Opportunity Profile

Executive Search for:

Development Director

SDSO
SOUTH DAKOTA SYMPHONY ORCHESTRA
DELTA DAVID GIER, MUSIC DIRECTOR

Guided by Sagency
www.sagencytalent.com
Development Director
South Dakota Symphony Orchestra
Sioux Falls, SD

About the South Dakota Symphony Orchestra

The South Dakota Symphony Orchestra (SDSO), based in Sioux Falls, South Dakota, is a 100-year-old institution and the state's premier performing arts organization with the Washington Pavilion as its home. The SDSO curates a diverse collection of orchestral offerings each season through classical and pops concerts, as well as chamber music, appealing to audiences from the very experienced to first timers. To reach as many people as possible, orchestra concerts are livestreamed free of charge, and a robust digital library includes virtual recitals, music education videos, and podcasts. Artistically, the SDSO is led by Maestro Delta David Gier, who has guided the orchestra to new heights and national recognition.

The SDSO is nationally recognized as a driver for how an orchestra engages with its community. The 65-member orchestra includes nine full-time musicians who make up the Dakota String Quartet and the Dakota Wind Quintet. These two ensembles perform over 100 times annually in schools, hospitals, senior living communities, behavioral health, and community centers throughout the region. The SDSO’s award-winning Lakota Music Project has been nationally recognized as a model of cultural understanding and is the flagship community engagement program of the SDSO. With the Lakota Music Project as a foundation, the SDSO has fostered additional programs to embrace classical music as a medium for shared understanding. The SDSO is an organization striving to live equity, belonging, diversity, and inclusion, and to empower its many constituents to contribute and foster its growth.

The SDSO supplements the appreciation for the arts in the community with a variety of education and engagement programs including the South Dakota Symphony Youth Orchestra, Young People’s Concerts, the Music Composition Academies, and music enrichment opportunities in the classroom and for children in need.

The SDSO is now looking to add the role of Development Director to its team to continue its growth across the state and build support through deeper engagement with new and existing donors. The Development Director will implement the
development plan and actively fundraise to increase revenue through enhanced relationships with donors, corporate sponsors, and institutional funders. This will be an exciting opportunity for someone who is passionate about the arts and bringing music to the broader community through the philanthropic support of others. The ideal candidate will be a self-starter, results-oriented, fulfilled by engaging with others, and a thought-partner with the Executive Director on the optimization of the fundraising strategy.

The relevant experience to carry out the key accountabilities of the position include Donor Portfolio Growth and Engagement, Corporate Partner Relations, Board Relations, and Brand Ambassadorship and Advocacy. The Development Director will consider all revenue streams to grow donor support including appropriate key stakeholder partnerships, major gifts, annual campaigns, fundraising events, grants, in-kind gifts, and discussions around planned giving.

KEY RESPONSIBILITIES TO ACHIEVE SUCCESS

The Key Accountabilities for the position include but are not limited to the following:

**Donor Portfolio Growth and Engagement**

Cultivate, solicit, and steward new and existing donors, using effective donor segmentation and the fundraising principles identified in our strategy.

**Corporate Partner Relations**

Identify and cultivate new corporate donors through proactive research and purposeful calls-to-action.

**Board Relations**

Engage the Board of Directors, its relevant committees, and the Advisory Board by building trusted relationships, leveraging experience, perspective, and networks, and inviting others to participate in the growth of the organization.

**Brand Ambassadorship and Advocacy**

Serve as a public voice for the mission of SDSO to increase brand awareness and ultimately increase revenue from multiple sources.
IS THIS ROLE THE RIGHT FIT FOR YOU?
The ideal candidate for the position will match as many of the qualifications as possible listed in the bullets below:

- Passion for the arts and South Dakota Symphony Orchestra’s impact across the state
- High levels of emotional intelligence to build trust and get results through collaboration and connection
- Passion to serve and help others maximize their community impact
- Ability to hold self accountable to commitments, actions, and goals
- Exceptional interpersonal skills, effectively communicating, building rapport and relating well to all kinds of people
- Must be able to work well with a wide variety of individuals
- Treat others fairly, regardless of personal biases or beliefs; diplomacy in interactions, ultimately conducting business in a manner that supports the mission
- Some travel required
- Bachelor’s degree required; preferred emphasis in fundraising, marketing and communications, public relations, or business.
- Minimum of five years of community outreach experience with exposure to multiple fundraising functions and funding streams
- Supervisory experience preferred

COMPENSATION & BENEFITS
SDSO offers a comprehensive compensation package including:

- Competitive salary based on experience starting at $70,000
- 3% match on Simple IRA contribution
- Health insurance package
- Vacation/Sick/Personal Days
- Ten Paid Holidays
THE SEARCH

Sagency, an executive search and leadership consulting firm, has been retained by SDSO to conduct this search for their next Development Director. Sagency consultants will review and evaluate all interested parties to help our client review a final group for consideration.

The search will be conducted in a professional manner and all potential candidates will be given consideration by the search firm and SDSO. Candidate conversations and information will be handled with great discretion and confidentiality. Sagency and SDSO are equal-opportunity employers.

If after reading this Opportunity Profile, you feel that your experience, skills, and passion are a good match for the organization and this role, we would like to engage with you. Please read below for the first part of the application and selection process.

The first five steps of the application and selection process:

Step 1: Interested candidates complete the online application, which can be found at APPLY - SDSO Development Director Role
  - Upload your resume and cover letter.
  - The online application will be posted until the position is filled.

Step 2: A Sagency Executive Search Consultant may schedule an initial phone call with qualified applicants.

Step 3: A Sagency Executive Search Consultant will schedule a 60-minute interview with specific candidates.

Step 4: If you are selected and choose to move on to interviews with the search committee, you may be asked to complete an online assessment.

Step 5: First-round interviews with SDSO.

Please get in touch with Tami Kilzer at 701.371.3324, tami@sagencytalent.com, with any questions or inquiries. Thank you for your time and your interest in this role.