



DIRECTOR OF DEVELOPMENT
BALLET HISPÁNICO
NEW YORK, NEW YORK



Aspen Leadership Group is proud to partner with Ballet Hispánico in the search for a Director of Development.

The Director of Development will provide strategic leadership to a development program that enhances and amplifies Ballet Hispánico's culture of philanthropy. As a member of the organization's Senior Leadership Team, the Director will work with the Chief Managing Director, Artistic Director and CEO, Board of Directors, colleagues, and staff across the organization to develop and implement a comprehensive, ambitious, and innovative fundraising plan that expands support for Ballet Hispánico. The Director of Development will serve as a visible ambassador for Ballet Hispánico and play a key role in securing the organization's continued success and sustainable future through increased philanthropic support.

Ballet Hispánico brings communities together to celebrate and explore Latino cultures through innovative dance productions, transformative dance training, and community engagement.

Ballet Hispánico was founded on the principle that everyone deserves dance, quality dance training, and innovative performances. In creating the company in 1970, Tina Ramirez shattered a glass ceiling—challenging iconic representations and exposing the joy and celebration to be found in Latinidad. Despite its humble origins, Ballet Hispánico immediately served as a catalyst for people in the Latine/x/Hispanic community, especially for Latino youth, to follow their dreams in the cultural world.

Today, as the largest Latino cultural organization in the United States and one of America's Cultural Treasures, Ballet Hispánico's three main programs—the Company, School of Dance, and Community Arts Partnerships—bring together communities to celebrate the ever growing and multifaceted Hispanic diasporas. Ballet Hispánico's New York City headquarters provide the space and cultural heart for Latinx dance in the United States. It is a space that expands on Ramirez's original vision by providing the community the ability to train through dedicated scholarship opportunities, exceptional dance training, inclusive cultural dialogues, and exemplary performances. No matter their background or identity, Ballet Hispánico welcomes and serves all, breaking stereotypes and celebrating the beauty and diversity of Hispanic cultures through dance.

Eduardo Vilaro joined Ballet Hispánico as a company dancer in 1985 and became the organization's second Artistic Director in 2009 and Chief Executive Officer in 2015. Vilaro is building on Ramirez's impact: expanding and deepening a legacy of showcasing the depth of cultures, and exposing the intersectionality found in the Hispanic diasporas by focusing on nurturing Hispanic leaders.

Through programs like the Instituto Coreográfico, the Latinx Leaders Summit and Diálogos, Ballet Hispánico has become a center for artistic leadership development. As an immigrant himself, Vilaro's vision of inclusion and cultural revelation has elevated a community from the margins to its place ingrained at the center of the American cultural landscape.

Ballet Hispánico is an ambassador for the community worldwide. The company has now performed for more than 2.5 million people in three continents and all fifty states. The company engages audiences with the work of Latino and Latina choreographers, opens a platform for new cultural dialogue, and nurtures inspiring young dancers of all ages. Through its exemplary artistry, Ballet Hispánico champions and amplifies the Latin American experience in the field. As it looks to the future, Ballet Hispánico is committed to continuing to nurture artists, teachers, students, arts leaders, families, and communities through the power of dance.

REPORTING RELATIONSHIPS

The Director of Development will report to the Chief Managing Director, Patrick Muhlen and will serve on the organization's Senior Leadership Team. The Director will oversee a staff of four, Associate Director, Institutional Development; Associate Director, Individual Giving; Events and Corporate Giving Manager; and Development Assistant.

FROM THE ARTISTIC DIRECTOR AND CEO

From the moment I stepped inside the Ballet Hispánico world, I knew I had found my home and artistic voice. Ballet Hispanico gave me back my identity as a Latino man after a journey of assimilation that separated me from my culture and set me on a journey to help others find pride and belonging in our world. This is the power of representation.

As a dancer, I understood the value of creating art works that reflect my community and repeatedly witnessed how audiences connected to our artistic vision. As the organization's artistic leader, I have worked to expand the idea of what it means to be Latine in today's world by creating works of art that reflect our contemporary values. Because I have a firsthand understanding of being marginalized and othered, I have strived to give new perspective and life to the conversation on diversity and inclusion.

Above all, it is the art that leads all the efforts I have put in place and as I look to the future, it is my hope that we expand on major works of art with proper support and funding so that we may tell our stories in the light they were meant to be told.

—Eduardo Vilaro, Artistic Director and CEO

PRIMARY RESPONSIBILITIES

Strategy and Leadership

The Director of Development will

- support the Chief Managing Director and Artistic Director and CEO in their vision to expand the footprint of Ballet Hispánico's influence and as a resonant advocate for the organization's mission;
- engage Ballet Hispánico's resources to execute a comprehensive and compelling strategy to expand philanthropic support and further a culture of philanthropy,
- serve as an active contributing member of the Senior Management Team and steward of the organization's resources;

- serve as an advocate for the development program, deepening a culture of philanthropy that engages and educates the entire organization, from artistic and education team to board and staff at all levels, about development opportunities;
- develop a keen understanding of the organization, its programs, priorities, and strategic direction; and
- identify opportunities to leverage Ballet Hispánico's uniqueness and expand its traditional base of philanthropic support, employing the entire range of development tactics and strategies.

Development

The Director of Development will

- work with the Chief Managing Director, Artistic Director and CEO, Board of Directors, colleagues, and staff to develop and implement a comprehensive, ambitious, and innovative plan that expands support for Ballet Hispánico;
- lead strategic planning for the 50th Anniversary Campaign and work closely with the Chair of the Board of Directors, Chief Management Director, and Artistic Director and CEO to cultivate relationships with and secure gifts from prospects and donors;
- develop and implement strategies that maximize productive relationships with current and new donors and grow all sources of funding in support of Ballet Hispánico's ambitious vision for the future;
- direct and expand all aspects of Ballet Hispánico's development activities, including donor cultivation and stewardship, annual and special gift campaigns, the annual gala, and institutional giving from foundations, corporations, and government agencies;
- lead and motivate the development team toward increased fundraising goals over time;
- lead the individual giving program, cultivating relationships with existing donors as well as identifying, cultivating, and soliciting new individual donors, with a focus on major gift prospects;
- serve as a major gift fundraiser, identifying, managing, cultivating, and soliciting a portfolio of major gift prospects and leading by example;
- develop strategies to expand the planned giving program;
- oversee the institutional funding program and identify new and prospective foundation and public funders;
- promote and solicit corporate sponsorships for the organization's activities, special events, and program development initiatives;
- oversee the planning and execution of special events, including the annual gala, the New York City performance season, and smaller events throughout the year;
- anticipate, track, and adapt to trends and best practices in philanthropy; and
- serve as a visible representative for Ballet Hispánico at performances, showings, industry events, and other gatherings.

Board Relations

The Director of Development will

- work with the Artistic Director and CEO, Chief Managing Director, and Chair of the Board of Directors on board development while maintaining positive relationships with the board that further philanthropic partnerships; and
- collaborate with Ballet Hispánico's various board committees to maximize their involvement with the organization and its development program.

Management and Operations

The Director of Development will

- assess, support, and motivate the development team, providing inspiration and self-confidence, encouraging professional development, and serving as a mentor;
- create short- and long-range plans and set clear, ambitious but attainable performance goals for the development team and individual team members;
- develop and oversee the development budget, track revenue, and manage expenses; and
- ensure that software systems are in place and optimized for donor and prospect tracking, research, reports, acknowledgement, and stewardship.

LEADERSHIP

Eduardo Vilaro

Artistic Director and Chief Executive Officer

Eduardo Vilaro joined Ballet Hispánico as Artistic Director in August 2009, becoming only the second person to head the company since it was founded in 1970. In 2015, Vilaro took on the additional role of Chief Executive Officer of Ballet Hispánico. He has been part of the Ballet Hispánico family since 1985 as a dancer and educator, after which he began a ten-year record of achievement as founder and Artistic Director of Luna Negra Dance Theater in Chicago. Vilaro has infused Ballet Hispánico's legacy with a bold and eclectic brand of contemporary dance that reflects America's changing cultural landscape.

Born in Cuba and raised in New York from the age of 6, he is a frequent speaker on the merits of cultural diversity and dance education. Vilaro's own choreography is devoted to capturing the spiritual, sensual, and historical essence of Latino cultures. Throughout his career, Vilaro has choreographed over 40 works and has received commissions from the Ravinia Festival, the Chicago Sinfonietta, the Grant Park Festival, the Lexington Ballet, and the Chicago Symphony. In 2001, he was a recipient of a Ruth Page Award for choreography, and in 2003, he was honored for his choreographic work at Panama's II International Festival of Ballet.

In 2024 Vilaro received an honorary Doctor of Fine Arts from his alma mata Adelphi University for achieving the highest distinction in the field of learning and the arts. He was inducted into the Bronx Walk of Fame in 2016 and was awarded HOMBRE Magazine's 2017 Arts & Culture Trailblazer of the Year. In 2019, Vilaro was the recipient of the West Side Spirit's WESTY Award, was honored by WNET for his contributions to the arts, and most recently, was the recipient of the James W. Dodge Foreign Language Advocate Award. In 2022 and 2023, Vilaro was included in Crain's New York lists of Notable Hispanic Leaders and Notable LGBTQ Leaders; and was acknowledged as one of Forbes' Kings of Culture, Legends of Business. In 2024, Vilaro joined the Cultural Diplomacy Leadership Council of the Meridian International Center based in Washington, DC.

Patrick Muhlen

Chief Managing Director

Patrick Muhlen is a senior executive and consultant for major performing arts companies and venues in the U.S. and Australia. He joined Ballet Hispánico at a pivotal time in the company's trajectory and leads an administration team devoted to cementing Ballet Hispánico's centrality in the American cultural landscape. He has served as Managing Director of The Washington Ballet and Chief Development Officer of the San Diego Opera, where he spearheaded support for initiatives advancing the Hispanic voice in US opera.

Prior to joining the U.S. arts and development sector, he worked in New York as a corporate business development manager and external & legal affairs executive with Mercer / Marsh & McLennan, a global financial services and consulting firm. He has an extensive background as a senior advisor and chief of staff in the Australian government and political sector, leading teams in finance, international trade, and cultural portfolios. Muhlen holds a Juris Doctor with Honors from the University of Technology, Sydney, and a Bachelor of Arts with Honors from the University of Sydney.

PREFERRED COMPETENCIES AND QUALIFICATIONS

The Director of Development will serve as a passionate advocate for dance, Latino culture, and the organization's non-profit Latinx identity. For 55 years, Ballet Hispánico has been fighting hard for the Latino voice in dance to be heard and for its mission to be recognized as a central part of the Hispanic, American cultural landscape. The Director of Development must possess a deep desire to join this fight and further Ballet Hispánico's mission to celebrate and explore Latino cultures through innovative dance productions, transformative dance training, and community engagement.

Furthermore, Ballet Hispánico seeks a Director of Development with

- progressively responsible leadership experience in non-profit institutions, preferably in the performing or visual arts;
- an ability to work collaboratively with passionate, driven, and creative senior leaders;
- a history of setting and exceeding fundraising goals and an ability to drive philanthropic growth at a non-profit organization of similar or larger size;
- strategic planning experience including an ability to craft, drive, and implement philanthropic strategic plans while obtaining consensus from multiple stakeholders;
- extensive knowledge of best practices in development functions, including all contributed revenue streams (major, individual, institutional, government agencies, and planned giving), stewardship, events, and development operations;
- confidence as a leader and an ability to lead, motivate, and mentor a team focused on ambitious fundraising goals;
- excellent interpersonal skills and an ability to influence, inspire, and build productive relationship with a wide range of internal and external stakeholders;
- experience as a successful frontline fundraiser including comfort and confidence working with major donors and high-net-worth individuals;
- experience working with boards and an ability to leverage the time, talent, and resources of board members;
- superior listening, verbal, written, and public speaking skills and an ability to articulate Ballet Hispánico's mission across platforms to diverse audiences;
- fluency with technology and an ability to analyze trends and adapt as needed;
- an ability to thrive within a fast-paced environment while effectively managing multiple complex projects; and
- familiarity with the metropolitan New York City philanthropic and business communities.

A bachelor's degree or an equivalent combination of education and experience is preferred for this position as is at least eight years of leadership and fundraising experience at an organization of similar or larger size and scope. An ability to communicate in Spanish is preferred but not required. Ballet Hispánico will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to the organization, 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 \$150,000 to \$175,000 annually. Ballet Hispánico offers a comprehensive package of benefits including dental, vision, life insurance; 403(b) retirement savings plan; 20 vacation days per year, 14 paid holidays, and a generous sick and personal leave policy; and transit benefits.

LOCATION

This position is in New York City. As a community connector, Ballet Hispánico is an organization built on access to the arts with person-to-person interactions in its facilities at 167 West 89th Street. This Upper West Side location serves as Ballet Hispánico's cultural, historic, and institutional home. All Ballet Hispánico staff members have roles requiring in-person attendance on Monday, Tuesday, and Thursday. Employees may work remotely within the Tri-State metropolitan area on Wednesdays and Fridays as part of the organization's hybrid work policy.

APPLICATION INSTRUCTIONS

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

To apply for this position, visit: [Director of Development, Ballet Hispánico](#).

To nominate a candidate, please contact Patrick Key, patrickkey@aspenleadershipgroup.com.

All inquiries will be held in confidence.