
Brussels Philharmonic vzw is one of the seven Arts Institutions of Flanders, comprising a symphony orchestra (Brussels Philharmonic), a chamber choir (Vlaams Radiokoor), and a youth orchestra structure. A driven team of staff members works from the historic Flagey building in Brussels, organizing around 150 concerts and recordings per year, both nationally and internationally. We are currently looking for a

GENERAL MANAGER

You will be responsible for the strategic and day-to-day management of the organization. As a seasoned and driven business leader, you will confidently steer the organization into the future. With your experience, passion, and decisiveness, you will ensure the continued growth of the ensembles as stable, inspiring, and innovative arts institutions for the 21st century.

You are a born entrepreneur with a heart for art and music, and you have a proven track record as a successful leader of a medium-sized organization. You will oversee the daily operations of the organization, ensuring its smooth functioning. You safeguard its financial strength, expand funding opportunities, and broaden the network surrounding the ensembles. As the inspirational head of the organization, you are a bridge-builder who values inclusive and engaging communication, fostering an environment in which all employees can develop their talents. You remain attuned to the constantly evolving society, ensuring the organization maintains its relevance in the cultural landscape through innovation and progress. You will serve as an engaged ambassador for the organization in a rapidly changing world, reporting directly to the Board of Directors.

WHAT WE EXPECT FROM YOU:

- You develop, implement, and safeguard the organization's **overall vision and strategy**, balancing both short- and long-term objectives in close consultation with the executive team and the Board.
- You ensure **optimal daily operations**, guiding the organization toward a high-performing, agile, and future-proof structure where artistic impact, innovation, and responsible management of people and resources take center stage.
- You are **decisive**, think beyond existing frameworks, and embrace innovation.
- You **motivate, inspire, support, coach**, and act as a sounding board for all employees, taking into account their diverse personalities, areas of expertise, competencies, experiences, ages, and backgrounds.
- You are familiar with **fundraising and development** and actively take on this role. You leverage both your own **network** and that of the organization. You develop new initiatives to enhance financial resources.
- You negotiate the **management agreement** and maintain a **constructive dialogue** with the Flemish Minister of Culture, their cabinet, and the relevant administration.
- You manage relationships with **internal and external bodies and stakeholders** (unions, the Board of Directors, the General Assembly, interest groups, etc.), both nationally and internationally.

YOUR PROFILE:

As General Manager, you bring the following skills and expertise:

- **Strategy, vision, and entrepreneurship:** You lead the organization with a steady hand, ensuring its stability, evolution, and future readiness.
- **Networking and financial acumen:** You manage the organization as a business, safeguarding financial resilience and securing additional funding.
- **Decisive and solution-oriented management:** You take full responsibility and embrace it fully.
- **Inspiring and supportive leadership:** You create a healthy work environment based on the organization's core values, which you also embody: respect, harmony, commitment, curiosity, and positivity.
- **Active ambassadorship:** You are the face of the organization and fulfill this role with strong dedication.
- **Social awareness:** You ensure that the organization evolves and grows in connection with societal changes and developments.
- **Digital expertise:** You stimulate innovation in both daily operations and digital developments on and off stage.
- **Language skills:** As an institution of the Flemish Community, official communication with the authorities is conducted in Dutch. Internally, the working languages are Dutch, English, and French. Knowledge of Dutch or the willingness to learn it is required
- **Knowledge of the arts and cultural sector** is an advantage but not mandatory.
- You hold a **master's degree (or equivalent experience)** and have **at least 10 years** of relevant experience.

WHAT YOU CAN EXPECT FROM US:

- You will join an exciting, innovative, and international environment, leading a motivated team with a real opportunity to make a difference.
- You will take on a challenging and rewarding role, with ample room to apply your creativity and talents in shaping the future of the Brussels Philharmonic and the Vlaams Radiokoor.
- In accordance with the decree of June 29, 2018, this position is a mandate position.
- You will report to the Board of Directors.
- You will receive a full-time contract with compensation aligned with your responsibilities, expertise, and experience.

INTERESTED?

Apply via [this form](#). We expect a personal motivation letter and a detailed CV.

Applications are open until May 1, 2025. Questions? [Send us an e-mail](#).