



**VICE PRESIDENT OF DEVELOPMENT**  
**[NEW HAMPSHIRE PUBLIC RADIO](#)**  
**Location — Flexible (New Hampshire)**



The Aspen Leadership Group is proud to partner with New Hampshire Public Radio in the search for a Vice President of Development.

The Vice President of Development will lead and manage the station's revenue departments including membership, major gifts, corporate support, and grants. The Vice President will lead the development team in the design and implementation of an integrated fundraising, communications, and outreach strategy that meets the revenue needs of the organization. In partnership with the President and CEO and Board, the Vice President will design and lead a major fundraising campaign advancing the goals of NHPR's Strategic Plan. The Vice President will manage the Development Committee of the Board of Trustees and work closely with all Board members on development efforts. The Vice President will partner with the President and CEO, Trustees, staff, and other constituents, in New Hampshire and beyond, successfully leveraging all resources to implement fundraising plans, enhance the NHPR brand locally and nationally, and advance the case for public media overall.

New Hampshire Public Radio (NHPR) has recently articulated this vision: Through trustworthy journalism, NHPR enriches lives and helps build stronger communities, in New Hampshire and beyond. NHPR fosters civil discourse by producing objective, in-depth reporting, and engaging content and by creating opportunities for diverse people to be heard on issues of civic concern.

Originally known as Granite State Public Radio, NHPR began broadcasting in August 1981 in the Concord-Manchester area. At that time, the station had 500 members. Today, that membership support has grown to nearly 24,000 people. What began as a single radio station has grown to a statewide multimedia network with 14 broadcast transmission sites that provide New Hampshire's only statewide radio news service, a robust digital and social media presence, an industry-leading podcast studio that ranks in the top 2% nationally based on downloads, and New Hampshire's only Spanish-language news service. Each week 146,000 listeners choose NHPR as their primary source of in-depth and intelligent news coverage, and hundreds of thousands access NHPR.org, follow NHPR on social media, subscribe to NHPR newsletters sites or listen to NHPR podcasts. NHPR is also the exclusive outlet for NPR News in New Hampshire and broadcasts national weekly programs such as *The Moth Radio Hour*, *Wait Wait...Don't Tell Me!*, and *This American Life*. It also provides listeners with access to international programming from BBC World Service and the Canadian Broadcasting Corporation.

NHPR is a non-profit corporation governed by a 19-member Board of Trustees. The Board holds the FCC broadcast licenses for the radio stations operating as NHPR and Classical NH. As volunteers, Trustees are selected for their commitment to the mission and goals of NHPR, their expertise in various fields, and their representation of New Hampshire's diversity.

NHPR is committed to its mission of telling the stories of the state of New Hampshire. To be successful in this mission, and to reflect the growing diversity of perspectives of people across the state, NHPR is modeling inclusion in sources, in the voices it lifts, in its reporting and in its staff.

## REPORTING RELATIONSHIPS

The Vice President of Development will report to the President and Chief Executive Officer, Jim Schachter, and will serve on NHPR's Senior Management Team. The Vice President will oversee a team of approximately 17 staff.

### FROM THE PRESIDENT AND CHIEF EXECUTIVE OFFICER

*New Hampshire Public Radio is the leading news organization in a beautiful, bountiful state undergoing dynamic change. As New Hampshire grows more diverse and its residents' historic commitment to civic life is tested by America's growing political polarization, NHPR's investment in trustworthy, inclusive local journalism makes us one of New Hampshire's most **necessary** institutions. NHPR has the state's biggest newsroom, its sole investigative reporting team, and its first and only Spanish news service. Our podcasts—focused on social justice, the state of our democracy, and the state of the environment—have big national audiences, positioning NHPR as an editorial and business leader among our public radio peers. **Our work matters, every day.***

*As NHPR's Vice President of Development, you'll lead high-performing teams that tether the joy, rigor, and commitment we invest in our work to the passions of our donors and the ambitions of our sponsors. You'll work intimately with a diverse and energized Board. You'll develop a campaign that allows us to achieve our strategic objectives: **Connecting** neighbors who've been left out of public media. **Building** a digital publishing powerhouse. **Investing** in our people, because, like yours, their passion and talent are our greatest assets. At NHPR, we believe that journalism is as vital to healthy communities as clean water and fresh air. And we believe that the work of making journalism—and making journalism possible—should be celebrated!*

—Jim Schachter, President and Chief Executive Officer

### NEW HAMPSHIRE PUBLIC RADIO'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

NHPR's mission commits it to telling the stories of a changing state. That requires the organization and its journalism to reflect—and embrace—the increasingly diverse perspectives of people across New Hampshire. It also requires it to model inclusion in its sources, in the voices it lifts, in its reporting, and in the conversations that it conducts; in the makeup of its staff, Board of Trustees, and Community Advisory Board; and in the ways it spends money and conducts its business. Equity and inclusion must be guiding values in how the people of NHPR conduct themselves and their operations.

Moreover, because NHPR produces content for national audiences, it must think beyond its state boundaries and aspire in its nationally focused work to reflect and embrace the full diversity of America. To these ends, NHPR recognizes six pillars of diversity in its work: cultural and ethnic diversity, generational diversity, regional diversity, socioeconomic diversity, gender diversity, and diversity of perspectives. It actively seeks Trustees, Community Advisory Board members, and staff who embody all these aspects of diversity. They enrich NHPR's thinking and help ensure that its work reflects multiple perspectives.

To help realize this vision, it has long been, and remains, the policy of NHPR to provide equal opportunity, prohibit discrimination, and combat sexual and other forms of harassment. It has further committed to becoming an affirmatively anti-racist organization. NHPR's Trustees and management pledge to hold themselves accountable to the principles of diversity, equity, and inclusion by making regular, public reports of the organization's performance.

## PRIMARY RESPONSIBILITIES

The Vice President of Development will

- lead development departments—membership, major gifts, corporate, foundation, and government support and grants—in achieving annual and multi-year revenue goals;
- develop and direct a \$10 to \$15 million (estimated) fundraising campaign to advance NHPR's strategic objectives;
- partner with the Membership Director to increase new member participation, increase donor retention, ensure sustained giving program targets are reached, and increase overall gift revenue;
- recruit, manage, and evaluate a team focused on maximizing productivity, creativity, and financial results;
- develop and implement new strategies for revenue generation, including digital initiatives;
- participate in and partner with the Director of Major and Planned Gifts to provide oversight of the major gifts program including prospect identification, cultivation, solicitation, and stewardship as well as goal setting and record keeping;
- identify opportunities for special campaigns and projects such as operating, special project, endowment, innovation, and capital initiatives;
- partner with the Director of Corporate Support to increase underwriting from new and existing clients, develop new cross-platform and platform-specific underwriting opportunities, and (working with the President and CEO) create C-suite-driven corporate partnerships;
- participate in NHPR's strategic planning process, identifying fundraising and marketing implications, and leading implementation by the development team;
- partner with the Program Director and Vice President of Audience Strategy in the creation and execution of special events and projects to maximize visibility and revenue;
- work with the President and CEO to secure corporate sponsorships for special projects and other initiatives as appropriate;
- provide staff support and leadership to the Development, Finance, and Nominating & Governance Committees of the Board of Trustees as appropriate;
- work with the President and CEO and Chief Financial Officer to develop the annual NHPR budget as well as develop and manage the departmental budget;
- represent NHPR to the public radio community nationally and maintain strong relationships with relevant organizations; and
- serve as a liaison with NPR on collaborative fundraising initiatives.

## LEADERSHIP

### **Jim Schachter**

#### **President and Chief Executive Officer**

Jim Schachter is New Hampshire Public Radio's President and Chief Executive Officer, guiding the vision and strategy for the organization and leading a team of more than 65 staff advancing NHPR's public service mission.

Jim came to NHPR in October 2019, after decades as a journalist and newsroom executive with some of the nation's leading media organizations. He most recently spent seven years as Vice President for News at WNYC in New York City, the nation's largest public radio station. He also spent 17 years at *The New York Times*, working as a senior editor in the business and culture departments and at *The New York Times Magazine* before rising to the masthead position of Associate Managing Editor. Earlier in his career, Jim reported and edited for 10 years—primarily on the business beat—at the *Los Angeles Times*. He

also covered labor issues, courts, and local government for *The Kansas City Star*. Jim got his start in journalism at the *Jacksonville Journal* after graduating from Columbia University in New York.

### **PREFERRED COMPETENCIES AND QUALIFICATIONS**

New Hampshire Public Radio seeks a Vice President of Development with

- a commitment to the mission of New Hampshire Public Radio—to help create a more informed public, one challenged and enriched by a deeper understanding and appreciation of state, national, and worldwide events, ideas, and culture;
- a history of effective team leadership and collaboration;
- a track record of success in quantum growth of organizational revenues;
- a demonstrated commitment to the principles of diversity, equity, and inclusion;
- exceptional verbal and written communication skills, with the ability to inspire and engage a wide range of funders and stakeholders;
- an ability to initiate and cultivate key donor and opinion leader relationships;
- superior data analysis skills, knowledge of best practices for maximizing revenue performance, and the ability to translate research into strategy;
- familiarity with audience research;
- experience managing budgets and the ability to interpret and act upon financial information; and
- an ability to lead effectively in a fast-paced environment.

A bachelor's degree or an equivalent combination of education and experience is required for this position as is at least seven years of relevant development experience in a mature non-profit environment. Familiarity with the New Hampshire philanthropic community is a plus.

### **SALARY AND BENEFITS**

New Hampshire Public Radio offers a competitive salary and a comprehensive package of benefits.

### **LOCATION**

This position is located in Concord, New Hampshire.

### **APPLICATION INSTRUCTIONS**

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of New Hampshire Public Radio as well as the responsibilities and qualifications stated in the prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit: [Vice President of Development, New Hampshire Public Radio](#).

To nominate a candidate, please contact Clare McCully, [claremccully@aspenleadershipgroup.com](mailto:claremccully@aspenleadershipgroup.com).

*All inquiries will be held in confidence.*