



# SENIOR DIRECTOR OF PHILANTHROPY

ByalaSearch LLC is pleased to announce that our firm has been retained by Dance Theatre of Harlem to identify candidates for the position of Senior Director of Philanthropy.

## ABOUT DANCE THEATRE OF HARLEM

Dance Theatre of Harlem is a leading dance institution of unparalleled global acclaim, encompassing a professional performing Company, a School, and Community Programs which includes Dancing Through Barriers®, the institution's comprehensive arts education program. Each component of Dance Theatre of Harlem carries a solid commitment towards enriching the lives of young people and adults around the world through the arts, as well as remaining deeply rooted in its Civil Rights origins.

Founded in 1969 by Arthur Mitchell and Karel Shook, Dance Theatre of Harlem was considered "one of ballet's most exciting undertakings" (The New York Times, 1971). Shortly after the assassination of The Reverend Dr. Martin Luther King, Jr., Mitchell was inspired to start a school that would offer children — especially those in Harlem, the community in which he was born — the opportunity to learn about dance and the allied arts with the intention of giving those children the necessary skills to become global citizens. Now in its fifth decade, Dance Theatre of Harlem has developed an extraordinary legacy of providing opportunities for creative expression and artistic excellence that continues to set standards in the performing arts. Dance Theatre of Harlem has achieved unprecedented success, bringing innovative and bold new forms of artistic expression to audiences in New York City, across the country and around the world.



## PRIMARY FUNCTION

Reporting to and working in close collaboration with Anna Glass (the Executive Director) and the Board of Directors, the Senior Director of Philanthropy will design and execute on a comprehensive philanthropy strategy for DTH. The Senior Director of Philanthropy will oversee and execute on both capital campaigns and ongoing fundraising efforts. The placement will manage DTH's current philanthropy team and volunteers with opportunities to grow the department.

Dance Theatre of Harlem currently raises \$3 million annually from a combination of individual donors, major gifts, events, sponsorships, and institutional giving, and the Senior Director will lead the organization to grow giving to \$4 million by 2025 with an ultimate goal of \$5 million in annual giving. Furthermore, the organization hopes to embark upon a future capital campaign focused on the improvement and expansion of Dance Theatre of Harlem's physical space, as well as growing institutional reserves. The placement will have the opportunity to support the shaping of this campaign at the outset. The placement will also have the opportunity to build upon the current development team and assist the Executive Director in growing Board membership and expertise. The ideal candidate will embrace this opportunity with enthusiasm and skill, and appreciate working with a high caliber organization that values individual contributions and supports professional growth.

## POSITION DESCRIPTION

### Specific Responsibilities of the Senior Director of Philanthropy:

- Position DTH amongst its peers in the minds of the donor community;
- Create and implement strategies for research, identification, cultivation, solicitation, and stewardship of prospects and donors; build major donor program with an eye towards transformational gifts in partnership with the Director of Individual Giving;



- Grow and steward (including soliciting, as appropriate) a pipeline of individual, corporate, foundation and government donors and prospects; explore planned giving, leveraging DTH's legacy when possible;
- Strategically expand corporate partnerships/sponsorships, developing funding opportunities and building relationships with marketing and philanthropic divisions of companies and businesses;
- Work closely with the Executive Director and Board to help meet a minimum \$30,000 give/get requirement.
- Develop strategies for foundation grant seeking, ensuring that these are executed and consistent with DTH's organizational and fundraising plans;
- Oversee government grant funding requests, processes, and reporting, ensuring they are strategic and timely in partnership with the Director of Institutional Giving;
- Delegate responsibility for all written fundraising documents, including proposals, correspondence, and print materials;
- Guide the strategies, planning and execution of fundraising events such as cultivation dinners, salon meetings, galas and other fundraising events, and supervise the work of events consultants;
- Travel 3-4 times a year, with the goal of building philanthropy councils in key cities where the Dance Theatre of Harlem Company tours;
- Interface with and assist in growing the Board to expand skill sets and sectors represented;
- Raise about \$3.3 million and push for \$4m in 2025 with ultimate goal of \$5m.
- Successfully manage two direct reports and a total team of four staff (Director of Institutional Giving, Director of Individual Giving, Manager of Individual Giving and Assistant Manager, Development Operations) and several consultants, to achieve departmental goals and build a superior organization by attracting, developing and retaining talent with the organizational fit to meet needs;
- Represent DTH at meetings, public events and other activities

## **Critical Competencies for Success:**

- History of soliciting 5, 6 and 7 figure gifts with the ability to model success for others.
- Track record of leading and mentoring a high-performance team, including interviewing, hiring, and training and developing staff and fundraisers; setting metrics and goals for the team.
- Track record within a matrixed environment of developing strategies targeting institutional and individual donors.
- Ability to interface with and assist in growing the Board, utilizing skills in donor cultivation and solicitation to expand the skill sets and sectors represented.
- History of working collaboratively and inclusively across an organization partnering with different departments, such as Marketing, Artistic Programs, including the School, and Community Engagement.

## **Ideal Skills and Experience:**

- Ten plus years of experience in a fundraising leadership capacity;
- Experience thinking strategically and simultaneously about annual fund, programmatic and campaign priorities;
- Strategic thinker and strong decision-maker, with the capacity to problem solve;
- Experience with a capital campaign, including sponsorship of schools and tours;
- Leadership skills that leverage diversity, making the most effective use of the various talents and capabilities of all individuals;
- Advancement of diversity in the workforce (with regard to race, ethnicity, opinion, gender, physical ability, etc.) for the achievement of common goals;
- Experience in a complex, varied team environment; ability to work with people at all levels of an organization within a complex structure;
- Excellent communication skills, both written and oral;
- Highest level of attention to detail and professionalism;



- Developing and maintaining ongoing working relationships with other departments across an organization to further the institutional mission;
- Strong manager with a commitment to cultivating and building a team of excellence;
- Experience working with performing arts organizations a plus but not required

**Other Characteristics:**

The successful candidate understands why Dance Theatre of Harlem is important and will be passionate about the mission that ballet belongs to everyone all over the country and everywhere. The Senior Director of Philanthropy will be future-focused, thinking strategically about the intersection of different programs and different areas of development, and creating comprehensive solicitation strategies. The placement will be a seasoned professional capable of developing strategies for long-term implementation and working in a fast-paced environment, maintaining flexibility and a sense of urgency. 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, enabling staff to perform at the highest level to achieve the best possible outcomes. Dance Theatre of Harlem lives at the intersection of art and social justice with the key values of access, opportunity and excellence. The Senior Director of Philanthropy will embody those values and be comfortable in a diverse environment while successfully balancing both staff and senior management needs and expectations. The placement will be sensitive in his or her presentation style and have the instincts to build and sustain internal and external relationships crucial to Dance Theatre of Harlem.

## COMPENSATION

The compensation for the Senior Director of Philanthropy is targeted at \$160,000 to \$180,000.



## WORK ENVIRONMENT

Dance Theatre of Harlem's offices are currently under renovation, and therefore the Philanthropy team meets once a week in person. DTH is working with Gensler to re-imagine their office spaces, which should re-open in the fall, at which time the Philanthropy team will be in office a minimum of 2 days a week.

## KINDLY SEND NOMINATIONS OR EXPRESSIONS OF INTEREST TO:

Lisa Byala

Principal, ByalaSearch LLC

dthsdop@byalasearch.com

T: (212) 547-9536

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

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