



HARRISBURG SYMPHONY ORCHESTRA

STUART MALINA | MUSIC DIRECTOR

Position: Director of Development

Status: Full-Time, Exempt

Reports to: Executive Director

Supervises: Development Associate; dotted-line supervision of Patron Services Manager

Position Overview

The Harrisburg Symphony Orchestra (HSO) seeks an experienced, relationship-driven fundraising professional to lead its development strategy and execution. The Director of Development oversees all aspects of contributed revenue, including the annual fund, major gifts, corporate and foundation support, planned giving, and special events.

This role partners closely with the Executive Director, Board leadership, the Development Committee, staff, and volunteers including the Harrisburg Symphony Society to build a robust, sustainable development program aligned with the Symphony's artistic and institutional goals.

A successful candidate will demonstrate a thorough knowledge of industry best practices, impeccable written and verbal skills, leadership, and the ability to thrive in a collaborative, fast-paced performing arts environment. A hybrid work schedule is available; attendance at concert weekends is required. Knowledge of classical music and familiarity with the Harrisburg philanthropic community are preferred.

The Symphony produces thirty concerts annually, operates three youth orchestras, and delivers in-school residencies and workshops across Central Pennsylvania. The organization will celebrate its 100th anniversary season in the 2030-2031 Season. Annual contributed revenue totals approximately \$2 million across individual, corporate, foundation, and government sources.

Key Responsibilities

Revenue Strategy & Accountability

- Prepare contributed annual and long-term revenue goals and forecasts, ensuring disciplined pipeline management and performance tracking.
- Develop and execute annual and multi-year fundraising strategies aligned with institutional priorities and growth opportunities.
- Prepare and present clear, data-driven reports for leadership and the Board, highlighting progress, risks, and opportunities.

Major Gifts & Philanthropic Leadership

- With Executive Director, manage and grow a portfolio of major gift prospects and donors, with a focus on five-, six-, and seven-figure capacity relationships.
- Lead strategy for donor cultivation, solicitation, and stewardship, securing leadership gifts that advance both annual and long-term priorities.
- Partner with the Executive Director, Music Director, and Board members on donor strategy, solicitation planning, and high-level asks.

Board & Volunteer Fundraising

- Serve as strategic advisor and staff lead to the Development Committee.
- Coach, equip, and hold Board members accountable for meaningful participation in donor cultivation and solicitation.
- Leverage the Harrisburg Symphony Society and other volunteers as effective ambassadors and fundraisers.

Institutional & Campaign Readiness

- Strengthen the Symphony's major gift infrastructure, positioning the organization for future campaign activity tied to its 100th anniversary.
- Collaborate across departments to align fundraising messaging with artistic vision, education programs, and community impact.
- Identify and pursue opportunities for transformational gifts, naming opportunities, and long-term philanthropic investment.

Team Leadership & Operations

- Lead and mentor the Development Associate; provide dotted-line supervision of Patron Services Manager.
- Ensure best-in-class fundraising operations, including CRM integrity, donor communications, and stewardship systems.

Qualifications & Attributes

- **Diplomacy:** Navigates diverse stakeholders and organizational levels with professionalism and tact.
- **Time & Priority Management:** Balances competing deadlines and focuses on high-impact work.
- **Planning & Organization:** Uses efficient, practical systems to drive productivity and results.
- **Leadership & Collaboration:** Inspires confidence, builds trust, and works effectively toward shared goals.
- **Donor Focus & Accountability:** Anticipates donor needs and takes ownership of outcomes.

About the Harrisburg Symphony Orchestra

The Harrisburg Symphony Orchestra was founded in 1931 and is now in its 96th season at the Forum Auditorium in Harrisburg, PA. The fully professional ensemble performs under the direction of Tony Award-winning Music Director and Conductor, Stuart Malina. The Symphony also presents an extensive music education program that includes concerts for school age children, in-school residencies, and the Harrisburg Symphony Youth Orchestras, which are comprised of approximately 190 elementary, middle, and high school students. The Harrisburg Symphony is governed by a 24-member Board of Directors and receives additional philanthropic support from the Harrisburg Symphony Society.

Leadership

David B. Skerpon, Board Chair

David B. Skerpon is Senior Vice President of Sales and Marketing at Capital Blue Cross. A longtime Central Pennsylvania resident, he has held leadership roles on numerous nonprofit boards and campaigns. Skerpon has received multiple regional and statewide honors for his leadership and service to the arts and community, including recognition from Central Penn Business Journal, Leadership Harrisburg, Theatre Harrisburg, and *City & State PA's Pride Power 100*.

Stuart Malina, Music Director

Maestro Malina is in his 26th season as Music Director of the HSO. Internationally recognized for his versatility and engaging artistry, he has guest-conducted widely, toured internationally, and performed as both conductor and pianist. He is a Tony Award recipient for his orchestration work on *Movin' Out*. Malina holds degrees from Harvard University, the Yale School of Music, and the Curtis Institute of Music.

Matthew Herren, Executive Director

Executive Director Matthew Herren has led the HSO since July 2020, guiding the organization through the pandemic and into a period of financial stability and growth. Previously, Herren served as Executive Director of the Symphony of Northwest Arkansas (SoNA), where he oversaw major increases in revenue, partnerships, and the establishment of a seven-figure endowment. He is a graduate of The Juilliard School and has an extensive performance and administrative background.

Compensation & Benefits

- Starting salary: **\$80,000–\$90,000**, commensurate with experience
- 3% retirement contribution
- Medical, life, and disability insurance
- Hybrid work environment
- Anticipated start date: **June 1, 2026**

How to Apply

Please send a cover letter and résumé to jobs@harrisburgsymphony.org.

The Harrisburg Symphony Association is an equal-opportunity employer and does not discriminate based on race, color, religion, gender, sexual orientation, age, national origin, marital status, political affiliation, disability, genetic information, parental status, or military service. The HSA provides reasonable accommodations for qualified individuals with disabilities and is committed to fostering an inclusive and respectful workplace.