

**CHIEF DEVELOPMENT OFFICER**  
**BOSTON SYMPHONY ORCHESTRA**  
**BOSTON, MASSACHUSETTS**



Aspen Leadership Group is proud to partner with the Boston Symphony Orchestra in the search for a Chief Development Officer.

The Chief Development Officer (CDO) will conceptualize, organize, and implement a comprehensive and strategic fundraising program in support of the BSO's mission and vision for the future. The CDO will collaborate with senior BSO executives, development staff, Trustees, Advisors, and other volunteers to position the BSO for philanthropic partnership with donors at all levels, cultivate transformative gifts, and ultimately enhance the BSO's regional, national, and global impact.

The CDO will oversee individual giving; planned giving; corporate initiatives; foundations and government relations; donor and volunteer engagement; development research, information systems, and analytics; and development communications. The CDO will examine and continually strengthen all dimensions of the development program in consultation with the President and CEO. The CDO will recruit and inspire a high-performing development team; establish an analytic basis for strategy and decisions regarding philanthropy at the BSO; and unleash the potential of the existing prospect pool and substantially expand its dimensions. The CDO will be a proven fundraising visionary and strategist; an effective listener; and a strong collaborator with an ability to build a robust and productive network of partnerships.

## **THE BOSTON SYMPHONY ORCHESTRA**

The Boston Symphony Orchestra engages millions of people each year in the remarkable diversity and wonder of orchestral music and maintains homes at its iconic venues, Boston's Symphony Hall and Tanglewood in Western Massachusetts. From the Boston Pops Fireworks Spectacular on the Charles River Esplanade to free community concerts throughout Greater Boston, an annual BSO Youth and Family series at Symphony Hall, humanities programs at the Tanglewood Learning Institute, and tour performances in concert halls around the world, the BSO remains committed to innovation, creativity, artistry, cultural relevance, education, civic engagement, and making orchestral music accessible to audiences of all ages, backgrounds, and levels of familiarity.

Celebrated for its diverse programs, passionate performances, and tradition of innovation, the Boston Symphony Orchestra—under the artistic direction of Andris Nelsons since 2014—has been at the forefront of artistry for more than 140 years. At home, abroad, and through recordings, television, and radio broadcasts, a deep and inclusive commissioning legacy, and a history of cultivating emerging artists, the BSO reinforces its status as one of the world's most accomplished and versatile ensembles, attracting world-renowned guest artists, composers, and conductors.

“America’s Orchestra,” the Boston Pops—under the direction of Keith Lockhart since 1994—has led the way in creating concert experiences designed to appeal to a broad spectrum of musical tastes. The orchestra’s storied approach to programming combines light symphonic favorites with film music, Broadway, jazz, pop, indie rock, country, big band, gospel, and the Great American Songbook, frequently in collaboration with household-name artists. Along the way, the Boston Pops has grown into the most recorded and most beloved orchestra in the country. Pops performances are punctuated annually on July 4<sup>th</sup> by its Fireworks Spectacular, a free outdoor event that since 1974 has drawn tens of millions of in person attendees and television viewers.

Hailed as America’s premier summer music festival, since 1937 Tanglewood has been the summer home of the Boston Symphony Orchestra and provides a unique experience of musical performances of the highest artistry amid the pastoral beauty of the Berkshire Hills of Massachusetts. At the heart of the Tanglewood season are BSO performances led by the world’s great conductors. Tanglewood also presents performances by the Boston Pops, the highly successful Popular Artist Series featuring stars from a wide array of genres, and chamber music concerts by eminent soloists and ensembles in the acclaimed Ozawa Hall. The Tanglewood Music Center, initiated in 1940, offers spectacular performances by its talented Fellows, who spend the summer honing their skills as young professionals by working closely with BSO musicians and guest faculty throughout the summer. Tanglewood is also the year-round home of the Tanglewood Learning Institute, which offers programs designed to deepen understanding of music, the arts, and the human spirit in the beautiful Linde Center, Tanglewood’s newest venue, which opened in 2019.

## **REPORTING RELATIONSHIPS**

The Chief Development Officer will report to the Eunice and Julian Cohen President and Chief Executive Officer, Chad Smith. The Chief Development Officer will lead a team of approximately 40 staff, which currently includes seven direct reports.

## **FROM THE PRESIDENT AND CHIEF EXECUTIVE OFFICER**

*Since its founding in 1881, the BSO has centered innovation in its practices. One of the great orchestras of the world, devoted to advancing the classical music artform, it was also the first to integrate popular entertainments into its program offerings, with the creation of the Pops. Long a home for many of the most progressive musicians of our times, it has helped launch countless artists careers, and commissioned an unparalleled body of music. With the establishment of Tanglewood, its iconic summer home, it has embedded musical training, mentorship, and humanistic explorations in its programming with artists representing the full breadth of genres. It is, quite simply, an organization which has pointed the way forward since its very first days.*

*And today, we are rededicating ourselves to that foundational notion that excellence in our work can and will continue to inspire, comfort, and challenge audiences in meaningful ways.*

*The BSO is on the precipice of change, and the next Chief Development Officer will be an integral partner in advancing that change. I joined the BSO as CEO in September 2023, focused on how the BSO could better serve the communities of Boston through impactful, accessible, and high-quality programming; better serve our artform through imaginative generative work; and better serve our musicians locally, nationally, and globally, by amplifying their voices. As we lead up to our 150<sup>th</sup> anniversary in 2031, the BSO must meet this moment. The transformative ideas and investments that will support our arc of ambition will require transformational fundraising. I look forward to welcoming a strategic philanthropy partner into the team.*

*The new Chief Development Officer will join an organization that has an extraordinarily loyal, committed, and generous donor base. At the same time, given the ambitions of this next chapter, there is an imperative to build and re-orient the fundraising programs across the BSO to engage a broader and new generation of prospects and donors. We welcome candidates who are excited about the challenges, as well as the opportunity to create a foothold for the BSO's next century, and to build an industry-leading, contemporary culture of philanthropy across the BSO.*

—Chad Smith, Eunice and Julian Cohen President and Chief Executive Officer

## **BOSTON SYMPHONY ORCHESTRA'S COMMITMENT TO EQUITY, DIVERSITY, AND INCLUSION**

Over the past three years, the Boston Symphony Orchestra has been actively engaged in deepening its equity, diversity, and inclusion focus and the culmination of this engagement will be articulated in an external-facing statement in tandem with the incorporation of these principals into the BSO's strategic planning process. The BSO's commitment to equity, diversity, and inclusion is evolving from an organic process of creating spaces for diverse artistic expression, to a deliberate approach that seeks to dismantle the barriers to accessing world-class music, and to normalizing artistic expressions within broad historical, economic, social, and cultural contexts.

### **PRIMARY RESPONSIBILITIES**

The Chief Development Officer will

- collaborate with the President and CEO, senior executives, development staff, and Board members to develop an overall strategy for philanthropic activities in support of the BSO's mission;
- originate, articulate, implement and manage operational plans for all development activities, including engagement, solicitation, and stewardship of donors and prospects;
- lead, mentor, motivate, measure, and evaluate a highly skilled, experienced, and effective team prepared to meet the ongoing challenges of engaging a diverse community of donors;
- collaborate with senior management, Board leadership, trustees, advisors, key volunteers, and development staff to create a culture of philanthropy that fosters and encourages transformative gifts;
- in partnership with the Chief Operating Officer, ensure that departments responsible for contributed and earned revenue work collaboratively to optimize and maximize the lifetime value of all patrons;
- serve as management liaison to the Board Committee on Philanthropy, and provide strategic and logistical guidance to volunteer ambassadors and solicitors;
- enhance existing procedures to ensure that the BSO's fundraising operations adhere to best practices, utilizing all mechanisms for generating philanthropic support, including maintaining a robust planned giving program;
- personally engage in solicitation and stewardship activities individually, and in collaboration with the President and CEO, senior management and program directors, development staff, and members of the Board or Trustees and Board of Advisors;
- manage a small portfolio of prospects capable of making gifts of \$1,000,000+ which includes a mix of current donors and new prospects, primarily in the Boston area, Berkshires, New York, and Florida;

- provide strategic counsel on governance nominating matters to the Chief Strategy Officer and Clerk of the Corporation;
- maintain a leadership style that is open and empowers staff through active communication and delegation;
- strengthen and manage development infrastructure including staff training, procedures, reporting, software applications, and other resources necessary to achieve ambitious contributed revenue goals; and
- oversee development expense budgets.

## **LEADERSHIP**

### **Chad Smith**

#### **Eunice and Julian Cohen President and Chief Executive Officer**

Chad Smith, one of the country's leading orchestral music executives, joined the BSO as President and Chief Executive Officer, effective early Fall 2023. Smith is a visionary leader credited with advancing the orchestral music tradition through cutting-edge programming and cultivating industry-defining partnerships. Throughout his career, Smith has served as a champion of composers, emerging conductors, and soloists, with a passion and skill for honoring the legacy of the orchestral art form while helping to steward a culturally vibrant and diverse future. One of his signature focuses has been the creation of performance environments and venues that offer a rich and expanding musical repertoire, celebrate new talent, and attract broad audiences.

As the Julian and Eunice Cohen President and CEO of the BSO, Smith manages the Boston Symphony Orchestra, under the direction of Andris Nelsons, the Boston Pops, under the direction of Keith Lockhart, and Tanglewood, bringing a unique blend of experience both as an artist and a seasoned executive for some of the world's most beloved arts organizations. Relying on that insight and experience, Smith is charged with sustaining the BSO's international reputation for orchestral excellence and establishing a premier slate of programming initiatives to foster renewed arts appreciation among audiences and deepen the institution's community and civic engagement.

Smith previously served as the Chief Executive of the Los Angeles Philharmonic, a role he held for four years, and during which he worked in close partnership with Music & Artistic Director Gustavo Dudamel to establish and advance several of the most impactful orchestral programs of the 21<sup>st</sup> century. During this tenure, Smith led the LA Phil's artistic and business teams to propel record financial growth year-upon-year and invest in visionary programs to foster a culturally diverse talent pipeline and expand new audiences.

Smith's affiliation with the Los Angeles Philharmonic lasted more than two decades, in a number of creative and leadership roles, culminating with his appointment as the Chief Executive Officer in 2019. As CEO, Smith oversaw one of the largest and most vibrant orchestras in the world, which presents hundreds of concerts annually at multiple venues, with an operating budget that exceeds \$150 million—the largest of any orchestral organization in the world. Among the visionary programs created during his tenure at the LA Phil was the acclaimed Youth Orchestra of Los Angeles (YOLA), and its Frank Gehry-designed facility, the Beckmen YOLA Center. As CEO, Smith launched the LA Phil Humanities program, designed to promote dialogue among artists and audiences to contextualize classical music for the contemporary world. Programming includes festivals, speaker series, scholarly publications, art installations, and curated projects to build community involvement.

Smith began his career in 2000 with Michael Tilson Thomas at the New World Symphony—a post-graduate training ensemble for young musicians preparing for careers in classical music. He first joined the LA Phil in 2002 and was responsible for planning the orchestra’s Green Umbrella new music series, as well as its classical programming at the Hollywood Bowl. After briefly serving as the New York Philharmonic’s head artistic planner, in 2006 Smith returned to the LA Phil in the expanded role of Vice President of Artistic Planning, a position he held until being named Chief Operating Officer in 2015.

Smith is a trustee of the New England Conservatory, an advisory board member of the Music Academy of the West, and a member of the Executive Committee for the Avery Fisher Artist Program. He also served as Artistic Director for the 2020 Ojai Music Festival. Smith grew up in Pennsylvania and holds a Bachelor of Arts in European History from Tufts University. He earned both Bachelor and Master of Music degrees in Vocal Performance from the New England Conservatory.

### **PREFERRED COMPETENCIES AND QUALIFICATIONS**

The Boston Symphony Orchestra seeks a Chief Development Officer with

- a commitment to the mission of the Boston Symphony Orchestra—to foster and maintain an organization dedicated to the making of music consonant with the highest aspirations of the musical art, creating performance and providing educational and training programs at the highest level of excellence;
- a history of setting and exceeding ambitious philanthropic goals;
- extensive knowledge of best practices in institutional advancement functions, including all contributed revenue streams, stewardship, and development operations;
- a metrics-driven, entrepreneurial mindset that informs strategy and work;
- campaign experience and direct involvement with solicitations of significant institutional impact;
- a collaborative approach and a desire to serve as a team player with an ability to partner and work closely with high-level decision makers, trustees, and other leaders, as well as internal and external constituencies;
- excellent interpersonal skills and an ability to build strong relationships and adapt to the needs of a diverse groups of individuals at all levels of the organization;
- strong management skills and an ability to build, manage, lead, and motivate development professionals toward achieving team goals;
- a commitment to confidentiality and an ability to handle complex situations with diplomacy and tact;
- well-developed listening, oral, and written communication skills across platforms;
- excellent time and project management skills and an ability to manage and prioritize multiple high-level projects simultaneously; and
- a passion for the arts; although deep knowledge of classical music is not a prerequisite, familiarity is a plus.

A bachelor’s degree or an equivalent combination of education and experience and at least 10 years of advancement experience is preferred for this position. The Boston Symphony Orchestra will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to the BSO, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

### **SALARY AND BENEFITS**

The salary range for this position is \$400,000 to \$450,000 annually. The Boston Symphony Orchestra offers a comprehensive package of benefits including health, dental, life and disability insurance package, as well as paid vacation, sick days, and holidays.

### **LOCATION**

This position is primarily based in Boston, Massachusetts and requires relocation to the Tanglewood Music Center in Lenox, Massachusetts for the summer season. Housing is provided in Lenox.

### **APPLICATION INSTRUCTIONS**

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of the Boston Symphony Orchestra and the responsibilities and competencies presented 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, Boston Symphony Orchestra](#).

To nominate a candidate, please contact Ron Schiller, [ronschiller@aspenleadershipgroup.com](mailto:ronschiller@aspenleadershipgroup.com).

*All inquiries will be held in confidence.*