



Director of Development

The Opportunity

Los Angeles Ballet (LAB) is the leading ballet company in Los Angeles known for staging classical, contemporary, romantic and neoclassical ballets, for pioneering new works and for presenting relevant works by many of today's most innovative dance-makers. LAB's original production of *The Nutcracker* is an annual holiday favorite for Los Angeles residents and delights regional, national and international visitors.

The Director of Development will have the opportunity to work with a passionate, engaged leadership team dedicated to excellence in a fast-paced, dynamic, entrepreneurial, growing performing arts organization.

As Los Angeles Ballet embarks on its next decade, we embrace what has always made the city of Los Angeles so special — the place to dream big. LAB signifies LA's imaginative spirit of what is possible, what is unique, and what is the future. Ballet is an exceptional craft that flourishes through the talents of a broader creative network. It is a transcendent art form that we believe should be shared with, and enjoyed by, as many people as possible.

Job Description

The Director of Development is involved at the highest level of strategic decision making for LAB. In partnership with the Executive Director and Board of Directors, is responsible for creating and implementing the strategy to generate and maximize contributed income that supports LAB'S mission, strategic plan, and priorities.

Serve as an ambassador for LAB and personally raise visionary gifts at the highest level. The Director of Development will lead, mentor and inspire a team of development professionals, and will be responsible for management and development of the Board of Directors in close collaboration with the ED. This will include a special focus on the recruitment of a diverse pool of directors to ensure that the board represents the community, and has the philanthropic capacity and experience to fulfill their roles as governors and leading supporters of the LAB.

General Responsibilities:

- Executive Leadership
 - Serve as a key member of the senior staff to develop organizational-wide priorities, implement short and long-term strategic plans and engage in ideation relating to fundraising efforts.
 - Collaborate with other members of the senior leadership team to ensure coordination of processes and procedures.

- Participate in committee meetings at regular Board of Director meetings and prepare presentations.
 - Partner with the Executive Director on development activities for key and prospective donors.
 - Create quarterly and annual goals and objectives.
 - Foster a culture of philanthropy and ensure that fund development is executed in keeping with the organization's values, vision and mission.
 - Maintain accountability and ensure compliance with all applicable regulations and laws, as well as the code of ethics for fundraising professionals.
- Revenue Generation
 - Manage and grow a portfolio of prospects capable of making gifts of \$1 million or more, primarily from board members and key donors; identify, cultivate, and solicit transformational, major, principal, and planned gift donor prospects.
 - Establish a balanced mix of donor sources and fundraising programs to attract and retain donors and fundraising volunteers, including major gifts, annual giving, grants, endowments, and planned giving.
 - Engage the Board of Directors to fulfill its governance function and energize the Board to assist in fundraising efforts of LAB.
 - Support the Board and Executive Director in the identification, cultivation and recruitment of new members to the Board.
 - Assist in the orientation, support and “onboarding” process for new board members and organize annual board retreat.
 - Oversee all database operations as it relates to fundraising, donor identification, and gift acknowledgement and consider new ways in which data analytics can be successfully utilized to advance fundraising efforts and outcomes.
 - Administration and Management
 - Supervise, mentor and train fundraising staff and volunteers. Review existing divisional capabilities and play a lead role in developing more efficient structures, processes and staff to improve deliverables as needed.
 - Attend and staff, with regularity, LAB productions and special events.

Professional Experience/Qualifications

The Director of Development is an advocate for LAB's mission, with proven, outgoing, and creative leadership to provide structure, strategy and direction to the development function. The ideal leader will have a desire for continuous growth and experience growing the development function.

Other desired qualifications and leadership characteristics include:

- Eight plus (8+) years' fundraising experience, including experience with major gifts, corporate sponsorships, special events and grantmaking.
- Demonstrated experience managing a robust major gifts pipeline, with a successful track record of securing 6+ figure gifts.
- Track record of crafting and executing strategic fundraising plans in partnership with organizational leadership.
- Direct experience working effectively with boards, senior management teams, and external partners in development initiatives.
- Experience leading multi-year campaigns and soliciting capital gifts

- Significant prospect research knowledge and experience.
- Exceptional interpersonal and communication skills, including presentation skills.
- Self-confident, enthusiastic, and highly collaborative mindset
- Significant technological savvy and experience working within CRMs and related technologies within a fundraising environment.
- A strategic and creative thinker with the ability to balance competing priorities, complex situations, and tight deadlines.
- Appreciation for the arts is a must.

Education

- A relevant advanced degree in not-for-profit management, business, fundraising, marketing, or a related field is preferred.
- CFRE certification preferred.

Compensation

- Base salary is \$120,000 plus bonus structure
- Employer-paid medical coverage
- Retirement plan option
- Flexible PTO

Reports to

Executive Director

Direct Reports

Development Coordinator

Major Gifts Officer/Annual Fund

Grant Writer

Seasonal Event Producer

To apply

Please email a cover letter and resume to admin@losangelesballet.org. Use subject line **Director of Development**

LAB 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. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.