



“For lovers of European and American art, few museums anywhere in the United States feel as well-rounded and satisfying as the Wadsworth Atheneum.”

—*The Boston Globe*

Organization

Ranked by the Washington Post as one of the top 20 best museums in the U.S., the Wadsworth Atheneum Museum of Art (the Wadsworth) is an art museum of vital regional impact and global importance. With over 55,000 works of art, the Wadsworth's collection spans 5,000 years of human creativity from antiquity to the present. Known for its European and American art collections, the Wadsworth holds works by Michelangelo Merisi da Caravaggio, Artemisia Gentileschi, Claude Monet, and Vincent Van Gogh, as well as works by living artists including David Hockney, Kehinde Wiley, Kara Walker, Ai Weiwei, and Sean Scully among many others.

The Wadsworth is a museum of many firsts - the first in the U.S. to collect paintings by Salvador Dalí, Frederic Church, Alexander Calder, Joseph Cornell, Piet Mondrian, and others. The museum presented America's first exhibitions of Italian Baroque paintings, Neo Romanticism, Surrealism, and Minimalism, and mounted the first comprehensive Pablo Picasso retrospective in 1934. The Wadsworth was one of the first museums to house a theater and began screening movies in 1929 - seven years ahead of the Museum of Modern Art.

The museum's community access program provides barrier-free participation for more than 4,500 Hartford households, helping to fuel its visitation, which tops 100,000 guests per year. The Wadsworth is a premier lender to museums worldwide and is sought out by global arts leaders as a consortium and thought partner.

Described as “stunning and astute” by New York Times art critic Roberta Smith, the Wadsworth underwent a major renovation from 2010 through 2015. The \$33 million project renewed the museum's historic structures and added 17 new gallery spaces—nearly 16,000 square feet of exhibition space—to the building's existing city block-sized footprint for an improved visitor experience. Repair and replacement programs are ongoing. There is an emerging plan for incremental capital improvements to interior and exterior public spaces over the coming five years.

The Wadsworth has a 34-member board of trustees led by Chairman Duffield Ashmead, IV, Jeffrey N. Brown serves as Chief Executive Officer (CEO), and Matthew Hargraves serves as the Museum Director. For the fiscal year ending June 30, 2024, the Wadsworth reported a total revenue of \$11 million, with \$5.8 million from contributions and grants, \$900,000 from program services, and \$4.3 million from investment income. Total expenses were \$14.5 million. The shortfall was driven by opportunistic art purchases during the year in excess of the museum's normal spending in this area.

Community

Founded in 1635, Hartford is Connecticut's state capital and one of America's oldest and most historic cities. The region is home to almost one million residents, with a city population close to 125,000 people. Located in the Connecticut River Valley, Hartford features 17 diverse and beautiful neighborhoods set amongst rolling wooded hills. Considered the Insurance Capital of the World, Hartford's insurance industry is joined by aerospace, manufacturing, healthcare, and broadcasting to comprise the major industries in the region. The downtown district is home to the Connecticut State Capitol and the historic Old State House and museum, which served Connecticut's state government from 1796 to 1878.

Hartford features a number of premier arts and cultural institutions, including the Bushnell Center for the Performing Arts, TheaterWorks, Hartford Stage, Real Art Ways, Hartford Symphony Orchestra, Artists Collective, Connecticut Science Center, Charter Oak Cultural Center, Harriet Beecher Stowe Center, and Mark Twain House and Museum. Hartford is also home to the oldest publicly funded park, Bushnell Park, and continuously published newspaper, the Hartford Courant. Trinity, The University of Hartford, and University of Connecticut Hartford lead a group of distinguished higher education organizations in and around the city. Hartford Public High School, founded in 1638, is the second-oldest public high school in the United States.

Sources: bostonglobe.com; hartfordconsortium.org; ctvisit.com; hartfordchamberct.com

Position Summary

The Director of Development (DoD) will have primary responsibility for all aspects of the museum's fundraising and philanthropic programs and will serve as a key member of the leadership team. Reporting to the CEO, the DoD will be responsible for conceiving, planning, and executing the museum's fundraising strategy and engaging donors in the museum's strategic direction while fostering a vibrant culture of philanthropy. The DoD will work closely with the CEO, board, senior staff, volunteers, museum partners, and community to cultivate new donors while energizing the donor base. The DoD will identify and secure six-figure major gifts, corporate partnerships, and institutional grants. They will also conceive and implement annual and capital fundraising campaigns, energize and grow membership, reinvigorate special fundraising events, and expand the legacy gift program. The DoD will be responsible for leading the division team of eight and directing the activities of Major Gifts, Membership, Grants, Database Management, and Events and Rentals to achieve fundraising goals of more than \$5 million annually.

Roles and Responsibilities

Fundraising Leadership

- Develop a vision and strategy to increase contributed revenue, including restricted and unrestricted support from individual, government, foundation, and corporate donors, for exhibitions, major initiatives, acquisitions, endowment, and annual operating support.
- Guide, cultivate, and increase the regular and premier membership base and affinity groups while actively developing a pipeline for community engagement and support.
- Work with and oversee the activities of the museum's affinity organizations in general and specifically in their activities to fundraise for the museum such as with the annual Festival of Trees and Traditions and Fine Art and Flowers.
- Drive the planning and execution of the annual museum gala, establishing and working with a robust committee structure to coordinate all activities necessary for its success.
- Cultivate and inspire legacy gifts and oversee the stewardship and benefit of planned gifts to the museum.
- Prepare and organize for a major capital campaign in 2026-27 to help build the endowment, fund capital improvements, and support financial well-being.
- Invigorate and implement annual fundraising events, activities, and special campaigns to grow donor participation and welcome new communities to the museum.
- Collaborate with the CEO and Nominating and Governance Committee Chair to strengthen and expand the Board of Trustees, deepen existing relationships, and serve as a primary point of contact and an effective partner with the board.
- Support the Board's development activities to advance development goals
- Serve as one of the Wadsworth's key representatives in the community, actively seeking opportunities to engage with the broader stakeholders and participate in events that position the museum for improved support.
- Advise the CEO and board on ways to increase their community, regional, national, and international networking capabilities and advance the museum's community engagement plan.
- Embrace other fundraising leadership tasks as needed.

Departmental Strategic Planning and Operations

- Collaborate with the CEO and the Director of Finance to establish fiscal goals and provide projections that accurately reflect anticipated revenues for the organization, presenting regular progress reports.
- Create an ambitious and comprehensive written annual development plan and calendar with clearly defined goals, objectives, timelines, and assignment of responsibilities.
- Train, mentor, and support museum colleagues and the board in their donor and prospect engagement activities, seeking ways to maximize their personal giving and participation in philanthropic programs.
- Collaborate with curatorial staff to secure the necessary funding for the thoughtful and illuminating exhibits that are vital to community engagement and the national and international reputation of the museum.
- Ensure that all departmental resources are properly and efficiently allocated, and that prospect research, outreach, solicitation, and stewardship are expertly executed to meet all fundraising goals and benchmarks.
- Provide oversight and support to grant writing activities and final submissions.
- Direct the strategic use of the Tessitura database and other development communication tools, coordinating development communications with existing and potential donors to ensure the highest level of donor engagement, satisfaction, and expressions of appreciation.

- Embrace other departmental strategic planning and operations as needed.

Team Mentorship, Administration, and Oversight

- Ensure that the museum's internal culture, technological systems, and procedures support the development team as the foundation of a vibrant organization.
- Manage the day-to-day operations to ensure that all administrative and operational aspects of development are executed at a high level of quality and efficiency.
- Establish and oversee annual fundraising calendars, including deadlines for grant reporting and applications.
- Motivate, supervise, evaluate, and mentor development staff.
- Create a supportive, collaborative, productive, and healthy work environment based on respect, teamwork, and clear expectations and responsibilities.
- Set performance standards, provide timely and constructive feedback, and support opportunities for professional development.
- Embrace other team mentorship, administration, and oversight responsibilities, as needed.

Traits and Characteristics

The DoD will be a goal oriented and confident self-starter with the ability to influence and motivate others around a clear strategic vision. Energized by working in the community, the DoD will be a passionate, visible, and informed advocate for the museum who can effectively engage existing and potential supporters in its mission and programs. Comfortable balancing both relationship-oriented and task-focused responsibilities, the DoD will structure compelling opportunities for support to positively impact the organization's long-term success.

Other key competencies of this role include:

- **Donor Focus and Diplomacy** – The dexterity to commit to donor and member satisfaction with a high value on multiple stakeholder needs, anticipate challenges, and develop appropriate solutions while building rapport and relating well to many community members regardless of cultural differences.
- **Leadership and Teamwork** – The ability to organize and motivate others to accomplish extraordinary goals while creating a sense of order, direction, and active participation among team members.
- **Interpersonal Skills** – The capacity to build rapport and relate well to many different kinds of people.
- **Goal Orientation** – The tenacity to achieve inspirational and attainable goals while building trust and demonstrating the ability to lead, motivate, and organize a diverse group of internal and external stakeholders.

Qualifications

A bachelor's degree is preferred (advanced degree desirable) with a minimum of eight years of fundraising experience leading an integrated multimillion dollar annual fund. Significant knowledge of museums, art galleries, or related educational institutions is strongly preferred. Familiarity with the New England philanthropic landscape is a plus. Experience working in a leadership role with board members, senior management, staff, patrons, and support organizations is needed. Excellent written and verbal communication skills and strong computer skills, including Microsoft Office and donor research and customer relationship management systems, are necessary.

Compensation and Benefits

The Wadsworth provides a competitive and equitable compensation package, with a salary range between \$135,000 to \$175,000 commensurate with experience, coupled with a robust package of benefits, generous paid vacation, and an employer funded retirement savings plan.

Applications and Inquiries

To submit a cover letter and resume with a summary of demonstrable accomplishments (electronic submissions preferred), please click [here](#) or visit artsconsulting.com/opensearches. For questions or general inquiries about this job opportunity, please contact:

Todd M. Ahrens, Vice President
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**The Wadsworth is a progressive, equal opportunity employer
and all candidates are encouraged to apply.**