

Chief Development Officer
The Washington Ballet
Washington, District of Columbia
washingtonballet.org

Send Nominations or Cover Letter and Resume to:

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The Opportunity:

Located in our nation's capital, The Washington Ballet (TWB) is one of the world's preeminent ballet companies and ballet schools. Like Washington, D.C., TWB is vibrant and diverse — worldly, yet singularly American. The Chief Development Officer (CDO) is an exciting opportunity to oversee and elevate TWB's philanthropy in anticipation of a capital campaign that will change the trajectory of the company and school.



Reporting to the Managing Director, the CDO will be a visionary leader responsible for building a best practice development program and managing and growing a team, currently four fundraising professionals, who are pivotal in expanding the base of support and realizing the full giving potential of TWB's community. The CDO will serve as the principal individual giving fundraiser and shall have demonstrated experience soliciting and closing major and planned gifts from high-level donors and volunteers. Ideal candidates must possess superior communications skills, emotional intelligence, and an energetic spirit, while having the ability to work collaboratively and diplomatically with experienced staff and dedicated volunteers to support TWB's mission. The best-matched candidate will have professional experience in arts organizations or a strong appreciation for the performing arts.

The Washington Ballet

The Washington Ballet (TWB) is a hometown ballet on the national stage that grew out of the success of The Washington School of Ballet, founded in 1944 and directed for years by legendary dance pioneer Mary Day. The Company was established in 1976 with Ms. Day's singular vision clearly illuminated: to create a stellar institution of teaching, creating, and enlightenment through dance.

TWB's professional [company](#) consists of world-class dancers forming an ensemble core with apprentices under the directorship of Julie Kent. A pioneer of diversity in dance, TWB company dancers come from 15 countries. Together they perform a wide variety of works from the classical choreography of Marius Petipa and George Balanchine to contemporary pieces by Christopher Wheeldon, Jiří Kylián, Hans van Manen, Twyla Tharp, and Mark Morris to new creations by Alexei Ratmansky and Justin Peck.



Every year the professional and studio companies bring productions of the highest caliber to stages throughout the capital region including Harman Center for the Arts at the Sidney Harman Hall, the John F. Kennedy Center for the Performing Arts, the Warner Theatre, and Town Hall Education Arts Recreation Campus (THEARC).

Artistic Director [Julie Kent's](#) long-term vision is to elevate the prominence of TWB as a world-class ballet company in the nation's capital. Her commitment to the development of both the dancer and the art form is fulfilled through presentation of beloved classic 19th-century ballets and landmark 20th-century works while reaffirming a commitment to commissioned works that will contribute to the evolution of ballet and its relevance in our times. TWB's three-part mission: ensuring excellence in its professional performance company; growing the next generation of dancers through its school, professional training division, and [Studio Company](#); and serving the community in which it resides through community engagement programs will continue to propel TWB to a more prominent place within the nation's capital and beyond.

Diversity in choreographers has been a fundamental tenet in the TWB artistic decisions to nurture and present choreographers with fresh interpretation of classical ballet repertoire while also presenting classical iconic choreographers and works. In a review of [TWB repertoire](#), a combination of classics and exciting new works and themes is evident.

The Washington School of Ballet

Co-founded in 1944 by the late Mary Day and Lisa Gardiner, [The Washington School of Ballet](#) (TWSB) is recognized nationally and internationally for its classical training and dedication to excellence in dance and dance education. TWSB's mission is to be the national model for equity in ballet training by ensuring parity. TWSB removes barriers to access ensuring its sports-based youth development and training program is available to all.

TWB has a responsibility to exemplify diversity and make dance inclusive, accessible, and equitable. It is the only company in the country that operates a world-class ballet school in a low-income neighborhood, impacting young people's lives and creating leaders of the future. The school trains nearly 2,000 students of all races and cultures studying at campuses across D.C.: the Northwest Campus studios on Wisconsin Avenue and the Southeast Campus housed at the Town Hall Education, Arts and Recreation Center (THEARC) also known as TWSB SE, while the Joseph C. Coleman Studios at Cathedral Commons serves as an additional NW campus.



TWSB serves as a national model for equity in ballet training — nurturing the next generation of talented dancers from non-traditional backgrounds and underserved communities. Through [scholarships](#) and [community partnerships](#), TWSB diligently practices the art of access — offering opportunities for D.C. residents to experience firsthand the transformative power of ballet. These programs have served over 70,000 children and thousands of adults since their inception in 1999.

In addition to gaining dance skills, students who participate in these programs develop critical life skills, including discipline, perseverance, responsibility, and increased self-esteem and confidence, which benefit them not only in the studio, but also at school, in family life, and in the community.

Students participating in dance programs routinely outperform those without on standardized testing. TWB strives to measure the impact of our classes, performances, and community engagement by collecting both quantitative and qualitative data. The overarching program goal with our in-school residencies is to cultivate creativity, collaboration, confidence, and higher academic achievement by integrating movement and dance into core curriculum classes.

Diversity and Inclusion

TWB is committed to increasing opportunities and access for all youth who wish to study ballet at a high level. The professional company includes dancers from diverse racial and ethnic backgrounds, representing 15 nationalities. As the ballet company of the nation's capital, TWB is committed to reflecting the community it serves.

Chief Development Officer

Reporting to the Managing Director, the Chief Development Officer will be a key member of the TWB Senior Executive Team and will oversee all aspects of the Development program to grow a \$5 million annual fundraising program. The CDO will be an experienced and motivated professional responsible for identifying, cultivating, soliciting, and stewarding major and principal gift prospects and donors, including board members and corporate and institutional partners.

The role will include responsibility for assisting the Managing Director in the design of budgets and strategies that focus on a positive return on financial investments that are consistent with the organization's overall artistic and business objectives.

Responsibilities

- Foster a culture of philanthropy that fully engages various constituencies and stakeholders in a deep and meaningful way.
- Produce a comprehensive annual development plan that sets goals and budgets for individual and institutional giving programs.
- Serve as principal gift officer to a select high-net-worth group of donors and prospects.
- Partner with the Managing Director, Artistic Director, Board Development Committee, Development Team, and others to develop and execute strategies to increase individual major gifts, planned gifts, corporate sponsors, institutional funding, and government support.
- Actively work to build donor pipeline for corporate, foundation, and individual giving.
- Develop and refine the systems and processes that will support the infrastructure for increased fundraising activities.
- Working with the Managing Director, the Chair of the Board, and Governance/Nominating Committee to advance Board Director prospects and nominees through the nominating process.
- Work with the Managing Director and Board leadership to create and lead major fundraising campaigns to support Ballet strategic priorities, including the staffing and management of an anticipated capital campaign.



Qualifications

- Possess at least seven to 10 years of proven success in major gifts fundraising, some capital campaign experience preferred, and direct experience in managing staff, as well as:
- A sincere and genuine interest in supporting the philosophy and mission of The Washington Ballet and The Washington School of Ballet.
- Excellent verbal and written communications skills, along with excellent organizational skills and a collaborative mindset.
- Direct experience in managing special events.
- A confident and accommodating management style and be a sophisticated diplomat who can communicate issues to executive staff when appropriate.
- Detail-oriented, resourceful, flexible, and agile working style.
- Willingness and ability to work evenings and weekends.
- Knowledge of Tessitura software.

Leadership



Patrick Mühlen-Schulte
Managing Director

Patrick Mühlen-Schulte leads The Washington Ballet’s administrative team. Patrick has worked as a senior arts administrator in major performing arts companies and venues in the United States and Australia. Prior to joining the U.S. arts management sector, he worked in New York as a corporate business development manager and external and legal affairs executive with Marsh & McLennan, a global financial services and consulting firm. He has an extensive background as a Senior Advisor and Chief of Staff in the Australian government and political sector, leading teams in finance, international trade, and cultural portfolios. Patrick holds a juris doctor with honors from the University of Technology, Sydney, and a Bachelor of Arts with honors from the University of Sydney, majoring in music and political science.



Julie Kent
Artistic Director

Julie Kent became the Artistic Director of The Washington Ballet in July 2016. She is the longest-serving ballerina in American Ballet Theatre’s 82-year history. She began her dance training with Hortensia Fonseca at the Academy of the Maryland Youth Ballet in Bethesda, MD, and attended summer sessions at American Ballet Theatre II and the School of American Ballet before joining American Ballet Theatre as an apprentice in 1985. In 1986 she became a member of ABT’s corps de ballet.

Julie starred in the Herbert Ross film *Dancers* in 1987 opposite Mikhail Baryshnikov. She was appointed a Soloist with ABT in 1990 and a Principal Dancer in 1993, the year in which she became the first American to win the Erik Bruhn Prize in Toronto and was named one of *People Magazine*’s “50 Most Beautiful People.” During Julie’s long performing career, she has acquired a vast repertoire dancing over 100 ballets, including all of the major classical, dramatic, and neo-classical roles.

Since Julie arrived at The Washington Ballet, she has brought important classical and contemporary masterworks into the repertoire, including her and Victor Barbee’s own critically acclaimed staging of *The Sleeping Beauty*, described by *New York Times* former chief dance critic Alastair Macaulay as “one of the world’s finer Sleeping Beauties.” Julie’s steadfast commitment to the development of artists, rising choreographers, and the creation of arts education initiatives that benefit the community of our nation’s capital, showcase her dedication to creativity, expression, and to propelling ballet forward into the 21st century.

Procedure for Candidacy

Lindauer, a global search and talent firm, has been retained to conduct this search on behalf of The Washington Ballet. Consideration of candidates will continue until the position is filled.

Candidates should submit, in confidence, a resume and cover letter. Communications, nominations, applications, and inquiries concerning this search should be directed to Carmel Napolitano, Vice President at cnapolitano@lindauerglobal.com or Andrew Machado, Consultant at amachado@lindauerglobal.com.

Prior to submitting your resume for this position, please read it over for accuracy. Lindauer does verify academic credentials for its candidates, and our clients frequently conduct background checks prior to finalizing an offer.