcomes across artistic, financial, and managerial dimensions.
- Oversee the performance calendar to ensure optimal scheduling, spacing, and alignment with organizational priorities.
- Produce and oversee single engagements and large-scale festivals both within the Center and, as appropriate, at external venues in the community.
- Lead and oversee contract negotiations with artists, agents, presenters, and other representatives, managing projects from initial booking through final settlement.
- Develop, manage, and oversee programming, production, and departmental administrative budgets, ensuring financial discipline and positive operating results.
- Oversee artist services, hospitality riders, and production logistics to ensure efficient execution within budget and high-quality presentation standards.
- Ensure an exceptional audience and artist experience across all programs.

Team Leadership and Collaboration

- Provide strategic leadership, mentorship, and direction to the Programming team, including Directors of Programming, Engagement Managers, and support staff.
- Supervise team members in collaboration with the CPMO, including annual performance evaluations and ongoing development.
- Oversee Engagement Managers to ensure effective execution of artist services, hospitality needs, and settlement processes in alignment with show budgets.

Partnerships, Community & Sector Leadership

- Cultivate deep familiarity with Miami’s diverse cultural communities and build strong, collaborative relationships with key stakeholders.
- Develop, maintain, and expand relationships with commercial presenters, creative partners, resident companies, and nonprofit organizations to enhance programming opportunities.



- Serve as a resource and thought leader within the cultural sector, fostering collaboration and sharing expertise with peer organizations.
- Strengthen and support relationships with Resident Companies while nurturing the growth of small- and mid-sized arts organizations utilizing the Center's venues.

Institutional Advancement & External Representation

- Advance the Center's institutional profile locally, nationally, and internationally, strengthening its reputation among artists, audiences, and presenting organizations.
- Represent the Center in local, national, and international forums as requested by the CPMO.

Cross-Functional Collaboration & Mission Integration

- Collaborate regularly with Programming, Facilities Rental, and other internal departments to ensure seamless planning and execution of programs.
- Work closely with the Impact (Education & Outreach) Department to develop collaborative initiatives, including artist-led lectures, school-based programs, community engagement activities, and sensory-friendly programming.
- Liaise across departments to align programming initiatives with organizational goals and audience development strategies.

Qualifications

- Bachelor's degree required; or equivalent preferred from an accredited institution of higher education in an arts management related area;
- Broad knowledge of and familiarity with the national and international performing arts, artists and new works, and industry artistic and organizational trends.
- 8 years of experience in the performing arts field at least five of which should be in a managerial role.
- Significant management experience in both the for-profit and not-for-profit performing arts sectors, at least some of which some should be in multi-art form circumstances.



- Proven track record of managing staff with a variety of skill level.
- Developed administrative, negotiation and budgetary skills.
- Experience building and working within non-profit budgets.
- Extensive experience in contracting and working with performing artists.
- Proven success programming a similar size performing arts venue.
- Experience working in multi-disciplinary environment.
- Strong public speaking and presentation skills.
- Demonstrated ability to effectively and efficiently coordinate multiple tasks.

Physical Requirements

- While performing the duties of this position, the employee is frequently required to stop, reach, stand, walk, lift, pull, push, grasp, communicate, and use repetitive motions.
- While performing the duties of this position, the employee may frequently lift and or move 25 pounds of materials.
- The position requires the individual to meet multiple demands from multiple people and interact with the public and other staff.

Compensation and Benefits

Arsht offers a competitive salary range. Candidates can expect a salary typically within the mid-range of \$130,000 to \$150,000, commensurate with experience, and reflecting our commitment to equitable compensation practices.

We also offer comprehensive benefits packages, professional development opportunities, and a supportive workplace culture dedicated to the performing arts and community impact. At the Arsht, we prioritize the well-being and growth of our team members, ensuring they have the resources and support needed to excel in their roles and contribute meaningfully to our mission.

The Arsht embraces equity and diversity and is committed to a workplace that is enriched by the people, needs, and desires of our diverse community.



About the Adrienne Arsht Center for the Performing Arts of Miami-Dade County

The Arsht proudly serves as the cultural pulse of Miami – the heart of magical live arts experiences that spark the imagination and connect people to one another. Whether on our stages or in your neighborhood, the Arsht is alive year-round with international artists, innovative programming from [resident companies](#) and local arts partners, free community events that reflect Miami’s unique identity and more than 100 culturally diverse and impactful learning experiences for 80,000 children every year.

Since opening in 2006 in the heart of downtown, the Arsht, a 501(c)(3) non-profit organization, has been recognized as a leader in the city’s cultural transformation, a catalyst for billions of dollars in new development and a host venue for historic events. The 300+ annual Arsht events include a robust series of touring Broadway musicals direct from New York, star-studded jazz and classical music concerts curated for South Florida, a major annual Flamenco Festival and an award-winning Miami-based theater program. In addition, Family Fest, Gospel Fest Miami, Art + Mind Day, Heritage Fest and our LGBTQ+ Pride celebration are among dozens of free events that bring people from all corners of our community together. For more information, visit [arshtcenter.org](#).

Suggestions for candidates and expressions of interest should be addressed to:

Email: resumes@arshtcenter.org, with Senior Director, Programming search in the title line.

Note: The above job description is intended to describe the general nature and level of work being performed by staff assigned to this job. It is not intended to be an exhaustive list of all responsibilities, duties, and skills required of staff in this position. Duties, responsibilities, and skills are also subject to change based on the changing needs of the job, department, or organization. The job description does not constitute an employment agreement between the employer and employee and is subject to change by the Adrienne Arsht Center as the requirements of the job change.

The Adrienne Arsht Center is an equal opportunity employer committed to being an inclusive workplace and strongly believes in the importance of having a diverse group of individuals represented both onstage and off.