



VICE PRESIDENT OF DEVELOPMENT
FORT WORTH SYMPHONY ORCHESTRA ASSOCIATION
Fort Worth, Texas
[Fort Worth Symphony Orchestra](#)



The Aspen Leadership Group is proud to partner with the Fort Worth Symphony Orchestra Association in the search for a Vice President of Development.

The Fort Worth Symphony Orchestra Association seeks an exceptional and experienced individual to serve in the critically important role of Vice President of Development. As a member of the Orchestra's senior management team and reporting to the President and CEO, Dr. Keith Cerny, the Vice President of Development will establish and achieve annual fundraising goals totaling approximately \$6 million, in addition to planned giving and endowment fundraising. The Vice President of Development will work with the President and CEO and an engaged and dedicated Board of Directors to design, implement, and develop the funding resources necessary to support the Orchestra's mission. The successful candidate will have a demonstrated record of cultivating, soliciting, and stewarding major gifts, together with proficiency in team management and program building. The position manages a full-time staff of four.

The Fort Worth Symphony Orchestra has grown to become one of the most successful orchestras of its size in the United States, with an annual budget of \$13.5 million, a 200+ concert season, and a \$25 million endowment fund. The Orchestra attracts music lovers of all ages with a ten-concert Symphonic Series, a seven-concert Pops Series, several Blockbuster Specials, and a three-day Composer Festival each year at Bass Performance Hall. The Fort Worth Symphony Orchestra has transcended the dream held by its founders in 1912 when they assembled a group of musicians to create what is now one of the community's greatest assets. Since its beginnings, the Orchestra has been an essential thread in the city's cultural fabric and the very foundation of Fort Worth's performing arts.

Today, the FWSO is one of the most successful orchestras in the United States, performing an impressive 200 concerts each year for an audience of more than 200,000 adults and children from all walks of life. Over the last 18 seasons, Music Director Miguel Harth-Bedoya has transformed the FWSO into an ensemble that is admired the world over for its artistic excellence and commitment to community engagement.

As the principal resident company of the acoustically superb Nancy Lee and Perry R. Bass Performance Hall, the Orchestra performs a broad range of symphonic and pops concerts. The FWSO is recognized nationally for the strength and uniqueness of its collaborations with other organizations including the Fort Worth Opera, Van Cliburn International Piano Competition, Southwestern Seminary Master Chorale, Children's Education Program of Bass Performance Hall, and the Texas Ballet Theater. The Orchestra's annual summer music festival, Concerts in the Garden, has grown to be one of the largest and most successful summer outdoor festivals of its kind in the United States, attracting an annual audience of more than 40,000. Adventures in Music, the Orchestra's education and outreach program, inspires, educates, and entertains 70,000 children through more than 100 engaging programs each year in Fort Worth and across the state of Texas.

REPORTING RELATIONSHIPS

The Vice President of Development will report to the President and CEO, Dr. Keith Cerny and serve as a member of the Orchestra's senior management team alongside Tamara Clement, Vice President, Marketing; Scott Griffiths, Vice President, Technology; David Sanders, Vice President, Finance and Chief Financial Officer; and Becky Tobin, Vice President, Artistic Operations and Chief Operating Officer.

PRINCIPAL OPPORTUNITIES

The Fort Worth Symphony stands at an exciting transition point in its long and successful history. Led by long-time Board Chair Mercedes T. Bass, the company appointed a new President and CEO in early 2019, Dr. Keith Cerny. Working closely with the Board of FWSO, Dr. Cerny has developed a new strategy focused on maximizing FWSO's artistic and community impact in Fort Worth and neighboring areas, and on driving financial and operational efficiency. FWSO's current Music Director, Miguel Harth-Bedoya, will transition in 2020 after 20 distinguished years with FWSO to the role of Music Director Laureate. In anticipation of this change, FWSO has launched an international search for an exceptional Music Director, who can bring the Orchestra to new artistic heights, and has named acclaimed conductor Robert Spano as Principal Guest Conductor. The Orchestra continues to be recognized as one of the most successful orchestras in the United States, each year performing more than 200 concerts for more than 200,000 individuals, including almost 70,000 children.

The Vice President of Development will play a key role in implementing the FWSO's new strategy, which includes raising funds for annual giving, planned giving, and endowment. The Orchestra has an enthusiastic base of corporate, individual, and foundation supporters, all of whom would benefit from closer collaboration and involvement to develop their full potential. Following a three-month strike of the Orchestra in 2016, a three-year matching grant of \$1.5 million from the Amon G. Carter Foundation spurred an outpouring of support from the Fort Worth community, dramatically expanding the Orchestra's base of annual supporters. The terms of the match have been met – and exceeded – in each grant cycle. The planned giving society is actively working to recruit new supporters following a fallow period, and the FWSO aims to increase its endowment fund from its current level of over \$25 million to a level of \$40 million over the next three to five years. The Development team of four full-time employees was led by part-time interim leadership for several years prior to Dr. Cerny's appointment, giving the new Vice President of Development the opportunity to build a high-performing team in the department.

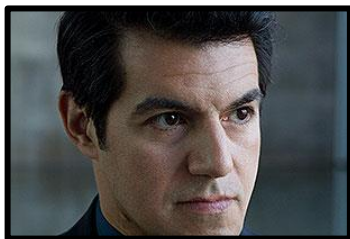
PRIMARY RESPONSIBILITIES

The Vice President of Development will

- develop and monitor the annual fundraising plan based on different giving levels across the donor lifecycle (e.g. prospects, early donations, major gifts, endowment, and legacy gifts);
- plan and oversee all fundraising activities, including annual fund campaign, corporate sponsorships, planned giving, endowment, and special events;
- develop and implement strategies to meet the FWSO's general operating, endowment, planned giving, and special project funding priorities;
- working with the President and CEO and key members of Board, cultivate and solicit individuals, foundations, corporations, and government agencies capable of making major annual gifts, as well as planned and endowment gifts;
- implement a comprehensive donor stewardship program including an acknowledgement plan, donor recognition events, and donor communications;
- develop close working relationships with individual donors, foundations, government agencies, and corporations in North Texas and beyond;

- work closely on Board development and fundraising with the Board Secretary;
- attend FWSO events regularly to develop sustained relationships contact with donors and prospects;
- collaborate with various board committees, including Development, Circles of the Symphony, Brooks Morris Society (planned giving), Gala, and the Notables;
- manage major events (e.g. season opening, gala); and
- motivate, develop, and retain existing development personnel.

ARTISTIC LEADERSHIP



Miguel Harth-Bedoya

Music Director

Grammy®-nominated and Emmy Award-winning conductor Miguel Harth-Bedoya is currently Chief Conductor of the Norwegian Radio Orchestra/Oslo and is in his 19th season as Music Director of the Fort Worth Symphony Orchestra. He is Founder and Artistic Director of Caminos del Inka, Inc., a non-profit organization dedicated to performing and promoting the music of the Americas.

Harth-Bedoya has guest-conducted for the upper echelon of American orchestras including Chicago, Boston, Cleveland, Philadelphia, Minnesota, Los Angeles, Atlanta, Baltimore, and New York. Following his exceptional tenure as Associate Conductor of the Los Angeles Philharmonic, Harth-Bedoya's connection with the Orchestra remains strong and he frequently returns as a guest conductor. He is also a regular guest at major North American festivals, including Aspen, Tanglewood, Vail, Ravinia, Grant Park, and Grand Teton.

The conductor has also nurtured close relationships with orchestras worldwide and is a frequent guest of the Helsinki Philharmonic, MDR Sinfonieorchester Leipzig, National Orchestra of Spain, New Zealand Symphony, and Sydney Symphony Orchestras. Other appearances include concerts with the BBC Scottish Symphony, London Philharmonic, Munich Philharmonic, Dresden Philharmonic, NDR Sinfonieorchester Hamburg, Zurich Tonhalle, Danish National Symphony and Royal Stockholm Philharmonic Orchestras, and the NHK, Tokyo Metropolitan, and Kuala Lumpur Symphony Orchestras in Asia.

Equally at home in the theatre, in summer 2015 Harth-Bedoya conducted the world premiere of Jennifer Higdon's acclaimed first opera, *Cold Mountain*, for Santa Fe Opera. Other notable opera productions include *La Bohème* at English National Opera directed by Jonathan Miller, Golijov's *Ainadamar* with the Santa Fe Opera (world premiere) and Cincinnati Opera; and Rossini's *Barber of Seville* with the Canadian National Opera.

In 2017, Harth-Bedoya received a Grammy® nomination as conductor of Jennifer Higdon's *Cold Mountain* with Santa Fe Opera on Pentatone. Harth-Bedoya's 2016 release on Harmonia Mundi, Lutoslawski *Concerto for Orchestra* and Brahms (arr. Schoenberg) Piano Quartet with the Fort Worth Symphony Orchestra received high praise for "its precision, vigour and clarity of sound (*The Guardian*)." Other recordings on Harmonia Mundi include *New South American Discoveries*, orchestral works by Jimmy López, Prokofiev Piano Concertos with Cliburn winner Vadym Kholodenko, and piano concertos by Grieg and Saint-Saëns. Harth-Bedoya has also recorded for Deutsche Grammophon with Katia and Marielle Labèque, as well as for with Juan Diego Flórez for Decca, and with Yo-Yo Ma and the Chicago Symphony for CSO Resound.

A longtime advocate for music from his native Latin America, in 2017 Harth-Bedoya launched Latin Orchestral Music, an online resource devoted to providing a complete and comprehensive source of information about orchestral music from Latin America and the Caribbean.

Harth-Bedoya, who has been a Distinguished Guest Professor of Conducting at TCU since 2008, established a Conducting Fellowship Program at the Fort Worth Symphony Orchestra, which draws Fellows from TCU's School of Music.

Born and raised in Peru, Harth-Bedoya received his Bachelor of Music degree from the Curtis Institute of Music and his Master of Music degree from The Juilliard School, both under the guidance of Otto-Werner Mueller. He also studied with Seiji Ozawa and Gustav Meier at Tanglewood.

Harth-Bedoya is an environmental advocate who is committed to a zero-waste lifestyle. In 2016 he co-founded Cowboy Compost, a business geared to achieve food waste reduction. He lives in Fort Worth with his wife Maritza and their three children, Elena, Emilio, and Elisa, with a secondary home in Oslo.

KEY COLLEAGUES



Dr. Keith Cerny
President and CEO

Known for "his storied history of innovation" (Toronto *Globe and Mail*), Dr. Keith Cerny's career spans classical music, technology, and business. He began his musical studies singing with the San Francisco Boys Chorus, where he performed with the San Francisco Opera and the San Francisco Symphony. He also began playing piano at age 10 and performed extensively in his teens as a pianist and conductor with a number of

organizations, including the Berkeley Contemporary Chamber Players. He studied music and physics at the University of California at Berkeley, graduating with *highest honors* in both disciplines.

Following graduation from Berkeley, Cerny was awarded a Fulbright fellowship to London. There, he studied and freelanced for four years as a pianist, vocal coach, and conductor. He studied conducting at the Guildhall School of Music and Drama and attended the répétiteur's training course at the English National Opera. He subsequently received an MBA *with distinction* from the Harvard Business School, and a Ph.D. in econometrics and development policy from the Open University in the U.K.

After business school, Cerny worked for the management consulting firms McKinsey & Co. and Accenture, rising to the level of Partner in Communications and High Technology at Accenture. Prior to his appointment at the FWSO, he served as General Director & CEO of Calgary Opera, one of Canada's largest opera companies, where he has focused on innovative programming and artistic collaboration. He served as Executive Director (COO) and CFO of the San Francisco Opera between 2004 and 2007, and subsequently as CEO of SheetMusicPlus.com. Between 2010 and early 2018, he was General Director & CEO of The Dallas Opera, where his tenure was "notable for both its artistic innovation and its fiscal stability (*Opera News*)." During this time, Cerny commissioned three world premieres, hired an internationally acclaimed music director, Emmanuel Villaume, and principal guest conductor, Nicole Paiement, and launched a series of 16 free public simulcasts that reached nearly 75,000 patrons in the U.S. and abroad. He produced two DVDs and two CDs and founded the Hart Institute for Women Conductors – a unique international program for women on the cusp of major conducting careers. In 2017, The Dallas Opera was awarded the honor of hosting the annual OPERA America conference, for the first time in 30 years. Cerny is a former Board member of OPERA America and served as Chair of the Strategy Committee.

In 2017, Cerny was awarded the Visionary Arts Leader Award from the Business Council of the Arts in Dallas. He and his wife Jennifer have four sons, and a rescue Schnoodle named Libby.



Mercedes T. Bass
Chairman, Board of Directors

Mercedes T. Bass, a philanthropist, is active in many nonprofit organizations. Mrs. Bass' affiliations include Aspen Institute, Board of Trustees; Aspen Music Festival and School, Advisory Board; Fort Worth Symphony Orchestra Association, Chairman of the Board of Directors; Carnegie Hall Corporation, Vice Chairman, Board of Trustees and Executive Committee; Metropolitan Opera, Vice-Chairman, Board of Trustees and Executive Committee; American Academy in Rome, Vice-Chairman, Board of Trustees and Executive Committee; American Friends of Covent Garden, Chairman of the Board; and Metropolitan Museum of Art, ESDA Visiting Committee Chairman.

Mrs. Bass received her education at St. Margret's School in Sussex, England and her B.A. Degree in Business Administration and Development from the Business School of Neuchatel, Switzerland.

CANDIDATE QUALIFICATIONS AND QUALITIES

The Fort Worth Symphony Orchestra Association seeks a Vice President of Development with

- an entrepreneurial spirit and the ability to identify successful models that can be adapted to the FWSO;
- the ability to build philanthropic and community support consistent with FWSO's stature in the cultural landscape;
- knowledge of and experience in implementing best practices in philanthropy as well as knowledge of current and emerging fundraising approaches that will broaden the base of support;
- knowledge of classical music and music education;
- experience with the Fort Worth philanthropic community (preferred);
- experience with Tessitura (preferred);
- the ability to be a team-player and effective partner with marketing and education departments, and other members of the senior staff;
- outstanding written and oral communication skills, strong organizational skills, impeccable attention to detail, and technological savvy; and
- strong social and interpersonal skills, a high energy level, unquestioned integrity and discretion, a passion for the mission of the Orchestra, and a good sense of humor.

A bachelor's degree is required for this position as is at least five years of development experience in the arts, including three or more years of supervisory experience.

DIVERSITY, EQUITY, AND INCLUSION

The Fort Worth Symphony Orchestra embraces equal opportunity and diversity. It is committed to building a leadership team and an organization that represents a variety of backgrounds, perspectives, and skills.

SALARY & BENEFITS

The Fort Worth Symphony Orchestra offers a competitive compensation and benefits package. Relocation assistance available.

LOCATION

The Fort Worth Symphony Orchestra is located in Fort Worth, Texas. Fort Worth, situated in north central Texas, is the 17th-largest city in the United States of America and the fifth-largest city in the state of Texas.

Fort Worth is a city dedicated to the arts. In addition to the Fort Worth Symphony Orchestra, the city can boast the Texas Ballet Theater, Van Cliburn International Piano Competition at Bass Performance Hall, and the Fort Worth Opera at Scott Theater. Fort Worth is also home to the Kimbell Art Museum, considered to have one of the best collections in the nation, housed in what is widely regarded as one of Texas' foremost works of modern architecture. Of note are the Modern Art Museum of Fort Worth and the Amon Carter Museum, the latter of which houses one of the most extensive collections of American art in the world, in a building designed by Philip Johnson.

The city is home to fourteen college and universities, and a significant sports identity including a professional baseball team and a minor-league soccer team. Fort Worth hosts the Crowne Plaza Invitational at Colonial, one of the more prestigious and historical events of the PGA tour calendar.

APPLICATION DEADLINE

All applications must be accompanied by a cover letter and résumé. Before submitting your materials, please read them over for accuracy. Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit:

<https://opportunities.aspenleadershipgroup.com/opportunities/517>.

To nominate a candidate, please contact:

Ron Schiller, ronschiller@aspenleadershipgroup.com or

Floyd Akins, floydakins@aspenleadershipgroup.com.

All inquiries will be held in confidence.