



# DIRECTOR OF PHILANTHROPY

ByalaSearch LLC is pleased to announce that our firm has been retained by The New Group to identify candidates for the position of Director of Philanthropy.

## ABOUT THE NEW GROUP

Founded in 1995, The New Group is an award-winning, artist-driven company with a commitment to developing and producing powerful, contemporary theatre. While constantly evolving, they strive to maintain an ensemble approach to all their work and an articulated style of emotional immediacy in their acting and productions. In this way, they seek a theater that is adventurous, stimulating, and most importantly, “now” – a true forum for our present culture. The New Group has received over 150 awards and nominations for excellence, including the Tony Award for Best Musical for *Avenue Q*, 10 Lortel Awards, two special citation Obie Awards, and a Drama Desk Special Award “for presenting contemporary new voices, and for uncompromisingly raw and powerful productions.” The organization’s New Group/New Works play and musical development program champions original works by emerging and established authors. The New Group Off Stage celebrates work at the intersection of art, multimedia and social engagement by showcasing some of today’s most compelling storytellers through web series, films, audio plays and more. The New Group also operates a variety of theater education programs including a Summer Conservatory for teens, college access programs, and a college-level BFA Acting program in collaboration with LIU-Brooklyn.

## PRIMARY FUNCTION

Reporting to The New Group’s Executive Director, this position will lead the Development Department and be responsible for generating approximately \$2-2.5 million to support the growth and advancement of the organization as it enters its 30th year of producing theater. This individual will manage an interim



team including a full-time Development Manager and development consultants and will work with leadership to hire permanent team members in the coming months to support the organization's increased goals. As a member of the senior team, the Director of Philanthropy will lead all fundraising efforts and manage a growing fundraising team.

## POSITION DESCRIPTION

This role is responsible for managing the daily operations and strategy of the Development department. Across all work, this position will play a critical role in integrating fundraising considerations and efforts into all areas of the company including artistic and education programs. The successful candidate will manage all individual giving efforts including campaigns and appeals, oversee the execution of institutional grants and special events, and help manage the Board and their giving, and develop the pipeline of future Board members.

### Role and Responsibilities:

#### **Individual Giving**

- Create long-term fundraising vision and goals, and tactical giving strategies, which will include overseeing donor research, cultivation, solicitation, and stewardship across all donor levels
- Spearhead the implementation of a major gifts pipeline (donors giving \$10,000+) and work with the Executive Director and Artistic Director on cultivation strategies for major gifts
- Supervise the growth of the Patron Ensemble program (donors giving from \$1,500 – \$9,999) including renewals, acquisitions, communications, and benefit fulfillment
- Manage the creation and distribution of donor relations materials and prospect communications from stewardship to cultivation to proposal materials
- Represent The New Group as an ambassador at performances and events, including greeting donors and cultivating relationships with constituents



- Oversee departmental administration and budgeting in conjunction with Finance and Executive staff members

### **Board of Directors**

- Play a major role in Board relations and engagement with Executive leadership
- Develop strategies to increase Board giving and prospecting through personal networks
- In collaboration with the Executive Director and Development Committee, identify priorities for current Directors and prospective candidates
- Prepare development reports to present at Board meetings

### **Institutional Giving**

- Oversee foundation and government strategy in conjunction with Artistic, Education, and Executive Staff
- Collaborate with part-time Grant Writer, providing feedback and edits to applications and reports
- Manage relationships with new and existing foundation contacts

### **Events**

- Build strategy around donor cultivation activities including patron receptions, opening night parties, and other special events
- In conjunction with an external event planner, responsible for all aspects of the annual Gala, including planning and execution
- Provide on-site supervision of events as needed; some evening and weekend availability required



**Critical Competencies for Success:**

- Ability to develop and implement a coordinated, comprehensive longer term fundraising strategy, bringing along staff and the funding community, including individual donors and institutional funders while capitalizing on opportunities for support for an array of programs and critically strategic initiatives.
- History of modeling and soliciting five and six figure gifts and increasing fundraising in all areas in order to support an organization's artistic mission and programs
- Teaming with executive and board leadership, has successfully imbued a culture of development into an organization at all levels
- Track record of recruiting and professionally developing a team to optimize its performance

**Ideal Skills and Experience:**

- A minimum of five years of progressively responsible roles in fundraising and development with a proven track record, and experience working successfully and collaboratively with Board members
- A willingness to think creatively and take risks inspiring new development strategies
- Excellent interpersonal, verbal, and written communication skills
- Demonstrated ability to identify, train, and inspire staff, while holding them accountable for their performance
- Proven understanding of inclusion, diversity, equity, and accessibility and a demonstrated ability to internally and externally communicate and collaborate across differences
- Event planning, project management, and/or producing experience, a plus



- Prior experience developing and managing budgets
- Proficiency with technology and CRM software; experience with Spektrix a plus.
- An appreciation for the performing arts; knowledge and passion for contemporary theater a plus.
- If you don't meet all of the criteria listed above but know you have what it takes to do this job, we encourage you to apply and tell us about yourself in your cover letter.

**Other Characteristics:**

The ideal candidate will be confident, creative and entrepreneurial with the ability to articulate strategies to senior management as well as manage a collaborative team. The placement will enable staff to perform at the highest level to achieve the best possible outcomes for the development function of The New Group. The placement will be sensitive in their presentation style and have the instincts to build and sustain internal and external relationships crucial to The New Group. The Director of Philanthropy will be a sharp, sophisticated leader who can articulate The New Group's mission to external audiences and have the strategic capacity to design a fundraising plan to successfully advance the mission and grow the support of The New Group.

The Director will be savvy about forming new partnerships and deepening relationships with existing partners and donors. The placement is passionate about what The New Group provides to the theater community and will be able to effectively communicate this enthusiasm to peers and funders, thereby expanding the organization's relationships. The placement will model collaboration and exercise good judgment in terms of leveraging resources and targeting donors. Collaborating internally with staff and externally with public entities to advance the organization's larger mission and programmatic goals will be key to the role. The next Director of Philanthropy will bring creative thinking, strategy and passion to their representation of The New Group in its 30<sup>th</sup> anniversary season and beyond.



## WORK ENVIRONMENT

The New Group operates as a hybrid remote and in-person workplace, typically in-person Tuesday, Wednesday and Thursday. Some weekend and evening availability required.

## COMPENSATION

This is a full-time exempt position available immediately, with a salary range of \$115,000 – \$135,000. Benefits package currently includes health, dental, vision, 403b retirement, and commuter benefit plans.

*The New Group embraces diversity in all forms and encourages applications from all qualified candidates. The New Group provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. If reasonable accommodation is needed to participate in the job application or interview process, please contact us at [tngdop@byalasearch.com](mailto:tngdop@byalasearch.com)*

## KINDLY SEND NOMINATIONS OR EXPRESSIONS OF INTEREST TO:

Lisa Byala

Principal, ByalaSearch LLC

[tngdop@byalasearch.com](mailto:tngdop@byalasearch.com)

T: (646) 898–2093

[www.byalasearch.com](http://www.byalasearch.com)

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