ByalaSearch

National Director of Development and Philanthropy

ByalaSearch LLC is pleased to announce that our firm has been retained by the Young Audiences Inc. to identify candidates for the position of National Director of Development and Philanthropy.

ABOUT YOUNG AUDIENCES INC.

Founded in 1952, Young Audiences Inc. is the nation's leading provider of arts in education programs and services. From music to media arts and storytelling to sound engineering, we believe the arts are vital to the education and social emotional development of all students. By providing advocacy, communications, professional learning, program development, fundraising, technology, and other support, the National Office of Young Audiences Inc. operates the headquarters of the national Young Audiences Inc. network and strives to advance quality and equity in arts education for all students. A core value of Young Audiences Inc. is that all young people, regardless of their race, background, ability, or zip code, deserve access to a well-rounded and arts-rich education.

PRIMARY FUNCTION

The National Director of Development and Philanthropy reports directly to the National Executive Director, working to secure six- and seven-figure gifts in support of Young Audiences Inc. The position will focus heavily on cultivating a new and sustained community of donors known for traditional support in education, the arts and outcomes-based organizations. The National DoP will develop a short- and long-term strategy to cultivate, engage and steward active donors as well as new funders willing to support the mission of Young Audiences, as well as initiatives planned for the milestone 75th anniversary. The placement will also strategically engage the National Executive Director and select

members of the Board of Trustees in furtherance of annual, major and long-range private fundraising goals.

The National Director of Development and Philanthropy will be a senior leader in a team of six.

Role and Responsibilities

Fundraising:

- Create and manage a multi-faceted philanthropic strategy for existing donors and for the identification and cultivation of new prospects for major and principal individual, corporate or foundation gifts.
- Build a culture of philanthropy internally with the national and affiliate staff and with the Board by cultivating and stewarding donors to multi-faceted organizations.
- Provide a comprehensive and unified donor experience and navigate potential overlap of funders scaling and innovating on established support.
- With the National ED, create fundraising metrics for private philanthropy and establish a calendar of donor stewardship and solicitation efforts.
- On an annual basis, develop budget-related revenue and expense projections and subsequently measure and report actual performance during the year.

Profile Raising:

- Elevate the national profile through consistent messaging of the mission, outcomes and leadership of Young Audiences with private donors and funders.
- Articulate the mission of Young Audiences clearly and succinctly to broaden its national appeal.
- Optimize the content and assets of Young Audiences through communications and media, including social media, to maximize visibility, creating buzz for donors and serving as support for the next generation of School and Arts Administrators as well as Educators.
- Leverage the position of Young Audiences Inc. and the National Executive Director as the national standard-bearers in the advocacy of the arts as a force in learning and teaching for millions of children.

Board:

- Based on donor giving, interest and skills, create a pipeline of prospective Board candidates.
- Assist in on-boarding and clarifying expectations of the Board with new and existing members.
- Regularly meet with the Board to serve as a resource to them and their networks to elevate the national leadership of Young Audiences.

Affiliates:

- Support the Executive Director internally explaining the benefits and the relationship of Young Audiences Inc. to its thirty affiliates.
- Collaborate with Executive Directors of the national affiliates to involve them in grant proposals upfront and in execution.
- Create impactful opportunities for the Affiliate leadership and Boards to meet with the National Board and staff leadership.

Metrics for Success

- Near term: Increase annual private funding of the national organization from 25 to 30% on an annual rate of approximately $1 million. The total annual budget is $4.2 million.
- Midterm: identify grants and donors to support longitudinal data and impact.
- Longer term: build an individual and institutional donor base with six- and seven-figure capacity.
- Leverage the upcoming 75th anniversary to raise the profile and giving among new and existing donors.

POSITION DESCRIPTION

Ideal Skills and Experience:

- Bachelor's Degree required.
- A minimum of 10-12 years of successful front-line leadership in fundraising for and positioning of organizations that advance education, public health or the arts.
- Experience soliciting major and trustee donors, managing major and institutional gifts programs and demonstrated track record of moving donors through the giving pipeline to maximize their philanthropic commitment.
- Familiarity with philanthropy-supporting education innovation and the integration of the arts and other disciplines to enhance learning outcomes.
- Leader with sound judgment, communication style and overall approach with staff and internal and external stakeholders.
- Excellent written and oral communication skills.

Critical Competencies for Success:

- History of leading and creating the strategy and organization-wide culture of philanthropy.
- Track record of soliciting major and principal gifts and moving individual and institutional donors along the giving continuum within a matrixed environment.
- Ability to persuasively communicate and articulate the mission of an organization to internal and external audiences, raising its visibility.
- Experience building processes and communications to steward donors from annual to major and principal giving.

Other Characteristics:

The placement will be energetic, self-directed and able to build on existing fundraising success. The National Director of Development and Philanthropy will be passionate about the mission of Young Audiences and value how fundraising contributes to that mission. The placement will be a seasoned professional, capable of proactively developing and articulating fundraising strategies while maintaining flexibility. The ideal candidate will be entrepreneurial, able to work with colleagues on a national and affiliate level to support performance at the highest. The candidate must possess the maturity, poise, and sophistication to represent Young Audiences with passion and authority, communicating the organization's mission and activities to a broad pool of donors, while modeling current philanthropic practices for a team. An enthusiastic communication style and systems mindset are key to the success of the National Director of Development and Philanthropy.

COMPENSATION

This is a full-time exempt position available immediately, with a salary range of $175,000 – $205,000.

WORK ENVIRONMENT

Hybrid with four days per week in office.

KINDLY SEND NOMINATIONS OR EXPRESSIONS OF INTEREST TO:

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