

ORGANIZATION: Aperture
POSITION: Director of Development
LOCATION: New York, NY
WEBSITE: www.Aperture.org
TO APPLY: Please send cover letter and resume as one PDF to ApertureDOD@pbrsearch.com with title format "Last Name First Name – Cover Letter Resume."

BACKGROUND

Aperture, a not-for-profit foundation, connects the photo community and its audiences with each other, the most inspiring work, and the sharpest ideas—in print, in person, and online. Created in 1952 by photographers and writers as "common ground for the advancement of photography," Aperture today is a multi-platform publisher and center for the photo community. The organization publishes and presents a program of photography projects, locally and internationally, including [Aperture magazine](#); [photobooks](#); online features; [exhibitions](#); [limited edition prints](#); an annual [Portfolio Prize](#); the annual Paris Photo-Aperture [PhotoBook Awards](#); and talks, signings, and education [programs](#).

With the hire of Sarah Meister as Aperture's executive director in May 2021, the organization has begun a strategic planning process and is preparing to launch a capital campaign. To collaborate on and support this work, in addition to leading a team of five responsible for raising at least \$2.5M annually, the organization seeks an experienced, strategic, entrepreneurial fundraising generalist with a passion for the arts broadly speaking and, ideally, photography in particular.

POSITION

The Director of Development will partner with the executive director, senior staff, the board of trustees, other volunteers, and the development team to build on a track record of annual fundraising success, develop and launch an ambitious capital campaign, and find innovative and creative ways to grow annual contributed revenue and leverage Aperture's significant earned-income streams for philanthropic support. The successful director will be an excellent manager with the ability to set ambitious goals and ensure the development group has the training, tools, and support to meet them. Finally, Aperture is in a moment of evolution, and the ideal candidate will have the ability to work at a strategic organizational level, helping to set the organization's future direction and raise funds to support it.

RESPONSIBILITIES

- Partner with the executive director, the senior team, the board, and (if needed) a strategic planning consultant to define and develop Aperture's future direction; and develop a campaign case for support.
- Lead the development team to effectively engage donors, board members, collectors, and other stakeholders to achieve annual and campaign goals, generating significant revenue in support of Aperture's priorities.
- Serve as a trusted advisor to the executive director, collaborating with her on high-level solicitations across all gift types; ensure that she is appropriately engaged in development and stakeholder activities and that her time is respected and leveraged for maximum results.
- Provide clear direction and goals for the development staff; ensure they have the tools, training, support, and professional development to be effective in their roles; foster a culture of collaboration so that each area of fundraising amplifies and leverages the work of others on the team.
- Work closely with the board chair and the chairs of various development-related subcommittees of the board, set meeting agendas in consultation with the executive director and these trustees, lead these meetings, and oversee the necessary follow up.

RESPONSIBILITIES *continued*

- Manage a portfolio of top prospects and donors; cultivate, solicit, and close major and principal gifts from influential and mission-aligned donors.
- Continue to expand Aperture’s network beyond current donors and identify prospects who are excited by Aperture’s mission and particular role in advancing understanding around the democratic plurality of photography and the medium’s capacity to foster authentic connection.
- Strategically collaborate with the communications team to develop compelling materials and talking points to be used by development staff and volunteers.
- Collaborate with the board and executive director to identify, cultivate, and recruit potential trustees.
- Ensure that donors feel appreciated and engaged at the highest levels of Aperture, facilitating their connections with the executive director and senior staff, board members, artists, and other stakeholders.

QUALIFICATIONS

- At least 12 years of progressively responsible fundraising leadership and management experience, preferably in a cultural or educational institution.
- High emotional intelligence and superior interpersonal and listening skills, with a proven ability to successfully interact and collaborate with a variety of internal and external partners.
- Ability to interact effectively with the executive director and the senior team, board members, staff, donors, and other stakeholders.
- Ability to think and act strategically; a high level of comfort with complexity and nuance.
- Excellent written and verbal communication skills with the ability to effectively articulate Aperture’s mission and impact to a wide array of constituents who relate to the organization in a variety of ways.
- Background in individual and institutional giving, with demonstrated success in growing a donor base beyond an organization’s connected constituency.
- Demonstrated success meeting the goals of an ambitious capital campaign; experience developing a case for support in the context of a strategic plan is a plus.
- Experience developing and leading a goal-oriented fundraising team.
- Significant experience as a frontline fundraiser cultivating and soliciting major gifts.
- Bachelor’s degree required; advanced degree preferred.

COMPENSATION

- Minimum \$150K annually.
- Benefits include medical, life, and disability insurance, 403(b) plan, and a generous vacation policy.

Aperture is an inclusive, open environment that embraces diversity in its work and hiring practices. Aperture is an Equal Opportunity Employer and does not discriminate on the basis of age, color, national origin, ethnic origin, citizenship status, disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, marital status, veteran status, or any other characteristic protected by federal, state, or local law in its employment policies and other college-administered programs. In addition, Aperture will provide reasonable accommodations for qualified individuals with disabilities.