

CHIEF DEVELOPMENT OFFICER
[MONTICELLO](#)
CHARLOTTESVILLE, VIRGINIA



FROM THE PRESIDENT

My colleagues and I are so glad you're exploring the role of Chief Development Officer at Monticello as your next professional home. I'm still new to the role of President, having left tenure as an American historian at Harvard to begin work on the Mountaintop in January. I was drawn to the Thomas Jefferson Foundation for many of the same reasons that motivate our donors and infuse the culture of our staff: because Monticello is a passionate, mission-driven institution with a decades-long track record of doing hard things well. We channel the power of this remarkable, arresting, and beautiful place to teach some of the most difficult—and inspiring—lessons about the American past.

A vibrant expression of Thomas Jefferson's fertile, restless mind, Monticello was a place of continuous experiment during his lifetime. Jefferson chartered and changed the nation as brilliantly and as avidly as he planned and revised his Neoclassical home. Our guests and supporters are drawn to the site—the only presidential home with UNESCO world heritage status—to learn about architecture, garden design, agriculture, music, and more.

Since the 1990s, we've also offered cutting-edge interpretation of the "paradox of liberty"—the ways slavery and freedom were entwined in our founding era. Perhaps the best-documented plantation in the world, Monticello was home to hundreds of enslaved people over Jefferson's lifetime. We honor their lives and legacies by telling their stories as fully and proudly as we can.

As the founder who penned the Declaration of Independence, Jefferson expressed the ideals to which the United States continues to aspire. We are all, in that sense, founders, every day. At Monticello, we inspire hundreds of thousands of on-site visitors, and millions more online, to learn the content and build the skills that renew a commitment to our fragile and noble form of government. Above all, we're a laboratory for democracy, and the difficult, civil conversations needed to sustain it. My colleagues and I look forward to working with you to grow the network of stakeholders dedicated to that journey.

—Dr. Jane Kamensky, President

Aspen Leadership Group is proud to partner with Monticello (The Thomas Jefferson Foundation) in the search for a Chief Development Officer.

The Chief Development Officer will be responsible for strategy, planning, and implementation of all fundraising and donor engagement efforts at Monticello. The Chief Development Officer will ensure Monticello's continued philanthropic success by providing bold leadership and strategic vision that broaden outreach and increase contributed revenue year-over-year. In close partnership with the President and Vice President for External Relations, the Chief Development Officer will develop and implement a comprehensive and robust multi-year plan for fundraising that includes principal and major gifts, planned giving, annual giving, and corporate and foundation support. The Chief Development Officer will foster a culture of excellence, collaboration, and professional growth—recruiting, inspiring, and motivating a development team that meets ambitious goals and objectives.

Monticello, in Charlottesville, Virginia, was the center of Thomas Jefferson's world. The house can be seen as his autobiographical masterpiece—designed and redesigned and built and rebuilt for more than 40 years. Monticello encompassed a house, an ornamental landscape, a farm, a large plantation, two small mountains, and a large and diverse community of legal family and enslaved workers. Its gardens were a botanic showpiece, a source of food, and an experimental laboratory of ornamental and useful plants from around the world. It encapsulated the interests, talents, ideals, ambitions, and realities of its creative and complex owner.

For over 100 years, Monticello has been maintained and kept open to the public by the Thomas Jefferson Foundation, Inc., which owns and stewards more than half of Jefferson's original plantation lands. Since 1923, the Foundation has instituted numerous research and educational programs and major restoration and renovation projects, and Monticello has welcomed more than 33 million visitors. Monticello is a National Historic Landmark, an international Site of Conscience, and the only presidential house in the United States designated a UNESCO World Heritage Site. As a private, nonprofit 501(c)3 corporation, the Foundation receives no ongoing federal, state, or local funding.

The Thomas Jefferson Foundation brings rigorous history forward into national and global dialogues. The Foundation seeks to facilitate conversations and to use its extensive documentary corpus and research base to stimulate interactions on a variety of topics that were of keen interest to Jefferson, among the most powerful of which are liberty and self-government. Through its work with educators, thought leaders, and especially with the general public, Monticello is an engine of civic renewal, teaching the content, principles, and skills necessary for the continued flourishing of American constitutional democracy.

MONTICELLO'S SUPPORTERS

The depth and breadth of Jefferson's impact on American institutions and consciousness catalyzes the support of a diverse array of donors. Monticello is an international, national, and Virginia institution, and its donors are spread around the country, with concentrations of support in Virginia, Washington, DC, and New York. It is growing or rebuilding networks of stakeholders in Florida, Texas, and on the West Coast. Many donors underwrite Monticello's commitment to public history rooted in scholarly excellence, directing support toward its [Robert H. Smith International Center for Jefferson Studies](#). Others care deeply about parts of its work as diverse as architecture, landscape preservation, gardens, and historic plants.

Monticello is also a leading site of Black public history, as evidenced by its thirty-one-year-old [Getting Word African American Oral History Project](#), which recently received a multimillion-dollar grant from the Mellon Foundation to support its next generation of work. Bridging these distinct areas of specific and sometimes restricted support is a shared commitment to teaching the difficult, complex, and inspiring history of American democracy to audiences of all ages, on site and online.

Monticello's Development office cultivates and stewards two annual unrestricted giving societies, the Cabinet, whose participants donate at least \$6,500 annually; and the Summit, which requires a \$25,000 annual commitment. Growing and diversifying these key stakeholder groups, who form the foundation layers of a capital campaign pyramid, will be a key priority for the new Chief Development Officer.

Contributed revenue is vital to the budget, with annual giving supporting roughly ten percent of annual operations, and endowment and restricted funds underwriting approximately a quarter.

REPORTING RELATIONSHIPS

The Chief Development Officer will report to the President, and meet regularly with the Vice President for External Relations, and will serve as a member of Monticello's leadership team. The Chief Development Officer will oversee a team of roughly eight staff members.

LEADERSHIP

Jane Kamensky, Ph.D.

President

Dr. Jane Kamensky is President and CEO of Monticello/The Thomas Jefferson Foundation. A leading historian of early America and the United States, she earned her B.A. and Ph.D. in history from Yale University. For thirty years, she worked as a professor and higher education leader, most recently as Jonathan Trumbull Professor of American History at Harvard University and Pforzheimer Foundation Director of the Schlesinger Library on the History of Women in America at Harvard Radcliffe Institute.

Kamensky is the author or editor of numerous books, including *A Revolution in Color: The World of John Singleton Copley* (2016), which won four major prizes and was a finalist for several others; and the authoritative *Oxford Handbook of the American Revolution*, co-edited with the late Edward G. Gray. Her most recent book, *Candida Royalle and the Sexual Revolution*, was published by W.W. Norton in March 2024.

A former Commissioner of the Smithsonian National Portrait Gallery, Kamensky serves as a Trustee of the Museum of the American Revolution, a member of the National Advisory Council of More Perfect, and as one of the principal investigators on the NEH/ Department of Education-funded initiative, Educating for American Democracy, among many other public history leadership roles. Her work has been supported by fellowships from the NEH, the Andrew W. Mellon Foundation, and the Guggenheim Foundation, among others, and she is an elected fellow of the American Antiquarian Society, the Massachusetts Historical Society, and the Society of American Historians. Dr. Kamensky's career is distinguished by a commitment to civic education and engagement that deeply aligns with Monticello's mission.

PRIMARY RESPONSIBILITIES

The Chief Development Officer will

- develop a strategy to position Monticello for continued greater fundraising success by evaluating, strengthening, and enhancing individual giving (principal, major, planned, and annual), and increasing corporate and foundation support;
- support the President in all fundraising activities, serving as an advisor and co-strategist in the cultivation of prospective donors and the solicitation of transformational gifts;
- achieve specific annual fundraising goals;
- provide strategic guidance and the highest level of support to the President, the Board of Trustees, and the campaign committee in their activities relating to the successful public launch of the capital campaign currently in its exploratory phase;
- build and oversee a team of frontline gift officers and lead by example, demonstrating success and ensuring that timely steps are taken toward solicitation;
- manage and mentor the development staff, establishing annual plans, goals, and performance metrics;
- personally cultivate, solicit, and steward a select prospect portfolio;
- develop a strategic model for expanding and enhancing donor cultivation and stewardship;
- ensure adherence to policies and procedures related to gift management;
- prepare and present regular fundraising reports and analysis for the President and the board; and
- build and strengthen an internal staff and data infrastructure that supports ambitious future fundraising efforts.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Monticello and the Thomas Jefferson Foundation seek a Chief Development Officer with

- a commitment to the mission of Monticello and the Thomas Jefferson Foundation—to conserve, protect, and maintain Monticello in a manner which leaves it enhanced and unimpaired for future generations and to interpret and present Thomas Jefferson to the widest possible audiences, including scholars and the general public;
- experience managing highly successful fundraising programs and achieving ambitious goals;
- experience closing gifts with significant institutional impact;
- experience as a manager and team-builder;
- highly developed organizational and project management skills including time management skills, an ability to meet deadlines, and attention to detail;
- excellent interpersonal skills and an ability to work effectively with board members, staff, leadership volunteers, donors and prospects, and other stakeholders;
- an ability to communicate and interact with high-net-worth individuals for fundraising purposes; and
- excellent oral, written, and presentation skills across platforms including strong editorial skills.

A bachelor's degree or an equivalent combination of education and experience is preferred for this position, as is at least eight years of development or related experience. The Foundation will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to Monticello, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

SALARY AND BENEFITS

Monticello and the Thomas Jefferson Foundation offer a competitive salary and a comprehensive benefits package.

LOCATION

Monticello is located in Charlottesville, Virginia. Work takes place on site, with travel as needed for cultivation, solicitation, and stewardship.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Monticello as well as the responsibilities and qualifications stated in the prospectus.***

To apply for this position, visit: [Chief Development Officer, Monticello](#).

To nominate a candidate, please contact Don Hasseltine: donhasseltine@aspenleadershipgroup.com.

All inquiries will be held in confidence.