



Director of Development Boulanger Initiative

Status: Non-Exempt Regular Part-time or Full-time (Full-time = 32 hrs per week)

Salary Range: \$50,000 - 72,000

Location: North Bethesda, MD/Hybrid

Reports to: Executive Director

About Boulanger Initiative

[Boulanger Initiative](#) (BI) is a not-for-profit organization launched in Takoma Park, Maryland in 2018 by co-founders Dr. Laura Colgate and Dr. Joy-Leilani Garbutt.

Mission: Boulanger Initiative advocates for women and all gender-marginalized composers. We foster inclusivity and representation to expand and enrich the collective understanding of what music is, has been, and can be. We promote music composed by women through performance, education, research, consulting, and commissions. You can find out more about BI's Mission, Vision, and Values [here](#), or watch [our trailer](#) to learn more about us.

Vision: We envision a future in which Boulanger Initiative becomes obsolete when women and gender-marginalized composers no longer need our advocacy.

Values: We believe in bringing communities together with respect. We focus on women and gender-marginalized composers not to create division but to build equity. Through active intersectional inclusivity, we work to end discrimination against composers, whether based on gender, race, ethnicity, age, or ability, by creating an artistic space where everyone is welcome, supported, and heard. We prioritize those with the least institutional power in all of our advocacy.

Boulanger Initiative is a fast-growing non-profit that is anticipating a year of growth as public attention to our important work in the classical music field increases.

Today, Boulanger Initiative has eleven staff members, eight board members, and an annual budget of \$420,000 which supports pivotal programs. Our organization has grown rapidly but prudently over just five years. This is a reflection of the dedication of our founders, staff, committees, Board of Directors, and the timeliness of our mission. As our audience and supporter base has grown, so too has our ability to create meaningful and long-lasting change in the music industry as demonstrated at www.boulangerinitiative.org.

Position Overview: The Director of Development is a newly created position, reporting to the Executive Director. Applicants should live in/around the D.C./Maryland/Virginia area.

The Director of Development is expected to be a major member of a deeply committed and enthusiastic team dedicated to growing the support for the organization, in support of its mission. They will be expected to significantly add to the roster of supporters through research and cultivation, while also sustaining the current relationships with existing individual and institutional donors. They will plan and implement an overall fundraising program consistent with the Initiative's needs and goals. The Director of Development will supervise team members and volunteers, and collaborate across the entire organization to plan and execute a diverse, robust fundraising program.

Duties and Responsibilities:

The Director of Development will plan, manage, and implement all fundraising strategies, goals, and activities for all development programs and campaigns.

This includes but is not limited to:

- Identify and connect to new major sources of support
- Cultivate existing relationships with funders and ensure acknowledgement of individual contributions and gifts
- Assist and motivate the Executive Director and the Board in achieving goals for the Annual Fund and other fundraising campaigns
- Staff the Development Committee of the Board and delegate tasks to the committee, other volunteers, and contracted grant writers
- Analyze data and manage cultivation tracking
- Oversee project management of all institutional grant proposals and reporting, including producing written materials and budgets as required
- Strategically oversee and manage the Development team's annual budget
- Coordinate and participate in the creation and execution of long-term strategic and endowment planning initiatives
- Serve as a spokesperson and advocate for the organization with donors and within the fundraising community
- Plan development events such as benefits and cultivation events
- Collaborate with Marketing team for messaging efforts on digital campaigns

Qualifications:

- Bachelor's degree or minimum 4 years relevant work/volunteer experience
- Excellent written and verbal communication skills
- Prior experience in fundraising and development

- Ability to work collaboratively as well as delegate effectively
- Ability to manage multiple deadlines, and the flexibility to respond quickly and imaginatively to a variety of challenges
- Dedicated and creative entrepreneurial spirit
- Ability to work with teammates in a remote environment when required
- Experience using CRM systems is a plus
- Knowledge of or a desire to learn about classical music, nonprofits in the performing arts, and diversity and equity initiatives

Working Location

BI's offices are located in The Music Center at Strathmore in North Bethesda, MD and employees follow a hybrid work schedule. This position travels frequently around the DC-Maryland-Virginia region, with occasional out-of-town travel for industry events and BI residencies.

Equal Opportunity Employer

Boulanger Initiative subscribes to a policy of Equal Employment Opportunity and will not discriminate against any employee or applicant because of race, age, sex, color, sexual orientation, physical or mental disability, protected veteran status, religion, ancestry or national origin, marital status, genetic information, political affiliation, gender identity or expression, marital status, personal appearance, sexual orientation, family responsibilities, matriculation, or political affiliation. Boulanger Initiative's employment decisions are made based on the needs of the organization and the qualifications of the applicants and employees.

Compensation: Salary range \$50,000 - 72,000

Procedure: For best consideration, please apply by February 2nd with a letter of interest and resume to jobs@amorrisonconsulting.com

