

SANTA BARBARA
symphony

NIR KABARETTI, Music & Artistic Director

DIRECTOR OF DEVELOPMENT

The [Santa Barbara Symphony](#) in Santa Barbara, CA is seeking a dynamic and experienced development professional to help us leverage our impact, and lead the organization through the pandemic and beyond.

With a 67-year history of being here for our community – in times of celebration and in tragedy - COVID-19 is creating an unprecedented opportunity to reveal and amplify the organization’s deep impact, collaborative spirit, and commitment to find innovative paths forward.

This is an exciting time for the Santa Barbara Symphony. We have a story to tell. We have deep impact. Momentum is building. We have extraordinary plans.

This is a terrific opportunity for an experienced fundraising professional to drive contributed giving levels, helping build the foundational success needed to launch an endowment campaign and own the process of developing a planned giving program – all within the picture perfect setting of Santa Barbara. We are seeking a positive leader to increase the community’s awareness and connection to our value as a key driver in the cultural and civic landscape of Santa Barbara.

If you are data-driven, results-oriented, marketing savvy, and see possibilities and are passionate about managing up and connecting the philanthropic community to the arts, we want to hear from you.

POSITION SUMMARY

Reporting to the CEO, the Development Director is a key member of the leadership team; collaborating with the Director of Marketing and Director of Music Education. The position oversees a FT Development & Database (Tessitura) Manager, PT Grants writer. Planned Giving consultant, and other contractors as needed.

The Symphony has a proven track record of raising approx. \$1.7million annually in individual giving, corporate sponsorships, grants and events. Additionally, the Symphony has a \$5M Endowment and robust planned giving program. COVID-19 has increased the necessity to create growth in contributed revenue by approximately \$800,000.

Core duties include:

Increase Individual and Corporate Giving

Responsible for driving \$2.5 million in contributed revenue annually to reach contributed revenue and organizational goals.

Strategy, Plan Creation, Cultivation, Acquisition & Solicitation, Stewardship

- Create and execute a multi-faceted, short and long-term development plan; maximizing and leveraging artistic offerings.
- Create written solicitation, stewardship and donor cultivation strategies and tools, as well as those for concert events, open rehearsals, receptions, dinners, luncheons, Youth Symphony, etc.
- Create compelling fundraising materials and communications that build a strong, compelling case for support.
- Grow a major gifts program (\$2,500 level and above) including identification, cultivation and solicitations of major donors.
- Collaborate with Marketing to create new donor (\$2,499 level and below) acquisition campaigns.
- Work with the CEO to identify and solicit a broad range of sponsorship opportunities and benefits.
- Create, develop, and enrich donor relationships in partnership with the CEO and Board of Directors.
- Activate the CEO on a daily basis for Major Giving; by providing call sheets, updates that can be forwarded to the Board of Directors and messaged externally.
- Seek out and leverage relationships to reveal new funding opportunities
- Create multi-year solicitation & stewardship plans for donors; based on historical data, wealth screening and relationship-building
- Grow the Corporate Giving Program.

Management

- Create and ensure the execution of donor gift acknowledgements
- Ensure all donor records are up to date and accurate
- Empower and energize the staff by establishing clear road-maps for, and celebrations of, success
- Create and manage benefit fulfillment program
- Manage the success and professional development of direct reports including a Development Manager/Data Base Manger and Grant Writer, providing clear direction, strategy and vision to attain institutional goals.
- Create and oversee the production of weekly, contributed revenue reports by category against budget
- Work with finance to ensure accurate reporting, reconciliation and timely collection of pledges.
- Analyze current development reports to evaluate and modify to ensure efficient and effective communications.
- Ensure accurate records in our databases and confirm institution-wide compliance reflecting all terms.

Fundraising Event (virtual or in-person) Management

- Plan, coordinate and manage fundraising events
- Grow and strengthen committees related to maximizing philanthropic revenue from the regional business community and other opportunities to expand business relationships.

- Seek advanced underwriting for other expense categories, including donor events, virtual events, post-concert and intermission receptions, First-Time Subscribers Reception, and other activities.

Oversee Grant Writing: Maintain and expand Foundation and Government funding relationships and oversee successful grant applications and expansion of support.

Oversee Planned Giving: Steward and market the Symphony's *Heritage Society* program

REQUIREMENTS TO BE SUCCESSFUL:

- Minimum 4 years of non-profit Development experience; with an emphasis on individual giving
- Proven track record in creating successful Annual Fund campaigns
- Superb written and verbal communication skills;
- Social media savvy, ease in working in Excel, Word, PowerPoint
- Ability to thrive in a fast-paced, hands-on, nimble environment
- A love of connecting the community to opportunities
- A desire to help others do their best work
- Superb organizational skills
- Experience with developing and managing budgets
- Bachelor's Degree
- The successful candidate cherishes cultivating and maintaining productive relationships with donors, and possesses a proven ability to inspire and motivate others as a leader and fundraiser.

ADDITIONAL QUALIFICATIONS (encouraged but not required):

- Development experience in a Symphony Orchestra
- Training on Tessitura
- Experience in creating multi-year giving campaigns
- Spanish fluency
- Advanced degree

COMPENSATION

- This position is full-time, exempt, with an annual salary of \$80,000
- Benefits include paid time off, sick time, health insurance

ABOUT SANTA BARBARA SYMPHONY

Under the artistic leadership of charismatic Italo-Israeli conductor Nir Kabaretti, the Santa Barbara Symphony is consistently lauded for its unique ability to present brilliant concerts, engage the community, and deliver dynamic music education programs. The organization prizes innovation and artistic excellence and is widely recognized as one of the region's premier cultural institutions. Its award-winning Music Education Center serves over 7,000 students in Santa Barbara County through regular and special programming each year.

TOP 100 BEST PLACES TO LIVE

One of most beautiful cities in California, Santa Barbara has the arts and culture of a big city with the hospitality and charm of a small, coastal town. Beyond the city's picture-perfect scenery, Santa Barbara is a haven for classical music lovers, hosting several performing arts venues, a symphony orchestra, and many non-profit classical musical groups. The art galleries, world-class museums, and historic theaters create a thriving arts scene in downtown Santa Barbara, ranked as one of the Top 100 Best Places to Live.

AN EQUAL OPPORTUNITY EMPLOYER:

It is the policy of the Santa Barbara Symphony Association to provide all persons with equal employment opportunities without regard to race, color, religion, sex, sexual orientation, national origin, marital status, disability, age or Veteran status. Candidates of ALAANA (African, Latinx, Asian, Arab, and Native American) communities are encouraged to apply.

TO APPLY:

Pease submit your cover letter, resume and a writing sample to Kathryn R Martin, Interim CEO at jobs@thesymphony.org.

- **No phone inquiries, please**