Lindsay S. Fitzgerald

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PROFESSIONAL SUMMARY

Strategic Project & Operations Leader with 20+ years of experience driving complex, cross-functional initiatives across creative, legal, financial, and operational environments within the music industry. Proven ability to lead end-to-end project execution, implement process standardization, oversee budgets and risk management, and translate strategic objectives into measurable outcomes. Recognized for building scalable systems, strengthening stakeholder alignment, and delivering high-visibility projects with operational rigor and accountability.

CORE COMPETENCIES

End-to-End Project Leadership | Scope & Resource Planning | Budget Oversight & P&L Management | Business Process Analysis & Optimization | Cross-Functional Team Leadership | Stakeholder Communications | Executive Reporting | Workflow Design & Implementation | Contract & Rights Administration | Operational Standardization | Performance Metrics & Accountability

Project Tools: Microsoft Office, Google Workspace, Egnyte

SELECTED IMPACT

- Directed complex, multi-stakeholder catalog and release initiatives generating $5M+ in D2C revenue, managing full lifecycle execution from planning through closeout.
- Rebuilt royalty and metadata governance systems, recovering $111K in unpaid royalties and increased payout accuracy by over 1200%.
- Led cross-functional teams of 15+ across legal, marketing, production, finance, digital distribution and creative to deliver high-profile projects on schedule and within budget.
- Designed and implemented standardized tracking systems for contracts, rights, recoupment schedules, and financial forecasting to improve risk mitigation and operational transparency.
- Established repeatable project timelines and execution frameworks supporting simultaneous, multi-release workflows.

PROFESSIONAL EXPERIENCE

INDEPENDENT MUSIC INDUSTRY CONSULTANT | Charlottesville, VA (Remote) | 10/2024 – Present

Project & Operations Operations Lead

- Lead end-to-end project management across archival catalog initiatives, overseeing scope definition, timeline development, budget modeling, stakeholder alignment, risk mitigation, execution, and closeout.
- Serve as primary liaison between artists, executives, estates, legal counsel, production teams, and distribution partners to ensure coordinated execution and clear communication across all workstreams.
- Develop and manage detailed project plans, cash-flow projections, recoupment tracking systems, and performance metrics to inform strategic decision-making.
- Assess and manage project risk, proactively addressing compliance gaps, rights conflicts, and workflow bottlenecks.
- Implement standardized documentation and reporting processes to improve visibility and accountability across concurrent initiatives.
- Partner with leadership to restructure agreements and operational models to increase revenue performance while strengthening stakeholder relationships.

HELLO GOODBYE RECORDS | Charlottesville, VA | 09/2023 – Present

Founder

- Built and scaled an independent retail and community music business, achieving 1000%+ revenue growth through structured planning, merchandising strategy, and performance tracking.
- Designed internal workflow systems for inventory management, vendor coordination, event planning, and financial oversight.
- Managed budgeting, forecasting, and operational analytics to support sustainable growth.
- Developed partnerships with community organizations and vendors, maintaining high-touch stakeholder communication and accountability.

RED LIGHT MANAGEMENT | Charlottesville, VA | 09/2008 – 08/2025

Artist Manager / Project Lead

- Directed multi-year, cross-functional initiatives spanning release planning, rights administration, marketing coordination, distribution strategy, and financial oversight.
- Owned project budgets, P&L performance, and forecasting models across major-label and independent projects.
- Designed and implemented systems to track contractual obligations, option timelines, rights reversions, and royalty reporting accuracy.
- Led collaborative teams across marketing, A&R, production, legal, finance, and digital distribution to execute complex projects with competing priorities and compressed timelines.
- Improved reporting transparency and operational efficiency through structured workflow redesign and metadata governance improvements.
- Maintained executive-level reporting cadence, translating operational and financial performance into actionable insights.

CAROLL, GUIDO & GROFFMAN LLP | New York, NY | 11/2005 – 08/2008

Paralegal / Project Coordinator

- Supported drafting, review, and execution of recording, licensing, and publishing agreements.
- Managed documentation workflows and contract summaries to support partner decision-making.
- Coordinated multi-artist charitable compilation initiatives, overseeing production schedules and distribution logistics across physical and digital channels.
- Facilitated communication among artists, labels, legal teams, and external partners to ensure compliance and timely delivery.

EDUCATION

- ***B.A., Music Industry*** – State University of New York at Oneonta