



CHIEF DEVELOPMENT OFFICER
[NATIONAL SYMPHONY ORCHESTRA](#)
[JOHN F. KENNEDY CENTER FOR THE PERFORMING ARTS](#)
Washington, D.C.



The Aspen Leadership Group is proud to partner with the National Symphony Orchestra, an affiliate of the John F. Kennedy Center for the Performing Arts, in the search for a Chief Development Officer.

The Chief Development Officer will develop and execute giving strategies that ensure that the National Symphony Orchestra (NSO) fulfills its mission. Working in partnership with the NSO Board, the Executive Director, the Music Director, and the Kennedy Center's matrixed Development Department, the Chief Development Officer will be responsible for raising \$12 million+ in annual funding for the NSO. In addition, the Chief Development Officer will continue to grow the NSO's [Nosedá Era Fund](#), identify new opportunities for growing annual support, and launch an endowment campaign, all in coordination with overall Kennedy Center fundraising strategy and the matrixed Development team. The Chief Development Officer will lead a fundraising strategy that is consistent with the short- and long-term plan for the NSO, its artists, productions, and other initiatives, including education, community engagement, and digital media. The Chief Development Officer will offer strategic input and guidance as it relates to overall NSO strategy and Kennedy Center development strategy while working collaboratively across the institution.

The Kennedy Center is the Nation's Cultural Center and a living memorial to President John F. Kennedy. Located on the banks of the Potomac River in Washington, D.C., the Center presents performances across all genres, and is also home to artistic affiliates Washington National Opera and National Symphony Orchestra.

The 2021–2022 season marks the National Symphony Orchestra's 90th anniversary, and Gianandrea Nosedá's fifth season as its music director. The Italian conductor serves as the Orchestra's seventh Music Director, joining the NSO's legacy of such distinguished leaders as Christoph Eschenbach, Leonard Slatkin, Mstislav Rostropovich, Antal Doráti, Howard Mitchell, and Hans Kindler. Its artistic leadership also includes Principal Pops Conductor Steven Reineke and Artistic Advisor Ben Folds.

Since assuming the leadership of the NSO, Gianandrea Nosedá has brought a renewed sense of energy and focus to the orchestra, which has resulted in wide-ranging recognition from local, national, and international publications; increases in subscription and single ticket sales; and the expansion of the Orchestra's reach through live streamed concerts and recordings. The *New York Times* called the NSO and Nosedá's 2019 Carnegie Hall appearance "spectacular," while the *Washington Post* wrote that "There's a certain flair going on at the National Symphony Orchestra," consistently reinforcing that this artistic partnership continues to gain momentum.

Founded in 1931, the Orchestra has always been committed to artistic excellence and music education. In 1986, the National Symphony became an artistic affiliate of the John F. Kennedy Center for the Performing Arts, where it has performed a full season of subscription concerts since the Center opened in 1971. The 96-member NSO regularly participates in events of national and international importance,

including official holiday celebrations through its regularly televised appearances on PBS on the lawn of the U.S. Capitol for Capital Concerts, live-streamed performances from the Kennedy Center Concert Hall on medici.tv, and local radio broadcasts on Classical WETA 90.9FM, making the NSO one of the most-heard orchestras in the country.

Additionally, the NSO's community engagement projects are nationally recognized, including NSO In Your Neighborhood, an annual week of performances in schools, churches, community centers, and other unexpected venues; Notes of Honor, which offers free performances for active, veteran, prior service, and retired members of the military and their families; and Sound Health, a collaboration with the National Institutes of Health (NIH) and its affiliated organizations. Career development opportunities for young musicians include the NSO Youth Fellowship Program, the acclaimed, tuition-free Summer Music Institute, and the newly launched Washington Musical Pathways Program, an initiative to provide opportunities to high school-aged BIPOC musicians in collaboration with the DC Youth Orchestra Program and the Levine School of Music.

The National Symphony Orchestra label was launched in 2019 and saw its first release, Dvořák's Symphony No. 9 and Copland's *Billy the Kid*, debut at number 4 in the Billboard Traditional Classical Chart. Recordings on the NSO label are released in collaboration with LSO Live and distributed physically worldwide and digitally by [Integral], who also handle worldwide digital distribution.

REPORTING RELATIONSHIPS

The Chief Development Officer will report to the Senior Vice President of Development for the Kennedy Center, Leslie Miller, and work in close collaboration with the Executive Director of the National Symphony Orchestra. The Chief Development Officer will serve as a member of the NSO's Senior Management Team.

The NSO's fundraising team is comprised of the NSO Individual Giving and Board relations teams (six staff), along with a Corporate team (four staff), and the Foundation and Government Giving team (three staff). Of these, the NSO Individual Giving and Board Relations teams are under direct supervision of the Chief Development Officer. The Corporate and Foundation and Government teams operate as a shared services team and share a portfolio of NSO, Washington National Opera, and Kennedy Center donors. Though these two teams are not under the direct supervision of the Chief Development Officer, the Chief Development Officer will work closely with and direct the strategy of the NSO corporate, foundation, and government portfolios. The Chief Development Officer will work with the entire team to produce a high level of performance while creating a culture that emphasizes quality, consistency, and continuous improvement.

FROM THE SENIOR VICE PRESIDENT

The Development Department at the Kennedy Center operates with two main goals: Raising money for our three main organizational areas—the Kennedy Center, National Symphony Orchestra, and Washington National Opera, and their various programs—and providing our donors with an experience that is second-to-none. One of the most unique aspects of fundraising at the Center is the breadth of programs, opportunities, and philanthropic options we are able to incorporate in our solicitation and stewardship strategies. This means we must prioritize working in a matrixed fashion across our department in service of creating meaningful opportunities for our donors.

The Chief Development Officer of the National Symphony Orchestra is a key member of the development leadership team and must be able to identify funding opportunities for the NSO, and also fully understand how these opportunities—and the NSO’s donors—interact with broader Kennedy Center strategies and programming. Some of the Chief Development Officer’s portfolio of donors will be shared across other funding areas and finding ways to integrate across teams will be a key to success and result in increased funding and donor satisfaction.

The Development Department also consists of several shared services teams with which the Chief Development Officer will work closely—Systems, Communications, Events, Campaign Strategy, and Research. These teams advise on their areas of expertise, and provide services and guidance designed to create consistent tools, resources, and opportunities across the department. The Chief Development Officer will collaborate frequently with these teams as a resource to achieve the NSO’s fundraising priorities in context of departmental standards and norms.

—Leslie Miller, Senior Vice President of Development, John F. Kennedy Center for the Performing Arts

THE KENNEDY CENTER’S COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, AND ANTI-RACISM

The Kennedy Center strives to foster belonging and empowerment in the workplace. It is able to advance its mission because of its committed and passionate employees. The Kennedy Center is fortunate to be able to leverage their diverse perspectives, life experiences, and skills to inform how the workplace can be a safe, transparent, and replenishing community. The Kennedy Center is an equal opportunity employer and does not discriminate against any employee or applicant based on race, religion, gender identity, sexual orientation, disability, veteran status, marital status, pregnancy or related condition, or any other basis protected by law.

PRIMARY RESPONSIBILITIES

The Chief Development Officer will

- serve in a senior leadership role for both the NSO and the Center Development teams;
- work with senior colleagues to develop, implement, execute, and evaluate long-term goals and strategies for the NSO and the Center Development department;
- serve as a senior leader in both areas and navigate multiple organizational priorities, goals, and objectives clearly and persuasively;
- direct and oversee the strategy of the NSO fundraising team, a team within the larger overall Center Development department;
- lead the planning and implementation of a comprehensive fundraising program for the NSO;
- establish and measure annual plans, goals, reporting, and performance metrics for the team, aligning the members of the team in support of new and evolving operational strategies and goals;
- develop and recommend annual departmental budgets for revenues and expenses that support the program and contributed revenue goals of the NSO and the Center;
- prepare and present regular fundraising reports for the Executive Director, NSO Board and its committees, and the Senior Vice President of Development;
- provide oversight of fundraising for mixed used capital fund, endowment, and planned giving campaigns in coordination with NSO and Center colleagues;

- carry out supervisory responsibilities in accordance with the Center's policies and applicable laws, ensuring performance management assessment for each assigned individual, conducted and completed according to Center policy;
- create funding opportunities to secure undesignated funds as well as designated opportunities when they have the potential for attracting major gifts;
- develop and supervise the preparation of creative, individually tailored written and/or alternative media presentations for each solicitation including written proposals, project budgets, recognition packages, and other support materials that enhance the presentation;
- personally solicit individuals as well as enlist Board and volunteer leadership and executive management as appropriate to present the best possible proposals;
- negotiate gift agreements and contracts, and manage fulfillment and reporting requirements for donors;
- coordinate with the special events team and appropriate Center staff in the planning and execution of NSO donor-related events; and
- identify, cultivate, and develop profiles on funding prospects including new and nontraditional sources.

LEADERSHIP

Leslie Miller

Senior Vice President of Development, John F. Kennedy Center for the Performing Arts

Leslie Miller is Senior Vice President of Development, overseeing fundraising operations for the Kennedy Center, National Symphony Orchestra, and Washington National Opera, in addition to special and gala events and volunteers. She has had the privilege of spending her entire professional career at the Center, setting a standard for leading change in the institution in a variety of roles. Previously Miller was Vice President of Individual Giving and Director of Special Events. She took on the role of Senior Vice President as the Center transitioned out of a \$250 million capital campaign, guiding the development office through a post campaign-reorganization, record fundraising during COVID-19 closures, and developing new working norms for its new hybrid working culture.

ARTISTIC LEADERSHIP

About Gianandrea Nosedà

Music Director, National Symphony Orchestra

Gianandrea Nosedà is one of the world's most sought-after conductors, equally recognized for his artistry in both the concert hall and opera house. Nosedà's artistic leadership has inspired the NSO and in 2019, he and the National Symphony Orchestra earned rave reviews for their first concerts together at New York's Carnegie Hall and Lincoln Center. The 2019–2020 season saw their artistic partnership continue to flourish with the launch of a new NSO recording label distributed by LSO Live for which Nosedà also records as principal guest conductor of the London Symphony Orchestra.

This season, Nosedà began his tenure as General Music Director of the Zurich Opera House where he led two new productions of *Il trovatore* and *Das Rheingold*, and will still lead revivals of *Falstaff* and *Tristan und Isolde*. The centerpiece of his tenure in Zurich is a new Ring Cycle.

Nosedà has conducted the most important orchestras and at the leading opera houses and festivals including the Berlin Philharmonic, Chicago Symphony Orchestra, Cleveland Orchestra, Edinburgh Festival, La Scala, Munich Philharmonic, Met Orchestra, New York Philharmonic, NHK Symphony, Orchestra dell'Accademia Nazionale di Santa Cecilia, Orchestre de Paris, Orchestre National de France, Philadelphia

Orchestra, Royal Concertgebouw Orchestra, Royal Opera House (UK), Salzburg Festival, Verbier Festival, Vienna Philharmonic, Vienna State Opera, and Vienna Symphony.

From 2007 until 2018, Nosedà served as Music Director of Italy's Teatro Regio Torino where he ushered in a transformative era for the company matched with international acclaim for its productions, tours, recordings, and film projects. His leadership resulted in a golden era for this opera house. Other institutions where he has had significant roles include the BBC Philharmonic which he led from 2002–2011; Principal Guest Conductor of the Israel Philharmonic Orchestra from 2011–2020; the Pittsburgh Symphony Orchestra, where the Victor de Sabata Chair was created for him as principal guest conductor from 2010–2014; and the Mariinsky Theatre in St. Petersburg, which appointed him its first-ever foreign principal guest conductor in 1997, a position he held for a decade. He served as Artistic Director of the Stresa Festival from 2000–2020. He was also Principal Guest Conductor of the Rotterdam Philharmonic from 1999 to 2003; Principal Guest Conductor of the Orchestra Sinfonica Nazionale della RAI from 2003 to 2006; and Principal Conductor of the Cadaqués Orchestra from 1994 to 2020.

Nosedà's intense recording activity counts more than 70 CDs on Chandos, Deutsche Grammophon, and other labels, many of which have been celebrated by critics and received awards.

Gianandrea Nosedà's cherished relationship with the Metropolitan Opera dates back to 2002. At the Met he has conducted 13 operas and nearly 100 performances mainly new productions. Many of his critically acclaimed performances have been broadcast on radio, Met Live in HD, and released as DVDs.

A native of Milan, Nosedà is Commendatore al Merito della Repubblica Italiana, marking his contribution to the artistic life of Italy. He has been honored as Musical America's Conductor of the Year (2015) and International Opera Awards Conductor of the Year (2016). In December 2016, he was privileged to conduct the Nobel Prize Concert in Stockholm.

PREFERRED COMPETENCIES AND QUALIFICATIONS

The National Symphony Orchestra seeks a Chief Development Officer with

- a commitment to the mission of the National Symphony Orchestra—to engage audiences locally, across the country, and around the world through excellence in performance and education;
- an ability to create and manage the most aggressive possible fundraising program for the NSO, while simultaneously navigating the highly matrixed nature of the Kennedy Center's overall institutional fundraising needs;
- superior decision-making ability including an ability to prioritize work efforts and clearly and consistently delegate as appropriate;
- superior oral and written communication and presentation skills;
- an ability to relate well in a professional and easy manner to donors of all levels, Board members, and corporate executives, as well as other NSO and Center staff;
- an ability to work with donor databases and a desire for continued learning;
- a solid understanding of non-profit accounting standards and practices;
- a highly developed talent for collaboration—a critical function of this role;
- the confidence required to work without close supervision, including the ability to foresee development needs; and
- knowledge of the arts in general, and orchestral and classical music specifically (preferred).

Eight years of professional fundraising including the management of a dynamic and highly competent fundraising team in a matrixed environment with shared service resources is required for this position. A bachelor's degree is desirable but not required.

SALARY & BENEFITS

The John F. Kennedy Center for the Performing Arts offers a competitive salary and a comprehensive package of benefits.

LOCATION

This position is located in Washington, D.C.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and resume. ***Cover letters should be responsive to the mission of the National Symphony Orchestra and the John F. Kennedy Center for the Performing Arts as well as the responsibilities and qualifications stated in the position prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit:

[Chief Development Officer, National Symphony Orchestra, John F. Kennedy Center for the Performing Arts.](#)

To nominate a candidate, please contact Anne Johnson, annejohnson@aspenleadershipgroup.com.

All inquiries will be held in confidence.