



## **Executive Vice President for Development**

**Philharmonia Baroque Orchestra & Chorale is seeking an innovative fundraising strategist and leader, relationship builder, risk-taker, and experienced manager to implement an aggressive contributed revenue growth program that supports the organization's ambitions at the largest orchestra of its kind in the United States.**

### **POSITION SUMMARY**

Reporting to the Executive Director (ED), the Executive Vice President (EVP) is a visionary and strategic partner. The EVP is a member of the senior executive team with primary focus on the Development program. In this role, the EVP will partner closely with the ED on all facets of the organization and will be an active participant in strategic planning, governance, marketing, and finance. The EVP will be comfortable with some financial modeling and be able to participate in high-level discussions with key stakeholders regarding organizational vision. Ideally, the EVP will be knowledgeable about classical music and able to contribute to artistic discussions.

With respect to the Development department, the EVP provides the leadership, management and coordination for PBO's individual, institutional, campaign and planned giving programs. The EVP will work closely with the President of the Board, Chairs of the Development/Campaign Committee, Chair of the Gala Committee, and will be an active participant on the Governance and Finance committees.

The EVP will be a hands-on and deeply involved fundraiser and relationship builder who will lead a small department of two Development Associates and certain external consultants in achieving key contributed income targets. PBO is a high out-put organization that focuses on results through creative strategy, targeted and clear actions, and engagement of board leadership. The EVP will have the full support of the ED as a fundraising partner, especially with respect to major annual and campaign support.

The EVP will build upon the fundraising infrastructure and plans to ensure that the organization can respond quickly, effectively, and contextually to long-term financial requirements and short-term needs. The EVP will oversee the delivery of a high-touch cultivation, stewardship, and donor recognition program and will interact regularly with major donors and prospects. The EVP will represent the Orchestra at functions and activities in the community.

The EVP will develop and execute the following:

### **Essential Duties and Responsibilities**

- In collaboration with the ED, the EVP will develop an annual fundraising plan that includes donor segmentation, full strategic narrative that articulates a course of action for major and broad-base donors and create an execution calendar that illustrates the timeline for successful completion of activities. This comprehensive plan will clearly delineate strategy and execution for individual, institutional, planned giving, and direct solicitation;
- Supervise two managers in the Development department and some key external consultants. There may be additional direct reports.
- Develop sophisticated materials that will be used by staff and volunteer leadership in the solicitation of major annual gifts and campaign gifts;
- Develop plans for private and public phases of comprehensive campaigns in partnership with the ED;
- Further develop the moves management systems and refine reporting systems with the database;
- Supervise and expand an effective prospect research program for individual and institutional funders to broaden the base of support;
- Create annual budget for the Development department and collaborate with the ED and Finance Director on the preparation of annual operating plans and long-term financial strategy to support major strategic activities;
- Personally, maintain a portfolio of at least 100 prospects/donors and identify, cultivate and successfully solicit major prospects and renewing donors;
- Retain, recruit and inspire a small but highly efficient Development team, establishing work plans, respecting work styles, providing necessary training and guidance, and regularly reviewing performance objectives and goals.
- Grow annual fund/special projects revenue by \$1 million in the next three years; increase the number of members in the Laurette Goldberg Planned Giving Society by 25 in the next two years and launch a serious effort of direct activities to increase membership in the Society;
- In partnership with the Marketing department, improve systems for sharing data on new subscribers/ticket buyers and develop a plan for active and sustained engagement;

- Identify potential board prospects and work with the ED and the Governance Committee to expand the pool of potential members;
- Establish a plan and guidelines for all donor and prospect events and be responsible for strategy and execution of the annual Gala;
- Develop a robust contributed revenue forecasting system;
- Write Development content (i.e. major donor proposals that integrate the artistic components, direct mail, individual sponsorships, certain content for foundation proposals)
- Work closely with the ED on strategic planning, long-term financial modeling and play an active role in governance, marketing, finance, and staffing;
- In partnership with the ED, work closely with the chairs and members of the Development/Campaign, Gala, Governance, and Finance committees. Fully leverage the talents of board members who have been trained to be successful frontline fundraisers;
- Participate and contribute to discussions on Artistic planning.

### **Experience & Attributes**

- Substantial fundraising experience as a Director of Development for at least 8-10 years at a high-performing organization;
- Demonstrated skills in crafting written Development plans, including strategies for annual, membership, capital, endowment, planned giving and sponsorship opportunities; able to incorporate artistic content into nuanced Development strategies.
- Demonstrated track record in soliciting and securing many leadership gifts of \$25k to \$1.5 million;
- Demonstrated skills and track record in motivating, directing, and managing staff and working across the table with marketing and artistic staff;
- Exceptional written and verbal communicator, who understands how to align donor passion with programs;
- Experience in planning and carrying out small- and large-scale stewardship and cultivation events, including Galas and other fundraising events;

- A deep understanding of fundraising systems and how data informs decision-making. Also understands and appreciates that workarounds are sometimes necessary;
- Experience presenting plans and ideas to a full board of directors;
- Experience managing committees and crafting materials for meetings;
- A strong intellect, able to contribute to discussions on a wide range of topics;
- Strong computer and time-management skills;
- Love classical music, have some knowledge, and enjoy working inside an organization that isn't afraid of innovation and artistic risk-taking;
- Strong work ethic and driven individual that will participate in all concerts, events, board and committee meetings;
- Understand and appreciate the needs, opportunities, and constraints of a midsize organization.

#### **SALARY AND BENEFITS**

Salary commensurate with experience. Philharmonia offers a generous vacation/benefits package and is an equal opportunity employer.

**To Apply:** Please email your resume with a cover letter to Lori Davis at [LDavis@rscfundraising.com](mailto:LDavis@rscfundraising.com).



For more information about this position,  
please contact:

Lori Davis

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Cell: 503-803-3101



## **ABOUT PHILHARMONIA BAROQUE ORCHESTRA & CHORALE**

The New York Times calls PBO, “America’s leading historically-informed ensemble.” Under the musical direction of Nicholas McGegan for the past 33 years, Philharmonia Baroque Orchestra & Chorale (PBO) is recognized as America’s leading historically informed ensemble. Using authentic instruments and stylistic conventions of the Baroque to early-Romantic periods, the orchestra engages audiences through its signature Bay Area series, national tours, recordings, commissions, and education projects of the highest standard. Founded in the San Francisco Bay Area 38 years ago, by harpsichordist and early music pioneer Laurette Goldberg, the ensemble is the largest of its kind in the United States and is known for its versatility in programming and joyful performances. The Philharmonia Chorale has been led by Bruce Lamott for 22 years and is considered one of the gems of the Bay Area.

PBO’s musicians are among the best in the country and serve on the faculties of The Juilliard School, Harvard, and Stanford, among others. The Orchestra performs an annual subscription season in four venues throughout the San Francisco Bay Area as well as the orchestra’s popular alternative concert series for younger and new audiences—PBO SESSIONS – that has regularly sold out performances since its inception in 2014. In April 2017, PBO performed the modern-day premiere of Rameau’s “Le Temple de la Gloire.” The fully-staged opera included an international cast of singers and dancers and celebrated sold-out audiences and critical acclaim from around the world.

Each season welcomes eminent guest artists such as mezzo-sopranos Susan Graham and Anne Sofie von Otter, countertenor Andreas Scholl, violoncellist Steven Isserlis, fortepianist Emanuel Ax, and maestros Jordi Savall and Richard Egarr. The Orchestra enjoys numerous collaborations, including an ongoing partnership with the Mark Morris Dance Group and tours regularly to venues such as Carnegie Hall, Lincoln Center, Walt Disney Concert Hall, Tanglewood, and Yale’s Norfolk Chamber Festival. In July 2017, PBO co-produced the critically-acclaimed modern adaptation of “Aci, Galatea e Polifemo” in partnership with Anthony Roth Costanzo and National Sawdust in Brooklyn.

Among the most recorded orchestras in the world, PBO boasts a discography of more than 40 recordings and launched its own label in 2011, on which it has released ten recordings, including a coveted archival performance of mezzo-soprano Lorraine Hunt Lieberson in Berlioz’s “Les Nuits D’été,” and a Grammy-nominated recording of Haydn symphonies. The orchestra released a recording of its modern North American premiere of Alessandro “Scarlatti’s La Gloria di Primavera,” which coincided with a tour in May 2016 and released

the world premiere recording of the original version of Rameau's "Le Temple de la Gloire" with the unedited libretto by Voltaire in July 2018.

In 2015, Philharmonia launched its *Jews & Music Initiative*—a permanent effort to explore and understand the relationship between Jews and music from the 17th to the 21st centuries. The initiative offers a deep exploration of the role of Jews and non-Jews in the creation of classical music and provides opportunities for significant collaboration with Jewish Community Center of San Francisco (JCCSF), the Jewish Contemporary Museum, Oshman Family JCC, and The Magnes Collection of Jewish Art and Life at UC Berkeley, among others. In 2016, Harvard and Yale universities invited PBO to present "Jews of the 17th Century Italian Jewish Ghetto" featuring works by Salomone Rossi and Monteverdi. The program was reprised at the University of Chicago in April 2018 and was deemed "shimmering...stylish, precise and expressive" by the Chicago Times. In 2018, PBO produced "Jewish Songlines", an immersive concert that included works from Benedetto Marcello to Ravel.

PBO launched its *New Music for Old Instruments* initiative in 2016 as an effort to commission and perform new works written expressly for period instruments. Recent commissions include a co-commission with London's Orchestra of the Age of Enlightenment with composer Sally Beamish, two works by Pulitzer Prize-winning composer Caroline Shaw, the first piece composed for mezzo-soprano Anne-Sofie von Otter that enjoyed its world premiere at Walt Disney Concert Hall in April 2016 followed by the second piece in the song cycle for soprano Dominique Labelle in 2017. The third and final work in the song cycle will be premiered at Lincoln Center in 2019. Additionally, PBO commissioned "To Hell and Back" by Guggenheim Fellow Jake Heggie. Future seasons will bring major commissions by Caroline Shaw, Matthew Aucoin, and Mason Bates. The Orchestra can be heard during its monthly radio broadcast on KDFC, now seven years running.

To nurture the next generation of musicians, Philharmonia and The Juilliard School's Historical Performance division have established a permanent partnership, which includes annual residencies in the Bay Area and New York with masterclasses, coaching, and side-by-side performances.

The organization is supported by 23 board members who reside in the Bay Area, New York and Seattle. The annual budget is \$4.1 million and growing. The organization has ended the last eight fiscal years with significant surplus. At present, the endowment is valued at \$3.1 million. The organization has completed two campaigns and is currently in the second year of the private phase of its new comprehensive campaign, designed to support major productions, commissions, touring, recordings, radio broadcasts, its alternative concert series, annual support and endowment growth. The campaign is expected to raise between \$12 to 15 million from 2017-2021. The organization's current strategic plan will end in 2020. Central to our mission is continued artistic and board expansion in the New York market as well investment in major productions that align with our core artistic vision. Music Director Nicholas McGegan will step down at the end of the 2019-20 season. Richard Egarr has been named Music Director Designate.