



Chief Philanthropy Officer

Position Guide

About San Francisco Symphony

The San Francisco Symphony was conceived in the wake of the city's devastating 1906 earthquake, after civic leaders decided that a vibrant orchestra should be a part of the city's cultural foundation and would signal San Francisco's resurgence as an important American city. The first concerts were held in 1911. Today, the Symphony enjoys the reputation of being one of the premier orchestras in the United States. Since 1995, the Symphony has been led by the renowned Michael Tilson Thomas (MTT), and under his direction, the Symphony has won many notable music awards, including 11 Grammys, both under its own recording label as well as others. Over 250 concerts are performed annually and include a wide repertoire of classical and modern orchestral works.

In addition to its core programming, the San Francisco Symphony provides one of the most extensive community and educational outreach programs of any American orchestra. Its ambitious initiatives introduce music to every child in the San Francisco Unified School district through music exposure, lessons and free concert tickets. There is a Youth Orchestra that has toured throughout the world and has its own recordings. In 2014, SoundBox, the Symphony's experimental performance venue and late-night live music series, was launched to overwhelming critical acclaim and offers an alternative to the traditional concert hall experience.

Michael Tilson Thomas recently announced that he will step down as the Symphony's Music Director in 2020 after 25 years. As music director laureate, he will continue to lead the symphony for four weeks a season. In the spring of 2017, Brent Assink stepped down as the Symphony's Executive Director after serving for 18 years. In the fall, Mark Hanson, former Executive Director of the Houston Symphony, assumed leadership and serves as the current Executive Director. Sakurako Fisher has served as the Symphony's Board Chair and President since 2012.

We invite you to visit www.sfsymphony.org

About This Position

The Chief Philanthropy Officer, an energetic fundraising strategist, is responsible for planning and leading all aspects of fundraising and comprehensive development initiatives at the San Francisco Symphony. The Chief Philanthropy Officer reports to the Executive Director and serves as a high-functioning member of the Symphony's

Mission

The San Francisco Symphony sets the highest possible standard for excellence in musical performance at home and around the world; Enriches, serves, and shapes cultural life throughout the spectrum of Bay Area communities; Maintains financial stability and gains public recognition as a means of ensuring its ability to fulfill its mission.

Key Info

\$69 million total revenues (2016/2017)

\$28 million contributions (2016/2017)

\$300 million endowment (2016/17)

110 employees and 108 musicians (2018)

Visit SFS



senior leadership team in a highly collaborative environment. This proactive, bold leader will set a strong institutional vision for the Symphony's role in philanthropy by building the contributed and endowed revenues.

The Chief Philanthropy Officer, an accomplished closer of strategic gifts and accelerator of top donor prospects, leads a talented and dynamic development staff of 24 professionals. The Chief Philanthropy Officer works closely with the Board of Governors and acts as the primary staff liaison for the Development Committee. The Chief Philanthropy Officer helps to manage the Executive Director's donor portfolio, and where appropriate, those of the President, Music Director, and key members of the Board of Governors, assuring timely and productive engagement.

A highly visible, collegial professional, the Chief Philanthropy Officer maintains open and ongoing communication with constituent leadership, providing complete and accurate activity reports, revenue forecasts and situation analyses on a regular basis. The Chief Philanthropy Officer also leads efforts to support future comprehensive capital campaigns and strategic funding projects. Of prime importance will be the continued development of a cohesive development system that supports the Symphony's aspirational goals and performance metrics. Finally, this individual will be a skilled communicator and relationship builder who can articulate clear and compelling cases for funding musical performance that assures the growth and vitality of San Francisco's premier cultural institution.

Responsibilities

The Chief Philanthropy Officer will have the following primary responsibilities:

- Lead, build, inspire, and continue to grow the Symphony's high-caliber team of fundraising professionals by establishing clear goals and accountability and fostering teamwork and professional excellence.
- Significantly increase the level of contributed giving to the San Francisco Symphony by expanding the base of donors, prospects, and subscribers that grows to over \$30 million per year over the next five years.
- Plan, develop and implement a comprehensive strategic development plan to maximize the short-term and long-term fundraising potential of artistic, education, and community programs that aligns with SFS's philanthropic vision and strategies.
- Lead a targeted strategy that enhances private philanthropy and secures major and principal gifts from individuals, corporations, and foundations.
- Build strong and mutually beneficial relationships among the Board of Governors, the Executive Director, and other staff members and external stakeholders including donors, subscribers, patrons, community, business and civic leaders.
- Work in partnership with the Symphony's executive leadership team in setting robust but achievable goals with metrics that promote greater accountability to donors.



- Establish performance measures, monitor results, and evaluate the effectiveness of the development program, making changes as appropriate.
- Be recognized as a committed, valued and collegial philanthropy leader by musicians, conductors, artists, and administrative teams.
- Work closely with the Marketing and Communications leadership in strategies to attract and retain donors and patrons.
- Work closely with the Director of Community Engagement and Volunteer Services to plan and implement special events including the Symphony's Opening Gala, Chinese New Year, and other elevated events.
- Plan and implement effective donor-centric cultivation, recognition, and stewardship activities.
- Lead endowment and capital campaign efforts, including selecting and working with campaign consultants and galvanizing support from the Board and donor communities.
- Manage an effective prospect research program, continuing to build a systematic effort to increase the base of support.
- Develop and rigorously manage the development budget for strong return on investment.
- Foster a culture of trust-based relationships across all stakeholders in the Symphony.
- Represent the institution at public functions and events to raise the visibility of the San Francisco Symphony as a strong, viable philanthropic entity.

Major Objectives

Within the first 12 to 18 months, the Chief Philanthropy Officer will be expected to achieve the following major objectives:

- Establish trust and confidence with the President, Executive Director, Music Director, senior leadership team, and Board of Governors through collaborative leadership.
- Lead, build, empower, retain, and support a development team to build a robust, comprehensive development program that grows an increasingly larger and diverse donor base.
- Build enduring relationships with donors and volunteers that inspire a deeper connection to the Symphony.
- Develop and implement a donor-centric development plan that prioritizes SFS's strategic funding goals and establishes a stronger stewardship program that cultivates lifelong donors.
- Continue to foster a greater sense of shared ownership by the public for funding many of the Symphony's forward-thinking, innovative programming.



Qualifications

The ideal candidate will possess many of the following qualifications:

- A passionate, enthusiastic commitment to mission of the San Francisco Symphony.
- A minimum of seven to ten years of senior-level leadership experience in managing successful comprehensive fundraising teams, with a track record of building strong individual, corporate, and foundation giving programs that include significant annual, major, principal, and planned gifts.
- Proven experience as a member of the executive management team of a complex organization, including working closely with administrative staff, engaged boards, volunteers, and development committees.
- Proven ability to hire, manage, motivate, and retain a development team that strives to achieve excellence and exceed goals.
- Proven experience leading successful major multi-year or endowment campaigns and closing major and principal gifts.
- A confident, flexible, and collaborative leadership style known for strategic thinking, innovation, integrity, and political astuteness.
- Proven success in developing and implementing strategic fundraising plans resulting in sustained growth and prioritizing a wide range of philanthropic initiatives.
- Strong financial management skills with experience in fundraising and budget analysis, forecasting and planning.
- Excellent communication skills with a persuasive ability, including strong written, verbal and presentation skills.
- High degree of technological proficiency, including experience with donor management and arts enterprise applications, particularly Tessitura.
- Ability to travel as necessary and attend program and fundraising activities as needed, including evenings and weekends.
- Personal interest and passion for classical music.
- A bachelor's degree required. An advanced degree would be an advantage.

Application

The San Francisco Symphony offer a generous compensation, benefits, and rewards package. Inquiries, nominations, and applications are invited and treated confidentially. The team for this project includes Marian Alexander DeBerry, Dan Nevez, and Joey Scheiber. To be considered for this opportunity, please send a letter of interest and resume to:

Joey Scheiber

Associate Consultant, Executive Search

joey.scheiber@campbellcompany.com

(312) 896-8897 direct



One East Wacker Drive, Suite 2100

Chicago, IL 60601

The San Francisco Symphony is an equal opportunity employer and makes employment decisions on the basis of merit. We want to have the best available persons in every job. Symphony policy prohibits unlawful discrimination based on race, color, creed, gender, religion, marital status, registered domestic partner status, age, national origin or ancestry, physical or mental disability, medical condition including genetic characteristics, sexual orientation, or any other consideration made unlawful by federal, state, or local laws. It also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics.