



**SHAKESPEARE**  
THEATRE COMPANY

Senior Director of  
Development  
Washington, DC



Creating, preserving and promoting classic theatre—ambitious, enduring plays  
with universal themes—for all audiences



Search conducted by  
Development Resources, inc.  
[www.driconsulting.com](http://www.driconsulting.com)

# The Organization

Recipient of the 2012 Regional Theatre Tony Award, the Shakespeare Theatre Company is the leading premier classical theatre company in the nation. STC has staged more than 150 innovative productions, bringing them to vibrant life in a provocative, imaginary, and widely accessible style that connects classic dramas of universal significance to the modern human experience. Focusing on works with profound themes, complex characters, and poetic language—written by Shakespeare, his contemporaries, and the playwrights he influenced—STC expands the classic theatre repertoire in America for all audiences. STC has entertained more than 2.5 million audience members, offered high-impact arts education and community engagement programs, and provided a home for today’s leading classical artists and a training ground for the next generation.



## Performance

Located in downtown Washington, D.C., STC performs in two theatres, the 451-seat Lansburgh Theatre and the 774-seat Sidney Harman Hall. Considered a “critical and popular success” (*The New York Times*) for its reinterpretations of Shakespeare’s plays, STC has also illuminated classical texts by Euripides and Ben Jonson, as well as modern masterpieces by George Bernard Shaw, Oscar Wilde, Eugene O’Neill, Henrik Ibsen and Tennessee Williams. Since 1987, STC has won 85 Helen Hayes Awards and earned 395 nominations for outstanding theatrical achievement.



## Community Engagement

STC has helped to revitalize both the Penn Quarter and Capitol Hill neighborhoods and drive an artistic renaissance in Washington, D.C. The community programs Free For All and Free Will expand theatre access by giving tens of thousands of residents a chance to enjoy a free theatrical production all year long. Happenings Happy Hours extend the opportunity by offering free evening performances by local artists that connect, overtly or subtly, with STC’s season. Creative Conversations create space for audiences to investigate and respond to works onstage.

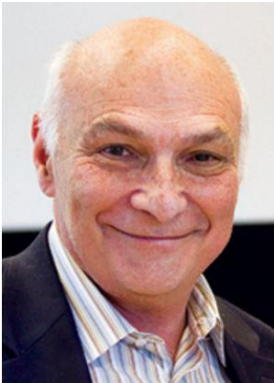


## Education

STC believes that anyone, regardless of age, socioeconomic status, or background, should have the opportunity to enjoy and participate in the performing arts. Its educational offerings deliver on this belief in program that range from elementary and high school collaborations to Master Acting Classes and the Academy for Classical Acting, a one-year master’s program at The George Washington University.

# The Culture

At the Shakespeare Theatre Company, artists and administrators alike share an impassioned respect for the power of artistic excellence to engage, entertain, and enliven audiences—and to forge community among them. STC is proud of its contributions to local DC neighborhoods and of helping to attract visitors to them from around the world. Under the leadership of award-winning Artistic Director Michael Kahn and of Executive Director Chris Jennings, STC marries its faith in the arts with rigorous analysis of the partnerships and programs through which it can best bring them to ever-widening audiences. The Senior Development Director will join this effort, creating data-based fundraising plans that advance the Shakespeare Theatre Company and the engagement of local, national, and international communities with the classic drama that it creates, preserves, and promotes.



## Artistic Director Michael Kahn

Michael Kahn, member of the Theater Hall of Fame, has won numerous awards and accolades in a career that has spanned off-off-Broadway to Broadway and opera, ranged across theatre, film, and radio, and culminated in his influential legacy at STC. Since 1986, Kahn has guided what began as the Shakespeare Theatre at the Folger Shakespeare Library to national prominence as an independent company. In his first three seasons with the theatre, he directed landmark productions that earned 3 Helen Hayes nominations. He won his first Helen Hayes Award for Outstanding Director for *Twelfth Night*. Some of Kahn's most acclaimed productions include *Measure for Measure*, *Showboat*, *Othello*, *Henry V*, *Old Times* (for which he won a MacArthur Award), and *Cat on a Hot Tin Roof*. At STC, Kahn has created Free for All and launched the MFA program with The George Washington University. A faculty member at New York University, Princeton University, and the Circle in the Square Theater School, his former students include William Hurt, Laura Linney, Harvey Keitel, Val Kilmer, Kevin Kline, Patti LuPone, Kelly McGillis, Christopher Reeve, and Robin Williams.

## Executive Director Chris Jennings

Chris Jennings joined the Shakespeare Theatre Company as General Manager in 2004. He currently serves on the Board of the Theatre Communications Group, DC Downtown BID, THE ARC, DC Arts Collaborative and the Penn Quarter Neighborhood Association, and is a member of the League of Resident Theatres (where he has served on AEA and SSDC Negotiating Committees) and the Mid Atlantic Arts Foundation. Jennings has also served as a panelist for the National Endowment for the Arts and DC Commission on the Arts and Humanities. Before coming to STC, he served as General Manager of Trinity Repertory Company (1999–2004) and of Theatre for a New Audience (1997–1999). A recipient of an Arts Administration Fellowship from the NEA, Jennings earned his BFA in Theatre/Music from the University of Miami and his MFA in Theatre Management from the Yale School of Drama.



**Leading Partners** • STC's leaders have made a long-term commitment to some of its most talented directors, designers, and artists, who are proud to call STC their artistic home and have helped it follow its path to prominence over the last 30 years. With a physical home in Washington, DC, the theatre counts leaders in government and the private sector as members of its record-breaking audiences and as partners and supporters in the effort to bring its programs to all.



Affiliated artists Ted van Greithuysen and Tom Story in *A Winter's Tale*



STC's Annual Gala for the Arts at Harman Hall



Attendees at Free for All



# The Opportunity

The Senior Director of Development will lead the design, development, and execution of strategies that grow a comprehensive fundraising program at the Shakespeare Theatre Company. Reporting to the Executive Director, the SDD will manage and motivate a full-time staff of 13 professional fundraisers and guide the work of consultants, volunteers, and the Board of Trustees to meet annual and campaign fundraising goals. Both the lead ambassador to many of the Theatre's most important supporters and a key member of the senior executive team, the SDD plays a critical role in sustaining the Shakespeare Theatre Company's ability to produce excellent theatre and to connect classic drama to the modern human experience.

## Specific responsibilities include:

### *Strategic Planning*

- ❖ Become fully conversant in the Shakespeare Theatre Company's mission, values, culture, history, policies, programs, key stakeholders, and finances.
- ❖ Design and implement multi-faceted, data-based strategies for a comprehensive development program that includes individual, corporate, foundation, and government giving as well as special events.
- ❖ Serve as a high-level advisor on the executive team, providing strategic input that shapes income goals and identifies opportunities for funding support.
- ❖ Serve as the internal lead on a near-term capital campaign, coordinating the work of external consultants and shaping campaign design and volunteer structure.
- ❖ Collaborate with, guide, and support STC's legal, financial, and marketing staff to ensure the effective design and execution of back-end fundraising systems and the development of effective donor-oriented communications materials.

### *Volunteer Management*

- ❖ Serve as the primary manager for the Theatre's relationships with its main constituency groups, including the Board of Trustees and the Bard Association.
- ❖ Create a plan to leverage STC's Board and high-level partners in order to identify and cultivate new high-net-worth prospects and to deepen the engagement of existing donors in the fundraising process.
- ❖ Guide and facilitate selected meetings and functions of the Board of Trustees and some of its subcommittees, including the Executive Committee, Committee on Trustees, and Development Committee.

### *Development Department Leadership*

- ❖ Engage, guide, and mentor 3 direct reports, including a Director of Individual Giving, Director of Foundations and Government Relations, and an Associate Director, in the development and execution of fundraising strategy.
- ❖ Cultivate a high-performing 13-member staff by setting ambitious goals, providing effective training and professional development opportunities, and conducting regular performance reviews.
- ❖ Oversee the development of targeted cultivation and solicitation plans and take a prominent role in personally cultivating and soliciting high-level and high-potential prospects.
- ❖ Direct the design, planning, and execution of events that raise funds for the Theatre and/or further its cultivation of donors.
- ❖ Ensure the ongoing evaluation and development of effective fundraising systems, including memberships, recognition opportunities, and gift acknowledgement policy.
- ❖ Generate, monitor, and manage the annual development department expense budget, producing periodic reports for the Executive Director and Board.



# The Candidate

The ideal Senior Director of Development will be a keen strategist with a passion for advancing the arts in America. S/he will excel at analyzing and identifying opportunities for organizational growth and at orchestrating large teams of staff and volunteers to pursue them. The SDD will have experience forging strong relationships with diverse networks of high-level leaders, supporters, and stakeholders in an organization who come from all backgrounds and walks of life, including ideally directors and artists who participate in the fundraising process. S/he will be committed to the Shakespeare Theatre Company's mission and to becoming a key contributor to it.

## Specific Qualifications:

- ❖ At least 7-10 years of experience leading a world-class development program in a non-profit organization.
- ❖ Demonstrated ability to design and implement a set of comprehensive fundraising strategies that lead to diversified funding and sustainable growth.
- ❖ Record of personally securing 5- and 6-figure gifts from a national pool of individuals and institutions as well as government agencies.
- ❖ Experience planning for, leading, and/or participating in a successful capital campaign.
- ❖ Demonstrated ability to collaborate effectively with senior management teams, Board members, and volunteers in ways that deepened engagement in and success of a fundraising program.
- ❖ Record of building and leading a high-performing fundraising team that has achieved goals and demonstrated continuous growth.
- ❖ Experience developing and executing high-profile cultivation and fundraising events.
- ❖ Keen understanding of the evolving nature and dimensions of philanthropy, including motivations for giving and for volunteering, particularly in arts organizations.
- ❖ Evidence of the ability to balance creative thinking, strategic planning, and tactical execution.
- ❖ Exceptional communication skills, including listening, writing, and public speaking skills, with the ability to deliver compelling presentations to internal and external audiences.
- ❖ Ability to easily build trust with people of diverse backgrounds.
- ❖ Friendly, outgoing, and engaging personality in frequent interactions with the Theatre's most important supporters.
- ❖ Good judgment and integrity necessary to serve as an internal role model and brand ambassador.
- ❖ Ability to establish and balance priorities and to meet deadlines.
- ❖ Strong business and fiscal management skills.
- ❖ Ability to work flexible hours, including occasional evenings for donor events.
- ❖ Experience in an arts organization is required; experience with a performing arts organization is desirable.
- ❖ Bachelor's degree is required; B.A. in the Arts, Arts Management or Business is preferred, and a Master's Degree in Arts Management is helpful.



# To Apply



## Senior Director of Development Washington, DC

Questions, résumés, and CVs should be sent  
to [search@driconsulting.com](mailto:search@driconsulting.com)

All first round interviews for this position will take place at Development Resources, *inc.* at 1820 N. Fort Myer Drive, Suite 702, Arlington, VA 22209, (703) 294-6684, or via telephone/video conference.

The Shakespeare Theatre Company is an Equal Opportunity Employer and is seeking a diverse slate of candidates for consideration.



Search conducted by  
Development Resources, *inc.*  
[www.driconsulting.com](http://www.driconsulting.com)