Aspen Leadership Group is proud to partner with the Richmond Symphony Foundation and the Richmond Symphony in the search for a Director of Leadership and Planned Giving.

Reporting to the Chief Development Officer, the Director of Leadership and Planned Giving will lead the Richmond Symphony's major and planned giving programs and support the growth and stewardship of the Richmond Symphony Foundation. The Director will identify, cultivate, and solicit major and planned gift donors as well as the strategic development, management, and evaluation of the Foundation’s endowment and the Symphony's major and planned giving programs. The Director will join a highly ambitious environment grounded in a love and appreciation for musical artistry, innovation, and community. The Richmond Symphony is open to candidates that reside outside of metropolitan Richmond with the understanding that they will need to be on-site three business days per week and attend evening and weekend performances on a regular basis.

The Richmond Symphony is an innovator, known for forward thinking in musical presentation and in demonstrating the future potential of orchestral performance. Now the largest performing arts organization in central Virginia, the Richmond Symphony consists of an orchestra of 69 professional musicians, 30 administrative staff, a 150-voice chorus, and more than 150 students in its Youth Orchestra programs. Prioritizing the high caliber of its programming has led to truly remarkable experiences for its audiences. This development allowed the Richmond Symphony to expand the number of core positions within its own orchestra while also attracting world-renowned guest artists such as Yo-Yo Ma, Jennifer Koh, Maria Dueñas, James Ehnes, and Gladys Knight to its stage, to share unforgettable performances of canonical music with audiences, and to begin to intentionally invest in the crucial resources the orchestra needs to establish itself as one of the best symphonies in the country.

Honoring its vision of “changing lives through the power of music,” the Symphony has purposely worked to reimagine the music experience to find new ways to deeply engage the Richmond community and to bring the power and enrichment of music to participants of all ages, regardless of prior knowledge of or interest in classical music or traditional symphony performance. Recognizing the need not only to be an artistic leader in Virginia, but also to be a community catalyst, the Symphony has built a strategy that enhances its mission in new ways to connect audiences, communities, artists, and the music they create, recognizing the unique crossroads of history and social movements at this time and in this city.

Through partnership and collaboration, the Symphony has created new bonds in the community as well as new programming. The Black History Museum and Cultural Center of Virginia (BHMVA) is one such partnership, which started in the 2022-23 season with month-long connection to the BHMVA annual Children’s Book Festival—which became the Children’s Book & Music Festival. During this month, musicians volunteered to play, read, and talk with kids who received free books about composers and music experiences during a visit to the Black History Museum. The month
culminated with a performance by the Richmond Symphony in the tent across the street from the museum—free to the local community and beyond—with a program co-created and co-presented highlighting Black American composers.

The heart of the Symphony’s engagement efforts is through the Richmond Symphony School of Music (RSSoM). The School of Music brings a broad range of programs to Central Virginia, the Commonwealth, and beyond. RSSoM encompasses the Youth Orchestra Programs, pre-college and early-career training opportunities, in-school educational experiences, concerts for school participants, masterclasses, and concerts for families and young people. The Richmond Symphony is creating a robust, comprehensive School of Music that reaches all corners of the community. Through intentional innovation and expansion of current services and the addition of new pathways in collaboration with community stakeholders, the fantastic impact happening now can go even further.

The Richmond Symphony is committed to reflecting the communities it seeks to serve. The Symphony is deepening its geographic footprint in Virginia in ways that are strengthening its visibility and its connections with new constituencies, enabling new collaborations, and positioning it for long-term audience growth and more broad-based community support. The Symphony continues its longstanding commitment to equity, diversity, inclusion, and belonging throughout all programs, programming, artists, and initiatives and through every facet of the organization.

A bachelor’s degree or an equivalent combination of education and experience and at least five years of progressive frontline fundraising experience with a focus on soliciting major and planned gifts is preferred for this position. Capital campaign and endowment experience is a plus. The Richmond Symphony will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to the Symphony, but your experience does not exactly align with every qualification listed above, we encourage you to apply. All applications must be accompanied by a cover letter and résumé. Cover letters should be responsive to the mission of the Richmond Symphony.

The salary range for this position is $85,000 to $105,000 annually.

The Richmond Symphony Foundation and Richmond Symphony are committed to the inclusion of all qualified candidates. If you require reasonable accommodation in completing this application, interviewing, or participating in the selection process, please contact Jeanette Rivera-Watts at jeanetterw@aspenleadershipgroup.com.

To apply for this position, visit: https://apptkr.com/5388261.