



VICE PRESIDENT OF DEVELOPMENT AND CAMPAIGN PLANNING
BOSTON SYMPHONY ORCHESTRA
BOSTON, MASSACHUSETTS



Aspen Leadership Group is proud to partner with the Boston Symphony Orchestra (BSO) in its search for a Vice President of Development and Campaign Planning.

The Vice President of Development and Campaign Planning, a newly created position, will be responsible for building a *best-in-class* prospect development, gift administration, IT, systems and records management, and data analytics function for all fundraising, as well as leading strategic data, gift services, and oversight of a growing annual fund. In partnership with the Chief Development Officer, the Vice President will provide strategic leadership and planning, including financial, programmatic, and capital goals and objectives, for a transformative campaign that will be the largest in the institution's history.

THE BOSTON SYMPHONY ORCHESTRA

The BSO 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 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, 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.

REPORTING RELATIONSHIPS

The Vice President of Development and Campaign Planning will report to the Chief Development Officer, Lauren Budding. The Vice President will have four direct reports and lead a team of approximately nine staff.

With over two decades of leadership experience in the nonprofit sector, Lauren Budding has been instrumental in guiding organizations through significant growth and strategic change. She joined the BSO from Elpis Associates, where, as Principal and Founder, she distinguished herself with her innovative approach to strategic planning, fundraising, and external engagement. At Elpis Associates, Lauren focused on organizational change, philanthropy, and building support for civic causes across multiple sectors, including arts and culture, higher education, and community development.

Lauren's tenure as Chief External Engagement Officer at the Isabella Stewart Gardner Museum in Boston is particularly notable. During her time there, she oversaw a transformative period, managing fundraising, board relations, and major strategic initiatives, including a \$180 million fundraising campaign—the largest in the museum's history.

Lauren holds a bachelor's degree in history and economics from Smith College and a master's degree in public policy from the Harvard Kennedy School. Her deep commitment to community service is evident in her extensive volunteer work with various nonprofit boards and her involvement in political fundraising.

FROM THE CHIEF DEVELOPMENT 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 into 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.

Today, the BSO is rededicating itself to that foundational notion that excellence in its work can and will continue to inspire, comfort, and challenge audiences in meaningful ways.

The BSO is on the precipice of change, and the development department will be essential to fueling and supporting this transformation. The newly created position of Vice President of Development and Campaign Planning will be a leader in the department and a key partner to the Chief Development Officer in advancing that change. I am joining the BSO as Chief Development Officer as of September 1, 2024, after having a long-standing relationship with the Symphony as a consultant and a patron. I am most excited about the potential for how the BSO can better serve the communities of Boston through impactful, accessible, and high-quality programming; better serve the artform through imaginative generative work; and better serve musicians locally, nationally, and globally by amplifying their voices. As we lead up to the BSO's 150th anniversary in 2031, the institution must meet this moment. The transformative ideas and investments that will support this arc of ambition will require transformational fundraising. I look forward to welcoming a strategic philanthropy partner into the team.

The new Vice President 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 new, broader 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.

—Lauren Budding, Chief Development Officer

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

Over the past three years, the BSO has been actively engaged in deepening its equity, diversity, and inclusion (EDI) 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 EDI 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

Overall Strategy and Leadership

The Vice President of Development and Campaign Planning will

- contribute broadly to institutional advancement strategy and campaign planning activities;
- lead organizational change by promoting and facilitating a culture of prospect development that is data-driven, active, transformative, and supports development staff in collaborative partnership;
- build partnerships across the department for greater collaboration and idea exchanges on prospect research and prospect management to elevate the overall capabilities of the department;
- strengthen the capacity of prospect research and analytics to identify new potential donors both within the known community and more broadly;
- partner with managers to provide information and analysis for portfolio management, staffing, and unit metrics toward overall goal achievement; and
- collaborate closely with the Senior Director of Individual Giving, Senior Director for Institutional Giving, Director of Donor Relations, and Director of Development Operations.

Campaign Planning and Execution

The Vice President of Development and Campaign Planning will

- develop and facilitate best-practice campaign planning methodology, integrating existing BSO strategic planning and annual fund planning to inform campaign themes, programmatic priorities, financial goals, and engagement;
- liaise with campaign counsel on the assessment of campaign feasibility and capacity analyses, managing integration of internal and externally derived analyses to produce a comprehensive assessment of probable campaign financial goals and corresponding confidence intervals;
- liaise with campaign counsel to support campaign vision, case for support, and philanthropic investment opportunities;
- oversee development of an effective strategic communications plan for the annual fund and campaign;
- coordinate campaign planning activities and integration with annual goals;
- play a leadership role in the development of targeted fundraising strategies for signature initiatives;
- serve in a leadership capacity within the department to coordinate the development of a multi-year campaign engagement, stewardship, and recognition program; and
- lead review of current engagement opportunities, recognition programs, and make strategic recommendations for going forward in partnership with other leaders in the department, including Senior Director of Individual Giving, Director of Donor Relations, and Director of Donor Operations.

Administration

The Vice President of Development and Campaign Planning will

- oversee resource management (human, financial, and digital/IT) associated with the development department, working closely with the Director of Donor Operations;
- work closely with the IT department to ensure best practice use of the CRM and finance department to ensure the open exchange of information;
- oversee the departmental expense budget and ensure strategic budgeting;
- with the Chief Development Officer and Director of Donor Operations, develop consistent reporting on fundraising and engagement metrics for management and key stakeholders (CEO, CFOO, Philanthropy Committee, Board of Trustees, etc.);
- ensure seamless, accurate, and expedient gift processing and receipting; and
- establish and update gift processing and acceptance policies, procedures, and systems to ensure accordance with taxation rules and regulation.

PREFERRED COMPETENCIES AND QUALIFICATIONS

The BSO seeks a Vice President of Development and Campaign Planning with

- a commitment to the BSO's mission of maintaining an organization dedicated to top-tier musical artistry, performance, and educational excellence;
- experience in all phases of planning and execution of a comprehensive campaign at an institution of comparable size and scope;
- an ability to manage multiple responsibilities and work in a fast-paced, changing environment;
- knowledge of the major components of advancement, with a strong background in systems, operations, prospect management, and campaign planning;
- supervisory experience and success leading a team;
- knowledge of database systems and network management solutions and an ability to be creative in utilizing them to lead a staff to technical solutions;
- a comprehensive understanding and knowledge of records management and research procedures related to fundraising and engagement;
- superior communications, interpersonal, and problem-solving donor facing service skills;
- strong organizational skills, including a commitment to and a track record in both strategic and operational planning, and success in motivating others to achieve optimum results;
- an ability to work independently and as part of a team;
- experience cultivating and soliciting major and principal gifts; and
- unquestionable integrity and a strong sense of professional ethics.

The BSO prefers candidates with a bachelor's degree or equivalent, plus at least eight years of advancement experience, though applicants from diverse backgrounds are welcome. 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 \$200,000 to \$250,000 annually, with a comprehensive benefits package including health, dental, life, and disability insurance, along with paid vacation, sick days, and holidays.

LOCATION

This position is based in Boston, MA with substantial time in Tanglewood required during the summer. Housing in the Berkshires is provided by the BSO.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of the BSO 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:

[*Vice President of Development and Campaign Planning, 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.