

Bethany Barnhorst Confessore

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Disney Parks & Resorts

Area Manager — Fireworks Production & Administration

2018 – Present

- Senior Leader of the Fireworks Storage Facility (FSF), overseeing the daily operations and managing logistics of procuring, storing, delivering, and logging pyrotechnic product for WDW, DCL, and DLR in compliance with all federal regulations provided by the ATF, DOT, and EPA
- Manage team of salaried leaders, hourly non-union cast members, and STCU technicians
- Develop metrics and reporting to enable strategic planning and support of the Fireworks line of business, specifically for the purposes of informing business strategies and decisions for management and executive leadership
- Manage Annual Operating Plan (AOP) for WDW Fireworks Administration & Production
- Provide oversight for IFP, Capital, and Facility projects at the FSF
- Demonstrate high level of discretionary decision-making, authority, and judgment as ATF Responsible Person
- Partner with Operations Training to develop and deliver training classes as program manager for WDW
- Utilize VBA and Python for data analysis of large data sets, including assistance to the Integrated Strategy & Communications team for labor utilization projects
- Identify, analyze, and improve business processes for optimization within Fireworks Production & Administration
- Leverage technology to drive continuous improvement within WDW Operations

Manager — Fireworks Production & Administration

TA(B) February – August 2022

- Strategic leader for Walt Disney World Fireworks Administration, providing a vision that met current needs while positioning our organization for future success
- Develop and maintain strong relationships with internal partners including Managing Producers, Executive Leadership, DCL Leadership, Park Entertainment Leadership, Disney Legal team, and Procurement
- Mentor, coach, and develop diverse team of managers and hourly cast members to establish succession planning
- Serve as program manager for Walt Disney World property-wide fireworks as well as DCL

Production Manager — Disney Parks LIVE Entertainment

2011 – 2013, 2017 – 2018

- Responsible for all budgeting, logistics, and production for WDW Fireworks Special Events
- Partnered with Park Finance teams for Fireworks AOP planning & special event budgeting
- Partnered with Producers, Show Directors, Technical Directors, Technical Designers, Costumers, Entertainment Operations and other key internal partners to deliver projects efficiently, on time, and under budget
- Worked with Fireworks Storage Facility (FSF) leaders as well as key partners in Worldwide Safety, Quality Engineering, and Park Operations leaders to uphold fireworks OGs and business practices
- Provided content for presentations to Finance and Executive Leadership

Project Manager — Experience Planning and Integration

2015 – 2017

- Liaison to Quality Engineering and Worldwide Safety to facilitate MR and Maximo® Job Plan development for Creative Entertainment and WDW Entertainment daily operations
- Developed property-wide training strategy customized to Entertainment Operations for Maximo®
- Oversaw Maximo® and ESQwire show reporting system Sustainment for all WDW Entertainment Venues

Operations, Team Leader — Disney Event Productions

2000 – 2002

- Managed budgets and lead operations for entertainment and audio visual production at multiple Disney Resorts
- Created cross-functional flexible labor initiatives that were implemented company-wide
- DEP Professional Intern program sponsor; mentored interns and facilitated training

Last Updated: March, 2022

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Talent Casting Director — Walt Disney Entertainment

2002 – 2006, 2009 – 2011

- Collaborated with show directors and music producers to develop new talent offerings
- Partnered with WDW Legal to develop Blanket Talent Agreements, allowing local operators to sustain daily operations through local contract talent scheduling
- Committee member for union collective bargaining negotiations, partnering with WDW Labor & Employee Relations

Guest Experience Manager — EPCOT & Downtown Disney Atmosphere Entertainment

2008, 2011, 2013 – 2014

- Partnered with Entertainment Leadership to develop and implement the first SharePoint site that displayed all WDW AFM, Equity, and contract talent schedules
- Entertainment Duty Manager at EPCOT and Downtown Disney
- Managed hourly entertainment cast members and contract talent performers

Additional Experience

Accountant — Wettstein & Saboff PA

2006 – 2009

- Experience with tax, internal auditing, A/P, A/R, invoicing, payroll, financial reporting for LLC/S-Corp
- Communicated complex analytical and financial analyses to executives to inform decision-making

Producer — Smooth Running, Inc

2008 – Present

- Select, manage, and contract all Course Entertainment acts for races such as: The Publix Florida Marathon & Half Marathon, Melbourne & Beaches Music Marathon, Cocoa Beach Half Marathon
- Responsible for all logistics including road closures, power, staging, and technical elements

Director of Artistic Operations — Brevard Symphony Orchestra

2000 – 2010, 2013 – Present

- Oversee artistic operations for professional symphony orchestra including personnel management, contract administration, musician payroll, guest artist support, and artistic budget, reporting for ASCAP and BMI licensing
- Present artistic and related financial information to Executive Director and Board of Directors

Professional Violinist

1991 – Present

- Performer for symphony orchestras and shows including: Alabama Symphony, Orlando Philharmonic, Josh Groban, Trans-Siberian Orchestra, Rod Stewart, Indigo Girls, Andrea Bocelli, Mannheim Steamroller, Idina Menzel, Il Divo

Technologies

Database Systems: SAP, TopHat, Finale, Maximo, Access, ESQwire, RBS

Programming Languages: VBA, Python, VSCode

Business Intelligence Tools: Excel, Word, PowerPoint, Smartsheet, Jira, Teams, OneNote, Outlook, AutoCAD

Education

Master of Accounting and Financial Management (MAFM), with distinction

Orlando, FL • June 2008

DeVry University, Keller Graduate School (CPA candidate, Forensic Accounting emphasis)

Master of Business Administration (MBA)

Winter Park, FL • April 1999

Rollins College, Crummer Graduate School (Executive MBA program)

Bachelor of Music, cum laude

Tulsa, OK • May 1995

University of Tulsa