

# PHILADELPHIA Ballet

## Chief Development Officer | Philadelphia Ballet Philadelphia, Pennsylvania

### **Philadelphia Ballet Overview**

When Barbara Weisberger founded Philadelphia Ballet – formerly the Pennsylvania Ballet – in 1963, it was her dream, fostered and encouraged by the great George Balanchine, to not only bring the best in dance to Pennsylvania but to find local talent and develop those artists into world-class performers.

Weisberger's dream was not only realized, but fulfilled time and again over many decades as the Company thrived, first under her astute direction and later with a number of esteemed directors, including Benjamin Harkarvy, who had worked extensively throughout Europe, Robert Weiss and Christopher d'Amboise, both of whom danced under Balanchine at New York City Ballet, and Roy Kaiser, who had been a successful dancer with Philadelphia Ballet before taking the reins as artistic director for nearly 20 years.

With Angel Corella's appointment as the new artistic director in 2014, the Company moved into its next, exciting stage of development. Corella's experience and accomplishments, both as a dancer and director of his own company in Spain, have helped Philadelphia Ballet embody the increasingly diverse and broadening landscape of dance. This evolution is best reflected in the extraordinary breadth of works being performed by the Company as well as the increased interest from dancers around the world seeking to join Philadelphia Ballet's ranks

Under Corella's direction, the Company has danced with renewed vigor and excitement embraced by critics and audiences alike. Looking to keep his eye on a bold new future, without losing sight of a rich and celebrated past, Corella aims to program ballets that honor the Company's Balanchine roots, along with full-length classics in which he once excelled as a performer, internationally recognized contemporary works, and electrifying new commissions by choreographers both established and emerging. During Corella's tenure, Philadelphia Ballet has seen increases in audience and donations and has significantly raised its national and international profile.

As Philadelphia Ballet continues to fulfill its Founder's dreams on stage, it also strives to share the joy of dance throughout its community. Philadelphia Ballet II, Philadelphia Ballet's talented second company, performs across the region, introducing dance to new audiences, while the School of the Philadelphia Ballet helps shape the next generation of performers by offering the finest in dance education. And, not to be overlooked, the Company's community engagement programs work to connect people from all walks of life to their own dreams of dance, whether carried out in theaters, Philadelphia Ballet studios, or schools, community centers, and health facilities throughout the area.

Philadelphia Ballet has been making dance dreams come true for over 60 years, and it intends to continue that most privileged tradition well into a future that has never looked brighter.

### **Context for Recruitment & Role Summary**

Philadelphia Ballet has undergone an inspiring transformation during the past several years and is poised to become one of the world's preeminent ballet companies. Under visionary Artistic Director Angel Corella, Philadelphia Ballet has catapulted to international prominence, energizing audiences, driving increased ticket sales, drawing out-of-market patrons from New York City and elsewhere, and eliciting invitations for the Company to tour abroad. Today's Philadelphia Ballet is renowned for its athleticism and grace, for innovative programming, for a School that nurtures and inspires hundreds of students each year, and for community engagement programs that reach thousands throughout Greater Philadelphia.

Chief Executive Officer Shelly Power's arrival in 2018 marked a new era for prudent and responsible Company management. She has brought a bold determination to achieve unprecedented growth throughout the organization, and she has outlined a strong set of values and strategic priorities that are securing a more sustainable future. Philadelphia Ballet has choreographed a strategy to ensure that generations of Philadelphians and audiences from around the world continue to be inspired by the Company's extraordinary artistry. From beloved classics to contemporary masterpieces to cutting-edge world premieres, Philadelphia Ballet is helping to define the landscape and what it means to be a world-class ballet company.

Corella and Power, in enthusiastic partnership with the Board of Trustees, are leading Philadelphia Ballet to extraordinary new heights – empowering dancers, students, and the Philadelphia community through performance, education, and opportunity. Through their leadership, Philadelphia Ballet has advanced an ambitious strategic plan featuring the following: building a world-class center for dance that reflects the Company's excellence and shines as a beacon in the heart of Greater Philadelphia; investing in the artists and repertoire to build the Company's international reputation; expanding School offerings to train and empower the next generation of dancers; engaging more people of all backgrounds through enhanced education and community engagement programs, and dedicated community spaces; serving as a catalyst and cornerstone of the economic and cultural revitalization of Philadelphia's North Broad arts corridor; and establishing long-term financial wellness. Philadelphia Ballet is about to chart the next phase of its strategic plan, with financial stability as a central priority.

The center of Philadelphia Ballet's \$45 million *Building Joy* capital campaign is a five-story 43,000-square-foot expansion that completes the Company's home on North Broad Street. This welcoming, dynamic, and comprehensive center for dance positions Philadelphia Ballet as a model for the performing arts in the 21st century by welcoming families, students, and the public to varied experiences that engage and inspire. It enhances Philadelphia Ballet's ability to attract and retain world-class dancers and recruit talented students from the tri-state area, across the United States, and around the world, while also increasing capacity to produce works that expand opportunities for choreographers, dancers, and audiences to experience a range of world-class repertoire. The expansion will foster more training, performance, and career-building opportunities for young artists; future practitioners in production, wardrobe, and lighting; and aspiring arts administrators. With the grand opening in September 2026, the expansion reinforces Philadelphia Ballet's role as a vibrant cultural institution, driving economic growth on the North Broad Street corridor and ensuring the Company's stability for years to come.

Amid this compelling, forward-looking story of visionary leadership and commitment to audiences, artists, and community, Philadelphia Ballet seeks candidates for the role of Chief Development Officer (CDO). Reporting to the Chief Executive Officer, the CDO is the lead executive responsible for growing Philadelphia Ballet's base of individual and institutional support, and continuing to drive an organization-wide, major-gifts-focused fundraising culture. The CDO oversees all aspects of a full-service fundraising enterprise, including individual giving, endowment, planned giving, corporate and foundation relations, events and stewardship, development communications, and development services; the Development Department comprises approximately 14 positions overall. The Company recognizes the importance of a strong and complete Development Department, and this leader will be empowered to assess and optimize the organizational structure and functional alignment of the team in consultation with the CEO. The CDO works closely with enterprise-wide marketing and communications to refine and streamline all external messaging related to fundraising, audience development, public relations, patron services, and digital presence. The CDO will partner with the CEO to create a development plan reflecting the broader strategic goals of Philadelphia Ballet.

The CDO will provide strong strategic leadership and long-term planning for the continuous improvement of fundraising performance as well as active financial oversight to ensure revenue goals are met and aligned with capital, programmatic, and operational needs. The CDO will be a

thought partner to senior colleagues in appropriately balancing Philadelphia Ballet's artistic vision with actionable fundraising priorities and achievable plans for execution.

### **Candidate Profile**

Philadelphia Ballet will consider a broad range of backgrounds. The ideal candidate will align with the following:

### **Required Education & Experience**

- Minimum of 10 years of professional experience leading a comprehensive fundraising program including major gifts, annual giving, corporate sponsorships, grants, and special events in a nonprofit organization (preferably performing arts) with a demonstrated record of success.
- Proven track record of achieving ambitious revenue targets in a highly competitive environment, as well as creating new programs and/or reinvigorating existing programs.
- Experience in a senior-level role in a high-impact fundraising campaign, strategic rebranding efforts, and constituency development initiatives from planning to implementation to management and successful conclusion.
- Demonstrated ability to provide management oversight, leadership, and direction with at least five years of significant supervisory experience, including experience creating and managing a budget.
- Confidence and proficiency using a donor database (preferably Tessitura) and operating within the Microsoft environment
- Bachelor's degree or equivalent relevant work experience required; Certified Fund Raising Executive (CFRE) certification a plus.

### **Required Competencies**

- Ability to authentically represent Philadelphia Ballet's mission and goals with a broad and diverse donor base.
- Effective leadership skills, including emotional intelligence, ability to motivate teams, strong orientation to give and receive feedback, passion for fostering a positive team culture, and capacity to manage self and others during stressful situations.
- Creative problem-solving ability focused on solutions and clear decision making.
- Excellent communication, collaboration, and relationship-building competencies, as well as the situational awareness to navigate complex stakeholder dynamics.
- Dedication to establishing and maintaining effective and productive working relationships within a diverse and multicultural environment; capability to individualize leadership — meeting staff where they are, listening actively, and supporting each team member's growth and success.
- Positive attitude, flexibility, adaptability, initiative, resilience, and an exceptional work ethic.
- Ability to manage multiple priorities in a dynamic environment and to collaborate well with others across all functional areas.
- Wherewithal to take appropriate steps to promote and enforce safe work practices within each area of responsibility in accordance with policies and protocols.

### **Philadelphia Ballet Values**

- Respect
- Responsibility
- Resilience
- Innovation
- Inspiration
- Inclusivity

The annual base salary for this role is expected to range from \$200,000 to \$300,000, commensurate with experience.

**Equal Opportunity Statement**

Philadelphia Ballet is committed to the principles of equality in employment. The Ballet complies with all applicable federal, state and local laws, and Federal Executive Orders, and provides an equal opportunity in employment for all qualified persons. We prohibit discrimination in employment based on characteristics protected by applicable law, including race, ethnicity, creed, color, national origin, ancestry, citizenship status, religion, age, sexual orientation, gender, gender identity or expression, familial status, pregnancy, domestic or sexual violence victim status, disability, service in the armed forces of the United States, or an individual's status as a covered veteran.

Download the full position description via the following link:

[dsgco.com/search/23210-phila-ballet](https://dsgco.com/search/23210-phila-ballet)

Philadelphia Ballet has retained the DSG Fundraising & Advancement Practice of DSG Global to assist in this confidential search process. Inquiries, nominations, and applications (current resumes and cover letters) may be submitted via the following link or directed to the leader of the search team:

[talent-profile.dsgco.com/search/v2/23210](https://talent-profile.dsgco.com/search/v2/23210)

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