

 **kpCompanies**
your source for key people

NOW HIRING

EXECUTIVE DIRECTOR

SEARCH APRIL 2026 - MAY 2026

In partnership with

WALKER | WEST
GROW THROUGH MUSIC

HOW TO APPLY

Interested candidates should submit a cover letter, resume, and salary expectations using the online application on the kpCompanies website:

<https://kpcompanies.com/careers>

*All submissions shall be received in strictest confidence.

APPLY NOW

Mat Peisert 

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EXECUTIVE DIRECTOR

kkpCompanies is partnering with Walker West Music Academy to identify a bold, visionary, and community-rooted leader to serve as its next Executive Director.

This is a defining moment for Walker West. With a fully paid, state-of-the-art facility at 650 Marshall Avenue and nearly four decades of cultural impact, the organization is uniquely positioned to expand its reach, deepen its community impact, and elevate its presence across the Twin Cities and beyond.

The next Executive Director will not simply steward the organization—they will build its future. This position reports directly to the Board of Directors.

THE OPPORTUNITY

Walker West stands at a rare and powerful inflection point.

With a fully paid, world-class facility, a deeply rooted cultural legacy, and strong community trust, the organization is uniquely positioned to expand its reach and influence in meaningful ways.

The next Executive Director will have the opportunity to shape the future of one of the Twin Cities' most culturally significant arts institutions while ensuring its impact continues for generations to come.

THE ROLE

Serving as the chief executive and public face of the organization, the Executive Director will work closely with the Board of Directors, faculty, staff, and community stakeholders to translate momentum into long-term sustainability and scaled impact.

This leader will drive enrollment growth, expand revenue, strengthen organizational infrastructure, and position Walker West as a premier destination for music education rooted in the African American cultural experience.

KEY RESPONSIBILITIES

Growth & Strategic Leadership

- Lead and execute a clear strategy to significantly grow student enrollment and program participation
- Expand Walker West's reach and relevance within the Twin Cities arts and cultural ecosystem
- Identify and pursue new earned revenue opportunities while strengthening existing programs

Fundraising, External Relations & Revenue Development

- Serve as the primary fundraiser and external ambassador for Walker West
- Develop and execute strategies to grow both contributed and earned revenue streams
- Cultivate and steward relationships with donors, foundations, corporate partners, and community stakeholders

Organizational & Operational Leadership

- Oversee day-to-day operations, ensuring strong financial management and organizational sustainability
- Strengthen internal systems, processes, and infrastructure to support growth
- Align staffing structure and organizational priorities to support current and future needs

Program & Facility Leadership

- Ensure programs remain high-quality, culturally relevant, and aligned with community needs
- Maximize the 650 Marshall Avenue facility as a hub for music education, performance, and community engagement
- Expand partnerships that increase program reach and facility utilization

People Leadership & Culture 10%

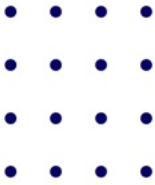
- Build, mentor, and inspire a high-performing, mission-aligned faculty and staff
- Foster a culture of accountability, collaboration, and continuous improvement
- Lead with a commitment to inclusion, creativity, and cultural authenticity



KEY QUALIFICATIONS

- Proven executive leadership experience
- Background in nonprofit, arts, education, or cultural organizations
- Success growing earned + contributed revenue
- Strong board partnership experience
- Financial and operational management strength
- Builder mindset with growth orientation
- Deep connection to African American culture and community
- Strong communicator and relationship builder
- Passion for music, arts, and cultural stewardship

[View Full Position Profile](#)



EQUITY, SALARY DISCLOSURE, AND EQUAL OPPORTUNITY

kpCompanies believes in and is committed to practices that create real equity and pay parity for all, regardless of background or identity. As part of this commitment, we discuss compensation transparently with every qualified candidate during their first interview to ensure that no one is left guessing or disadvantaged in the process. The expected salary range for this role is \$135,000 to \$150,000, commensurate with experience and internal equity. We anticipate the final salary will reflect the selected candidate's background, leadership experience, and overall alignment with the role. In addition to salary, this role comes with a flexible and comprehensive benefits package, including healthcare stipends, retirement plan options, generous paid time off, and flexibility for work-life balance. Even if this range does not fully align with your current compensation target, we still strongly encourage you to apply. There may be flexibility based on the full scope of experience. We believe compensation transparency is an essential step toward building a truly inclusive and equitable workplace.

Walker West Music Academy and kpCompanies are equal opportunity employers. All applicants are considered without regard to race, ethnicity, religion, gender identity, age, disability, sexual orientation, veteran status, or any other legally protected status.

WALKER | WEST

GROW THROUGH MUSIC

ABOUT WALKER|WEST MUSIC ACADEMY

Located in the historic Rondo neighborhood of Saint Paul, Walker West Music Academy has served as a cornerstone for music education, cultural preservation, and artistic excellence since its founding in 1988. Founded by Reverend Carl Walker and Grant West, the Academy was built on a powerful vision: to provide exceptional music education in a safe, nurturing, and culturally grounded environment.

<https://walkerwest.org/about-us/>



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