

Director of Advancement

CTC is proud to be an organization where a diverse mix of talented, committed and enthusiastic people gather to do their best work. We celebrate the glorious richness of our world by cultivating Equity, Diversity, and Inclusivity as we create exceptional theatre experiences. We desire to see the diversity and amazing, expanding tapestry of our community reflected in all our programming, behind the scenes, and in our team members, board and volunteers.

CTC, one of the nation's largest, fully producing professional theatre companies for youth, is accepting applications for a Director of Advancement to play a key leadership role in managing, driving and implementing a successful plan to secure and grow our theatre's budget.

Our Director of Advancement reports directly to the Managing Director, serves on the senior leadership team and leads the development team. CTC has a dual management structure with the Managing Director and Artistic Director serving as our executive leaders, with both reporting to the board of directors.

Our Current Environment...

- CTC will be operating on a reduced budget for FY 2020-21 with earned/contributed ratios of 30/42%. The organization has an endowment with earnings contributing to the annual budget. In response to COVID-19, CTC's production season will, at minimum, be delayed. Like all theatres, CTC's leadership team continues to develop contingency plans for when and how its audiences will be able to attend shows. Our education programming is currently a combination of in-person and virtual offerings.
- For over 70 years, CTC has strived to create exceptional theatre experiences, inspiring generations to explore the wonder of their world.
- We engage professional adult actors and, in one to two shows per season, also include youth actors in the cast.
- We serve nearly 250,000 young people and families in the Charlotte region and are dedicated to creating vibrant and engaging theatre experiences, both on the stage and in the classroom. This includes grant-funded free and reduced fee education programming to families and students.
- Our performance spaces include the McColl Family Theatre (550 seats) and the Wells Fargo Playhouse (270 seats) at the ImaginOn facility, which also houses a full library for children and youth.
- Historically, we mount around 11 full-scale productions for public and school audiences, present 2-3 guest artists, mount productions for our Touring Company and provide theatre education programming.

Work with Us...

Our Director of Advancement will join CTC at a challenging time. Our new senior leader will join a seasoned team to examine our strategic plans and build a post-COVID vision for the future. The future is full of opportunities and challenges. In addition, CTC's Managing Director is retiring on August 31, 2020, but will be readily available to assist with onboarding and transition.

Lead and Direct our Fundraising and Philanthropic Strategy

- Reimagine, rethink and drive CTC's contributed revenue streams.
- Design, manage, and constantly enhance the theatre's process for an integrated approach to fund development and philanthropy that specifically targets foundations, corporations, and individuals (including major gifts and planned giving) so that short- and long-term revenue streams can be established and realized. Develop and implement a comprehensive, annual development plan.
- Serve as the theatre's ambassador, working to build and maintain strong relationships with key funders, community leaders, board members and other relationships critical to the fundraising efforts. Cultivate prospects and solicit contributions when appropriate.
- Design, implement and maintain a communications plan to ensure stewardship and donor/prospect engagement are maximized.

- Define performance measures for fundraising success and monitor/report results on a regular basis. This includes developing and managing an annual Development budget that includes revenue and expense projections by contribution category to assure annual goals are achieved.
- Provide vision and oversight to annual fundraising events led in part through our volunteer corps in ENCORE!

Board Relations

- Strategically leverage the time, talent, resources and connections of all Board members to support the fundraising strategy.
- Lead the Board's Development Committee.
- Work with the Managing Director to identify and recruit new Board candidates.

Senior Leadership Team Member

- Participate as a contributing member of the CTC's senior leadership team
- Take an organizational view of key challenges and opportunities from a strategic planning standpoint, adding insight and ideas.
- Work in tandem with other organizational leaders in support of the mission of the theatre.

What we're looking for...

- Passion and enthusiasm for the mission and vision of Children's Theatre of Charlotte. A desire to be fully part of Charlotte, North Carolina and Mecklenburg County.
- A background in the cultivation and solicitation of all contributed revenue streams (individuals, corporate, foundation, government, events) with a successful and proven track record for developing, soliciting and stewarding major gifts.
- Transparent, collaborative and confident leadership style. Driven to work with and alongside others.
- Thrives on directing, inspiring, managing, mentoring and motivating staff toward common goals and objectives.
- Unwavering commitment to equity, diversity and inclusion. Able to lead through a lens of equity, cultural awareness, and sensitivity.
- Model a high level of accountability and personal integrity; able to communicate across the organization openly and with respect.
- Exceptional interpersonal skills and the ability to develop long-term and constructive relationships with people from all segments of the community.
- Experience working with a nonprofit Board of Directors and in the nonprofit sector.
- Strong analytical and critical thinking skills, with demonstrated consistent sound judgment and decision making.
- Willing to maintain a flexible work schedule to meet demands of the position.
- Strong writing, editing and proofreading skills.

Compensation and Application Procedures

The salary will be competitive with other theatre companies of comparable stature and size. Benefits will include:

- Medical/dental/life/disability/vision insurance plans.
- Retirement Plan.
- Paid time off and holidays.

Candidates should submit a [CTC General Employment Application](#). Include a 250-word case statement of support for Children's Theatre of Charlotte. Include 1-page cover letter outlining key fundraising successes and a description of your proven leadership results.