



## VICE PRESIDENT, DEVELOPMENT

### ABOUT [MILWAUKEE SYMPHONY ORCHESTRA](#)

The Milwaukee Symphony Orchestra ranks among the finest orchestras in the nation. Since its inception in 1959, the MSO has found innovative ways to give symphonic music a home in the region, develop music appreciation and talent among area youth, and raise the national reputation of Milwaukee.

The MSO's full-time professional musicians perform more than 135 classics, pops, family, education, and community concerts each season in venues throughout the state. A pioneer among American orchestras, the MSO has performed world and American premieres of works by John Adams, Roberto Sierra, Phillip Glass, Geoffrey Gordon, Marc Neikrug, and Matthias Pintscher, as well as garnered national recognition as the first American orchestra to offer live recordings on iTunes. Beginning in 1971, the orchestra's nationally syndicated radio broadcast series, the longest consecutive-running series of any U.S. orchestra, is heard annually by more than two million listeners on 147 subscriber stations in 38 of the top 100 markets nationally. The administration is led by President & Executive Director Mark Niehaus, (former principal trumpet of the MSO), and the orchestra is led by Music Director [Ken-David Masur](#).

The MSO's standard of excellence extends beyond the concert hall and into the community, reaching more than 30,000 children and their families through its [Arts in Community Education \(ACE\)](#) program,

### Key Facts

- **\$21 million** budget for FY22
- **\$13.4 million** in contributed revenue raised in FY22
- **45 full time staff** across the organization
- **12-person** Development Department

### Mission & Vision

#### MISSION

The Milwaukee Symphony Orchestra engages and captivates diverse audiences through acclaimed musical performances and inclusive education and community experiences of exceptional quality.

#### VISION

The Milwaukee Symphony Orchestra is a home for extraordinary musical experiences that enrich and inspire our community.

### Visit



Youth and Teen concerts, Family Series, Adult Lecture Series, and Meet the Music pre-concert talks. Celebrating its 30th year, the nationally-recognized ACE program integrates arts education across all subjects and disciplines, providing opportunities for students when budget cuts may eliminate arts programming.

In October 2021, the MSO opened its new home at the [Bradley Symphony Center](#) in downtown Milwaukee. The new facility is the result of a five-year, \$142 million capital campaign to restore and renovate the historic Warner Grand Theater on West Wisconsin Avenue. Thanks to the support of many close friends and generous donors, the MSO now has a permanent home with control over its schedule and earned revenue, and the Orchestra has helped to revitalize economic and neighborhood redevelopment along West Wisconsin Avenue.

## THE POSITION

Reporting to the President & Executive Director, the Vice President, Development serves as the chief institutional development officer. The Vice President is responsible for both the strategic planning and the operational execution of the Milwaukee Symphony Orchestra's philanthropic mission. They will direct all fundraising activities of the MSO, including but not limited to individual giving, institutional giving, volunteer programs, donor events, campaign planning and execution, and development resources. The Vice President will oversee a team of 10 fundraising professionals with two direct reports: the Director of Individual Giving, and the Director of Institutional Giving.

## MAJOR OBJECTIVES

Within the first 12 to 18 months, the Vice President, Development will achieve the following major objectives:

- Cultivate an environment of motivation, collegiality, and collaboration throughout the Development Department; ensuring staff retention and morale remains high
- Assess and refine departmental processes and procedures, ensure industry best practices are in place, and develop clear KPIs to establish metric-driven expectations and results from staff
- Develop an innovative, strategic business plan for Development that includes strategies to continue to grow the annual fund year-over-year, and sets the stage for an endowment campaign
- Establish strong philanthropic relationships within Milwaukee's donor community and achieve significant solicitations of major gifts for the MSO
- Integrate well into the MSO "family"; build strong, mutually beneficial relationships with President & Executive Director, Board members, and staff that inspire trust and confidence



## RESPONSIBILITIES

The Vice President, Development will have the following primary responsibilities:

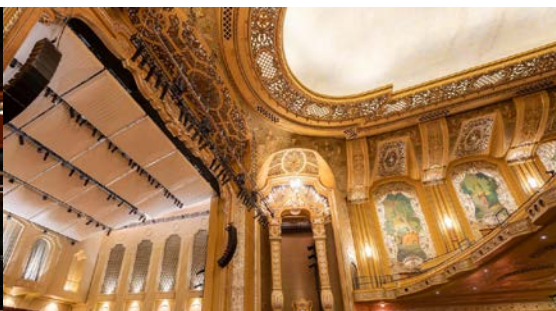
- Serve as the chief philanthropic strategist for the MSO, working closely with the President & Executive Director, Board of Directors, and senior management team in the creation, articulation, and implementation of organizational goals and objectives.
- Cast a vision for transformational fundraising growth that motivates and inspires staff and prospective donors.
- Maximize contributed revenue by creating and implementing operating plans and identifying opportunities that maintain, increase, and diversify fundraising.
- Develop, cultivate, and nurture deep and lasting relationships with key constituents including individual and institutional donors, Board members, volunteers, and community leaders, in order to maximize philanthropic engagement for the future well-being of the organization.
- Support and advise the President & Executive Director to fully engage and leverage their involvement in fundraising, including identifying the President's cultivation goals, prospecting donors, and participating in asks, as appropriate.
- Solicit gifts from prospective donors using researched and thoughtful strategies to persuade targeted individuals, corporations, and foundations to contribute cash, grants, planned gifts, matching funds, and in-kind equipment and services.
- Prepare and administer the annual budget for the operation of the Development Department as approved by the President & Executive Director and Board of Directors.
- Act as an effective ambassador for the MSO at donor and public events.
- Work with other Vice Presidents to identify opportunities and to strategize and prioritize funding needs and initiatives.
- Develop, oversee, and analyze systems, policies, and procedures designed to maximize effectiveness and efficiency of development activities.
- Recruit, develop, and retain a high-performing team of Development staff.
- Guide and mentor team members; regularly providing professional development and training opportunities to improve staff skills.
- Work closely with MSO's Marketing Department to provide leadership funding for annual operations, endowment, and other special initiatives.
- Attend frequent evening and weekend events and concerts to meet prospective new donors and to cultivate and steward existing donors.
- Report progress to Board of Directors and work with Development Committee and volunteer groups to increase funds raised through events and peer solicitation.



## QUALIFICATIONS

The ideal candidate will possess most of the following qualifications:

- A passionate, enthusiastic commitment to and appreciation for the MSO's history, mission, and contributions to the arts.
- Seven-to-ten years of progressive development leadership experience and a comprehensive knowledge of all major advancement functions, including capital and/or endowment campaigns. A proven track record of success in donor cultivation, solicitation, and stewardship at the major and principal gift levels.
- Confidence, credibility, and the ability to represent the MSO with integrity and mirror its values.
- Experience effectively managing a multi-functional department, including budget administration; developing, writing, and executing development plans; planning/overseeing major projects; and leading strategic planning.
- Experience leading teams, with the ability to assess and hire talent, set the vision, get buy-in on goals, and create strong teams based on high individual accountability.
- Ability to balance a fresh perspective with respect for how things have functioned previously.
- Capacity to coach and mentor staff in a changing environment.
- Proven skills in working effectively and positively across functional areas within an organization.
- Excellent and effective written and verbal communication skills.
- Strong emotional intelligence; perception and adaptability to the levity or gravity of a given situation.
- Proven ability to build positive, professional relationships with internal and external contacts.
- Ability to promote a culture of collaboration within and between departments.
- A willingness to step outside the boundaries of one's job in order to help one's fellow teammates.
- Willingness to attend evening and weekend concerts on a regular basis, to participate in special events, and to become a visible and active member of the Milwaukee community.
- A high degree of accuracy and superb judgement as it relates to the use of confidential information.
- Ease in working with donor databases; experience with MIP and Tessitura preferred.
- Experience with computerized accounting systems.
- Demonstrated ability to meet deadlines.
- Excellent organizational skills and attention to detail.
- A sense of humor.
- A Bachelor's degree or equivalent relevant experience is required.



## COMPENSATION & BENEFITS

The annual salary range for this position is \$135,000 to \$150,000. The Milwaukee Symphony Orchestra offers a generous benefits package that includes health, dental, life, and long-term disability insurances and eligibility to participate in vision insurance, flexible spending account plans, and staff retirement savings plans.

## APPLICATION

The Milwaukee Symphony Orchestra has retained Campbell & Company to conduct this search. The team for this project includes Joey Scheiber, Trinity Gordon, and Kris McFeely.

To be considered for this opportunity, please send a letter of interest and resume to:

**Trinity Gordon**

Associate Consultant, Executive Search

[trinity.gordon@campbellcompany.com](mailto:trinity.gordon@campbellcompany.com)

(312) 620.1371 direct



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*It is the policy of the Milwaukee Symphony Orchestra to employ the most qualified person available for a job. This policy recognizes individual differences and the specific demands of each position. The MSO has a firm commitment to extend equal opportunity for employment and promotion to all people without regard to age, race, creed, color, disability, marital status, sex, national origin, ancestry, sexual orientation, arrest or conviction record, military service or any other characteristic prohibited by law except where a bona fide occupational qualification precludes employment.*