



**DALLAS
THEATER
CENTER**

2400 Flora Street
Dallas, Texas 75201

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JOB TITLE: Director of Development
DEPARTMENT: Advancement & Revenue - Development
REPORTS TO: Chief Advancement & Revenue Officer
PREPARED DATE: December 12, 2023
CLASSIFICATION: Salaried Exempt
SALARY RANGE: \$80,000 - \$90,000

MISSION STATEMENT

The mission of Dallas Theater Center is to engage, entertain and inspire our diverse community by creating experiences that stimulate new ways of thinking and living. We will do this by consistently producing plays, educational programs, and other initiatives that are of the highest quality and reach the broadest possible constituency.

EQUITY, DIVERSITY, AND INCLUSION STATEMENT

ALL ARE WELCOME!

At Dallas Theater Center, we want to be the best place to work and see theater, and to be a positive and transformational force in Dallas and beyond.

We stand up for equity, diversity and inclusion across our company and community. As a leading national theater, we recognize that building an equitable, diverse, and inclusive environment is central to our relevance and sustainability in the community we serve and love.

*For complete statement, please see final page of this posting

POSITION SUMMARY

Dallas Theater Center (DTC), a non-profit professional theater in residence at the AT&T Performing Arts Center, seeks a results-oriented, dynamic and experienced Director of Development. The Director of Development will lead relationship management for DTC, engaging, cultivating, and stewarding a passionate community of supporters invested in our mission and programs. This role is responsible for planning and supervising the theater's solicitation and collection of all contributed revenue, including cultivation and benefit-fulfillment activities. The Director will manage a three-person team engaged in donor-centered and community-based fundraising activities in support of the annual development plan. Constituents include individuals, corporations, foundations, and government entities. The position reports directly to the Chief Advancement & Revenue Officer.

KEY RELATIONSHIPS

- Chief Advancement and Revenue Officer
- Executive Director
- Development Staff (e.g., Manager of Foundation and Government Relations; Manager of Corporate Relations; Donor Stewardship Associate)

- Director of Marketing, Sales, and Communications
- Director of Public Works
- Director of Finance
- Director of EDI and People Operations
- Artistic Director
- Board of Trustees

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Develop, implement, and enhance all fundraising efforts and program initiatives for the Dallas Theater Center with a current annual goal of \$4 million.
- Establish clear standards that ensure DTC donors value the impact of their support through stewardship, donor recognition, and institutional sponsorship, with particular emphasis on the goal of donor retention.
- This position will inspire and lead a team of staff and volunteers to plan, cultivate, solicit, steward and delight donors in their investment in DTC mission.
- Create, implement, and monitor infrastructure systems that are important to shaping a robust and sustainable development program.
- Be the face and voice of DTC with the Board of Trustees and serve as staff liaison to the Development Committee and Nominating Committee.
- Collaborate with DTC's Marketing and Public Works departments (education & community engagement) to cultivate, expand and diversify an excited and engaged base for DTC.
- Perform work in a manner that is consistent with DTC's Mission, Vision, and Values.
- Be an active participant in DTC's work towards equity, diversity and inclusion and becoming an anti-racist organization.
- This position works onsite Tuesday, Wednesday & Thursdays at DTC's offices, with the option for remote work on most Mondays and Fridays. Some scheduling flexibility may be available with prior approval of the supervisor and Director of EDI & People Operations.
- Must be available on some nights and weekends, as needed.
- Other duties as needed or assigned.

This job description is not exhaustive and is subject to review in conjunction with the post holder and according to future changes/developments.

SKILLS AND KNOWLEDGE REQUIREMENTS

- A demonstrated commitment to the mission of Dallas Theater Center – to engage, entertain and inspire our diverse community.
- Broad understanding of the operations of a performing arts organization
- Proven personal track record of managing special events and prospecting, cultivating, soliciting, and stewarding gifts from individuals, corporations, and foundations.
- Strong leadership skills that include recruiting, developing, and retaining staff members/team
- Ability to multi-task
- Excellent communication and writing skills.
- Professional demeanor
- A collaborative spirit
- Excellent diplomacy skills
- Ability to be comfortable in social settings.
- Detail-oriented, including accuracy with numbers and finances.
- Demonstrated commitment to equity, diversity, and inclusion.

- An appreciator of theater and an advocate for its value for the community.

EDUCATION AND EXPERIENCE REQUIRED

- Bachelor's Degree or equivalent work experience required.
- Extensive experience in fundraising for a non-profit organization, with a strong preference toward experience in the performing arts
- A minimum of 3-5 years supervisory experience required.

PHYSICAL REQUIREMENTS

- Ability to stand or sit for extended periods of time, as job duties require.

Dallas Theater Center is an Equal Opportunity Employer (EOE). Qualified applicants are considered for employment without regard to age, race, color, religion, gender, national origin, sexual orientation, disability, or veteran status. If you need assistance or an accommodation during the application process because of a disability, it is available upon request. The company is pleased to provide such assistance, and no applicant will be penalized because of such a request.

HOW TO APPLY

Please submit resume and cover letter via email to careers@dallastheatercenter.org with **Director of Development** in the subject line.

ABOUT DALLAS THEATER CENTER

One of the leading regional theaters in the country and the 2017 Regional Theatre Tony Award® Recipient, Dallas Theater Center (DTC) performs to an audience of more than 100,000 North Texas residents annually. Founded in 1959, DTC is now a resident company of the AT&T Performing Arts Center and presents its Mainstage season at the Dee and Charles Wyly Theatre, and at its original home, the Kalita Humphreys Theater. DTC is one of only two theaters in Texas that is a member of the League of Resident Theatres, the largest and most prestigious non-profit professional theater association in the country. DTC produces a six-play subscription series of classics, musicals and new plays and an annual production of *A Christmas Carol*; education programs, including the Award-winning Project Discovery and a significant partnership with Southern Methodist University's Meadows School of the Arts; and many community collaboration efforts with local organizations. In 2017, DTC's Department of Public Works launched a groundbreaking community engagement and participatory theater project designed to deliberately blur the line between professional artists and community members, culminating in an annual pageant featuring over 200 Dallas citizens performing professional production. Throughout its history, DTC has produced many new works, including recent premieres of *penny candy* by Jonathan Norton, *The Supreme Leader* by Don X. Nguyen; *Hood: The Robin Hood Musical Adventure* by Douglas Carter Beane and Lewis Flinn; *Bella: An American Tall Tale* by Kirsten Childs; *Clarkston* by Samuel D. Hunter; *The Fortress of Solitude* by Michael Friedman and Itamar Moses; *Giant* by Michael John LaChiusa and Sybille Pearson, and many more.

As a member of The League of Resident Theaters (LORT), DTC operates under the LORT agreement with Actors' Equity, the Stage Directors and Choreographers Society and United Scenic Artists.

ABOUT THE DALLAS COMMUNITY

Dallas is a richly diverse modern metropolis in north Texas and is a commercial and cultural hub of the region. Over the years it has become a melting pot of cultures, religions and lifestyles. This important convergence of uniqueness and differences is reflected throughout the sights and sounds of the city. Dallas' authentic arts, music, food, places of worship, historic landmarks and urban lifestyle all contribute to the city's makeup. Located in the northeast corner of downtown Dallas, the Dallas Arts District is the largest contiguous urban

arts district in the nation, spanning 68 acres and 19 contiguous blocks. This iconic neighborhood has more buildings designed by Pritzker award-winning architects than any location in the world. Dallas Arts District unifies culture and commerce with integrated and exemplary artistic, residential, cultural, educational, recreational, religious and commercial life Downtown's Sixth Floor Museum at Dealey Plaza commemorates the site of President John F. Kennedy's assassination in 1963. In the Arts District, the Dallas Museum of Art and the Crow Collection of Asian Art cover thousands of years of art. The sleek Nasher Sculpture Center showcases contemporary sculpture. The Perot Museum of Nature and Science sparks the imagination through a world of scientific wonders. Performing arts venues based in the Arts District include the AT&T Performing Arts Center, Moody Performance Hall, Meyerson Symphony Center, Winspear Opera House, Montgomery Arts Theater, and the Wily Theater. These beautiful venues feature the work of such notable Dallas-based performing companies as the Dallas Opera, Dallas Symphony, Titas/Dance Unbound, Dallas Black Dance Theatre and the Dallas Theater Center as well as touring productions from across the nation. Dallas is home to six professional sports teams including the Dallas Cowboys, Dallas Mavericks, Dallas Stars, Dallas Wings and FC Dallas. It is also host to several major sporting events like the Mexico National Team, college football games, e-sports competitions and more. In addition, the State Fair of Texas which takes place for over three weeks each fall at Fair Park in Dallas is the longest running fair in the nation as well as one of the largest.

EQUITY, DIVERSITY, AND INCLUSION FULL STATEMENT

ALL ARE WELCOME!

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- **EQUITY** means recognizing that not everyone starts at the same place, addressing inequities in access and opportunity, and allowing for full and fair participation.
- **DIVERSITY** means acknowledging and respecting human qualities that are different from our own and outside the groups we are a part of or with which we are associated. These qualities include but are not limited to: ethnicity, race, color, country of origin, sex, gender, gender identity or expression, age, sexual or relationship orientation, family structure, religion, beliefs, political affiliations, experiences and ability differences.
- **INCLUSION** means honoring and accepting the gifts, backgrounds, experiences, and wisdom that every individual brings with them, so that every stakeholder feels valued by Dallas Theater Center. Our stakeholders are staff, artists, board members, donors, audiences, and community members.

We will strive to create a culture of inclusion where individuals can thrive and succeed, are able to participate in and contribute to the progress and success of Dallas Theater Center while growing both professionally and personally.

We recognize and value individual differences, and we acknowledge structural and systemic racism and other access barriers that prevent full and fair participation of people outside the dominant culture and power dynamics. We acknowledge the complexities of becoming a fully inclusive and anti-racist organization, and we accept the challenge to build an organization where full and fair participation is the norm.

We commit to providing fair treatment, access, opportunity, and advancement and to creating space for culturally diverse voices to be heard and power to be shared. Together, we are even better.