

NATIONAL REPERTORY ORCHESTRA

DIRECTOR OF DEVELOPMENT EXECUTIVE SEARCH



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MICHAEL STERN, MUSIC DIRECTOR

ABOUT THE NATIONAL REPERTORY ORCHESTRA

The NRO is a 501(c)(3) nonprofit dedicated to inspiring the next generation of classical musicians through transformative education and performance. For over 60 years, the NRO has been a training ground for the next generation of classical music leaders. Each season, we bring together 81 of the most talented young professional musicians from around the world to perform concerts and engage with the community.

Our musicians participate in a rigorous schedule of rehearsals, concerts, and educational programs — all tuition-free, with a \$10,000 merit-based scholarship awarded to each musician. This intensive experience provides them with the skills, experience, and confidence needed to step into leadership roles with major orchestras across the globe.

Beyond the stage, the NRO is deeply committed to community engagement. We offer free concerts, family-friendly performances, and interactive education programs to inspire a lifelong love of music. Through the support of our community, we continue to make classical music accessible, vibrant, and relevant to today's audiences while shaping the future of the art form.

THE ORCHESTRA

Each year, the National Repertory Orchestra attracts more than 800 applicants from the nation's leading conservatories, universities, and graduate programs. These are highly trained young professional musicians who have already dedicated years to mastering their instruments. Most are standing at the threshold of professional orchestral careers, or are in the final stages of their formal training. With their technical skills finely honed, they are looking for the intensive, real-world experience that will propel them onto the world's stages.

Applicants are drawn to the NRO because it offers something few programs can match: the chance to perform a vast amount of core orchestral repertoire at a professional pace, while learning from Music Director Michael Stern and collaborating with equally passionate peers. They hope to refine their artistry, expand their networks, and build the confidence and resilience needed to succeed in competitive auditions and professional ensembles. For many, NRO is a pivotal step — a bridge between academic study and the launch of a lifelong career in music.

IN THE COMMUNITY

The NRO plays a vital role in Summit County, enriching the region with transformative musical experiences that reach far beyond the concert hall. Each summer, the NRO brings world-class music directly into the heart of the community through free performances in public spaces, partnerships with local organizations, and accessible family programs. These efforts strengthen community bonds, spark curiosity, and inspire audiences of all ages to discover the joy of orchestral music.

A cornerstone of this impact is the work of the NRO Alumni String Quartet, which leads education initiatives designed to engage Summit County's youngest learners. Through interactive performances in schools, libraries, and day camps, the quartet introduces children to the magic of live music in fun, approachable, and inspiring ways.

NRO VALUE STATEMENT:

Both parties recognize efforts by the NRO to engage in, and be guided by, the principles of Diversity, Equity, and Inclusion. All people involved with the NRO have the right to feel safe, welcomed, included, and respected. Any behavior that does not allow others to feel safe, welcome, included, and respected will not be tolerated and may be cause for dismissal. Both parties will be held to these standards when working with each other, musicians, guest artists, staff, board, supporters, and community members.

OUR MISSION

The National Repertory Orchestra is a preeminent intensive summer music festival developing diverse, thoughtful, and socially conscious musicians through experiential learning. We inspire young musicians to be great leaders in their communities while *Changing Lives Through Music!*

OUR VISION

Breaking barriers between education, performance, and community to develop 21st century musicians.



Position: **DIRECTOR OF DEVELOPMENT**
Salary: \$85,000-\$105,000/year
Office: Full-Time
Location: Breckenridge, CO

ANNOUNCEMENT

The National Repertory Orchestra announces the opening for the position of Director of Development. **Employment to begin as early as October 5, 2026. Application deadline is Friday, August 7, 2026.**

The National Repertory Orchestra (NRO) is a nationally recognized summer music festival that prepares the next generation of orchestral musicians. Supporting the NRO's mission requires year-round philanthropic leadership. The Director of Development is a full-time, year-round position responsible for leading all aspects of fundraising, including major gifts, annual giving, grants, planned giving, and donor stewardship to ensure the financial strength and long-term sustainability of the organization. The Director of Development will work closely with staff on programming and special events and will work closely with the CEO and Board of Trustees in all development and fundraising endeavors.

Applicants must currently reside in or be willing to relocate to Summit County, Colorado; remote candidates will not be considered for this position.

The National Repertory Orchestra budget is approximately \$2,000,000 with \$1,300,000 of contributed income.

POSITION OVERVIEW

Reporting to the Chief Executive Officer, the Director of Development will work collaboratively with senior leadership to develop and implement contributed income strategies. This position will spearhead all development efforts as the NRO continues to grow and will be responsible for implementing the information technology systems to support the function. This position will work closely with all staff to efficiently and effectively set goals and build projects around our core mission – *Changing Lives Through Music*.

KEY RESPONSIBILITIES

Strategic Development & Fundraising Leadership

- Responsible for meeting all contributed, sponsorship, grant and governmental agency revenue goals as determined in conjunction with the CEO and Board of Trustees to support the NRO's current and future financial needs.
- Plan and oversee annual giving campaign strategy, budget, and implementation.



- Develop annual development goals for the NRO including a master calendar that outlines all fundraising campaigns, events and reporting deadlines.
- Review and strengthen planned giving and endowment programs to encourage legacy philanthropy, utilizing pro bono counsel as appropriate.
- Provide strategic guidance to senior leadership and Board of Trustees on all fundraising activities.
- Oversee the effective use of DonorPerfect CRM to support donor management, fundraising analytics, campaign tracking, and stewardship initiatives while ensuring the integrity of constituent data.

Donor, Foundation & Corporate Relations

- Cultivate, solicit, and steward donors to meet or exceed annual contributed revenue goals.
- Build and maintain an active portfolio of donors and prospects with capacity to make significant gifts.
- Lead all phases of the gift cycle for major donors, including identification, cultivation, solicitation, stewardship, and long-term relationship management.
- Partner with senior leadership and the Board to solicit corporate and individual sponsorships and ensure that all such sponsors are appropriately recognized and positive relationships are maintained.
- Using the Board of Trustees as a resource, continually identify and cultivate new individual, corporate, and foundation funding opportunities.
- Identify grant opportunities; write grant proposals to government, corporation, and foundation sources for education programs, concerts, special projects, and general operating support; and file all necessary reports for grants.
- Maintain strong relationships with public funding agencies such as local and state arts councils, NEA, and other governmental funding institutions.
- Utilize Windfall wealth screening software to identify high-capacity donors, strengthen the major gift pipeline, and inform strategic cultivation and fundraising efforts.

Events

- Plan and coordinate donor cultivation events, receptions, and concert hospitality opportunities to strengthen donor engagement and stewardship.
- Work closely with the CEO to accurately determine the financial goals of special events and oversee the financial success of these activities.
- Attend all concerts and special events to act as liaison to the public and participate in patron hospitality as requested.

Community Engagement

- Develop and maintain relationships with business leaders, community partners, and arts organizations to strengthen the NRO's visibility and reputation.
- Foster greater public awareness and community support for the NRO through outreach and relationship-building.
- Represent the NRO at civic, cultural, and community events, including public speaking engagements as requested.

QUALIFICATIONS

- Bachelor's degree and a minimum of five years of progressively responsible fundraising or development leadership experience in the nonprofit or arts sector.
- A commitment to the NRO's mission of *Changing Lives Through Music* and an enthusiasm for the performing arts, preferably classical music.
- Demonstrated success securing major gifts, grants, corporate sponsorships, and annual giving

support, with a proven record of achieving contributed revenue goals, including raising \$1 million or more annually.

- Experience developing and executing comprehensive fundraising strategies, including annual campaigns, major gifts, planned giving, endowment fundraising, corporate partnerships, grant writing, and special initiatives.
- Exceptional written and verbal communication skills, with the ability to persuasively communicate the NRO's mission and inspire philanthropic support.
- Proven ability to build meaningful relationships with donors, Board members, staff, musicians, community leaders, volunteers, and other stakeholders.
- Strong organizational and project management skills with meticulous attention to detail, follow-through, and record keeping.
- Ability to manage multiple priorities, think strategically, and thrive in a collaborative, fast-paced environment with a small, mission-driven team with limited resources.
- Experience using donor CRM systems (preferably DonorPerfect) and prospect research tools to manage donor relationships, analyze fundraising performance, and identify new giving opportunities.
- Demonstrated integrity, professionalism, and the highest ethical standards in fundraising and donor stewardship.
- Flexible, adaptable, self-motivated, and energized by building relationships and advancing organizational impact.

COMPENSATION & BENEFITS

- **Salary:** Commensurate with experience and performance; approximately \$85,000-\$105,000/year.
- **Bonus:** Year-end merit-based bonus structure.
- **Health Insurance:** 100% paid premium for single coverage; 70% paid premium for employee with family members and dependents (employee covers 30%).
- **Retirement:** Up to 3% match Simple IRA contribution.
- **PTO:** Unlimited PTO after first year.
- Breckenridge North parking pass provided.

TO APPLY

Interested candidates should submit a resume, cover letter, and references to info@nromusic.org with the subject line "Director of Development Application – [Your Name]."

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