



CEO SEARCH ANNOUNCEMENT – NOVEMBER 2025

ABOUT CLASSICAL KING

Classical KING (98.1 FM, three streaming channels) serves the Pacific Northwest as a catalyst for the entire regional arts community. The station is the primary resource for attracting and developing new audiences for classical music in the Pacific Northwest and beyond with a profound reach:

- 250,000 weekly radio listeners
- Ranks in the top 5 most popular radio stations in the Seattle/Tacoma market
- 100,000 regularly stream Classical KING
- 50+ broadcasts of local concerts from performing partners each year
- 25+ live studio performances annually
- 98% locally created content

The station is an independent nonprofit, and its \$5.3 million budget is entirely supported by listeners and sponsors. We are co-located with Seattle Opera at Seattle Center, the performing arts district in Seattle. With the largest reach, the most diverse audience, and the fewest barriers, Classical KING is a singular community asset.

The current CEO Dr Brenda Barnes will retire after her successor is hired and a smooth transition is completed.

THE OPPORTUNITY

Classical KING seeks a dynamic individual to become the next Chief Executive Officer. The successful candidate will have a record of leadership in managing staff (currently a staff of 26), working with governing or advisory boards of directors, a firm grasp of today's media landscape and the regulatory framework for public radio, knowledge of classical music, demonstrated success in fundraising, budget management. The CEO is a strategic and collaborative leader who will maximize the talents of staff, board and supporters in the fulfillment of Classical KING's mission to grow, diversify, and enrich the love of classical music in the Puget Sound Region and beyond. The individual will work on-site in Seattle.

MAJOR OBJECTIVES

- Lead the effort to establish Classical KING as a multi-platform organization--developing and implementing strategy, establishing clear metrics, and communicating progress and goals to board and staff.
- Work with board, staff, and donors to raise funds to strengthen existing services and expand the organization's digital capacity.
- Advocate for the arts community with a special focus on classical music organizations.
- Increase the audience for classical music by ensuring Classical KING programming is welcoming to those new to classical music and by expanding its presence and engagement on key digital platforms.

MAJOR RESPONSIBILITIES

1. Create a collaborative and strategic relationship with the Board of Directors to whom the CEO reports on the development of policies, annual goals, budgets, fundraising, special projects, long-range planning, and the fulfillment of Classical KING's mission.
2. Recruit, manage, evaluate, and encourage Classical KING's senior management team, helping to establish a positive and collaborative culture within Classical KING to fulfill the organization's goals.
3. Envision and plan how Classical KING and its related services can grow and prosper in a rapidly changing media and technological environment.
4. Represent Classical KING in the local community by explaining new initiatives; reaching out to listeners, community leaders and partners, corporate and foundation underwriters; respond to ideas and suggestions for the development of Classical KING's service.

5. Responsible for the fundraising team, raising major gifts for annual operations, capital campaigns, and planned gifts.
6. Maintain ultimate responsibility for managing Classical KING's operating and capital budget and all regulatory and legal requirements for operation of the station and its related activities.
7. Represent Classical KING within the public media industry and the local arts community.

SKILLS AND EXPERIENCE

1. Bachelor's Degree or higher level of education and broad knowledge of arts and culture, including specific knowledge of classical music, its history, styles, and performers.
2. Ten years of executive leadership in media, preferably in public media or broadcasting, including budget management and fundraising or an equivalent combination of education, experience, and/or demonstrative skills.
3. Demonstrate initiative, creativity, and knowledge addressing challenges of the media business.
4. Experience in creating and implementing a compelling vision for a media organization.
5. Track record of meeting financial goals and key business objectives.
6. Excellent organizational and communication skills and ability to work collaboratively.
7. Knowledge of broadcasting, digital and social media and how these outlets can be used for public, non-commercial services.
8. Experience in working with non-profit governing or advisory boards of directors.

9. High ethical standards, a positive outlook, sense of humor, energy, enthusiasm, and passion.

COMPENSATION AND BENEFITS

The salary range for this position is \$206,000-\$284,000 and commensurate with experience. The CEO will be based in Seattle at the Classical KING offices. Benefits include medical, dental, and vision insurance; employer-paid life and disability insurance; 401(k) program with employer matching, paid time off including holidays, sick days, and vacation.

APPLICATION PROCESS

Candidates are invited to apply in confidence by end of day, December 12, 2025, by emailing one PDF document not to exceed 10 pages that includes a cover letter, resume and list of three references to:

Search Committee, Classical KING Board of Directors at HR@king.org

Every candidate for the CEO position must be available on Monday, January 12, 2026, in Seattle for a personal interview with the search committee and board members. The committee has set aside that day for interviews with the finalists. There are no exceptions.

Classical KING is governed by a 15-member board composed of business, media, education, and community leaders. The CEO is an ex officio member of the board and reports to the Board President.

MISSION, VISION, AND VALUES

Our Mission

Classical KING will actively grow, diversify, and enrich the love of classical music in our community.

Our Vision

Expand our diverse community of listeners, performers, and supporters who understand and benefit from the powerful impact of classical music and the arts in our region.

Our Values

- Classical music should be accessible to all.
- The arts are a critical component of every vibrant city.
- K-12 arts education is necessary to develop creativity, innovation, and lifelong appreciation of the arts.
- Fiscally responsible planning is necessary to achieve our vision.

Classical KING is an equal opportunity employer.