



Senior Vice President & Chief Philanthropy Officer (CPO)

Colorado Symphony Association (CSA)

Title: Senior Vice President & Chief Philanthropy Officer (CPO)

Department: Development

Reports To: Chief Executive Officer

Classification: Full Time, Exempt

This is an exciting moment of transformation and opportunity for the Colorado Symphony Association, as we stand at a pivotal point of our journey. With a balanced budget & financially stable foundation including a \$100M endowment, we are poised for significant growth, especially in contributed revenue. We are seeking a passionate leader ready to drive this momentum. As we enter our 102nd season under the inspiring artistic leadership of Music Director Peter Oundjian, we are expanding our reach and impact, including embarking on a tour to New York City early 2026. With performances at iconic local venues like Boettcher Concert Hall and Red Rocks Amphitheater, and exciting progress in our engagement with the City of Denver's vibrant bond initiatives, this is a rare opportunity to help shape the future of a world-class orchestra with deep roots and bold aspirations.

Position Summary

The Senior Vice President & Chief Philanthropy Officer is a vital member of the executive leadership team, responsible for driving and growing all philanthropic initiatives in support of the organization's mission and strategic objectives. This role plays a key part in fostering a culture of philanthropy to advance long-term financial sustainability by growing contributed revenues. The position provides vision, leadership, and strategic oversight for all fundraising activities, relational-centric donor engagement, and stewardship efforts across all relevant giving channels, including and not limited to major gifts, annual giving, planned giving, corporate sponsorships, grants and special campaigns.

Essential Duties and Responsibilities

- Provide vision and direction to grow and manage a full-scale philanthropy program. Determine short- and long-term fundraising goals and priorities.
- Oversee and guide the philanthropy staff in the planning, development, and implementation of a comprehensive fundraising plan to grow the organizational contributed revenue in all relevant giving channels, including and not limited to annual giving, major gifts, special appeals, special events, government, corporate, and foundation relations, and planned giving.
- With the President and CEO, the Capital Campaign Leadership Team made up of board members and other high-level volunteer leaders, and CSA's external campaign counsel, plans, executes, and oversees all aspects of CSA's anticipated capital campaign around the Boettcher Concert Hall renovation.
- Manage and personally engage in solicitation and stewardship activities in collaboration with the President and CEO, Board, and other staff; provide leadership and coaching to assist others in their fundraising success; oversee the development and implementation of a donor stewardship program aimed at cultivating deeper ties with donors.

- Formulate annual and capital development budgets, track financial performance, oversee the preparation of necessary interim financial reports and fundraising projections, and monitor expenditures.
- Provide leadership support for the philanthropy team to include recruiting, training, developing, evaluating, and empowering philanthropy team members and volunteers. Establish a healthy, collaborative environment that encourages staff engagement in fundraising efforts.
- Serve as a member of the executive leadership team and, as such, actively participate in making strategic decisions regarding CSA's contributed revenue development and financial strategy. Foster cross-departmental collaboration, particularly with marketing, patron services, education, finance, and the artistic teams and the CSA's conductors and musicians as well as guest conductors and artists.
- Work with the executive leadership team and Board of Directors to develop and maintain a strategic perspective in organizational direction, as well as program and service delivery. Ensure effective operations and alignment with CSA's mission and strategic plan.
- Be a passionate, visible, and informed advocate for CSA. Actively seek opportunities to engage with the broader community and participate in events that increase visibility. Represent CSA at concerts, special events, community meetings, conferences, etc. to promote and further CSA's mission. Ensure development staff members are available, visible, and capable of representing CSA at events.
- Train, mentor, and support board members and executive staff in donor and prospect cultivation, engagement, and relationship management, seeking ways to establish and maintain key external alliances and maximize donor participation.
- Remain apprised of advancements and changes pertinent to philanthropic local and domestic trends, funding sources, orchestra industry, and fundraising and development profession. Direct and lead adaptations to CSA's fundraising plans in accordance with these changes and as necessary to maintain best practices.
- In alignment with CSA's commitment to diversity and inclusion, create and implement development strategies specifically aligned with engaging diverse communities.

Ideal Experience, Competencies, and Qualifications

- 15+ years of progressive experience in fundraising; demonstrated success in personally cultivating and sustaining donors and soliciting seven- to eight-figure major, capital, and/or planned gifts.
- Strong leadership, management, and coaching skills; demonstrated ability to motivate and direct staff, holding them accountable while providing the structure they need to meet or exceed goals.
- A good listener, communicator, relationship-builder and strategist; comfortable receiving input from many sources; able to analyze and formulate disparate information into a sound, well-organized plan.
- Demonstrated ability to develop and manage a complex operating budget.
- Demonstrated ability to work effectively with a non-profit board of directors and volunteer leaders.
- Excellent written, verbal, and interpersonal communication skills including socializing- and relationship-building, public speaking and presentations, and the ability to engage a wide range of donors and prospective donors.
- Knowledge of state and federal laws and regulations pertaining to non-profit fundraising.
- Strong organizational skills and managerial effectiveness, attention to detail, and ability to be self-motivated and disciplined. Proven skill and comfort in managing and prioritizing multiple projects simultaneously.
- Familiarity with Tessitura is highly desired.

Salary range **\$150,000 - \$210,000** commensurate with qualifications and experience.

How to Apply - Submit a cover letter and resume to jobs@coloradosymphony.org.
Please put Sr. Vice President & Chief Philanthropy Officer in the subject line of your e-mail.

The Colorado Symphony Association is an Equal Opportunity Employer.