



MATT AUGUST
KASSER FAMILY
ARTISTIC DIRECTOR

ANA ROSE O'HALLORAN
EXECUTIVE DIRECTOR

PO BOX 61893
PHOENIX, ARIZONA 85082

PO BOX 1631
TUCSON, ARIZONA 85702

833-ATC-SEAT
ATC.ORG

Director of Philanthropy

Reports To: Executive Director

Status: Full-Time, Exempt

Application Deadline: Open Until Filled

Location: Phoenix, Arizona (regular travel to Tucson required)

Salary Range: \$100,000-110,000

About Arizona Theatre Company:

Founded in 1966, Arizona Theatre Company (ATC) is Arizona's only LORT (League of Resident Theatres) professional nonprofit regional theatre and the Official State Theatre of Arizona. Nationally recognized for artistic excellence, ATC uniquely operates in both Phoenix/Tempe and Tucson.

All shows originate in Tucson, built in ATC's off-campus shops, and rehearsed and opened at the historic 635-seat proscenium Temple of Music and Art. In Phoenix/Tempe, ATC is the Home Company at the 550-seat Tempe Center for the Arts. ATC currently produces a five-show season, as well as other developmental programming.

ATC's mission is to create world-class theatre that explores what it means to be alive today—sparking empathy, curiosity, and joy while bringing communities together. Through mainstage productions, education programs, and community engagement, ATC serves more than 200,000 individuals annually.

ATC currently operates with an annual budget of approximately \$9.8 million, supported by contributed income (51%) and earned revenue (49%).

Position Summary:

The Director of Philanthropy leads ATC's Development department, setting the strategic direction for fundraising across individual giving, major gifts, corporate giving, foundation and government grants, and annual fund stewardship. This position will guide the department toward a contributed goal of \$5 million for FY26-27, with the expectation that this goal will need to expand in the coming years so that ATC's programming can continue to grow. This is both a strategic and hands-on role – the Director of Philanthropy is expected to set direction while remaining directly engaged in cultivating and closing gifts alongside the team.



MATT AUGUST
KASSER FAMILY
ARTISTIC DIRECTOR

ANA ROSE O'HALLORAN
EXECUTIVE DIRECTOR

PO BOX 61893
PHOENIX, ARIZONA 85082

PO BOX 1631
TUCSON, ARIZONA 85702

833-ATC-SEAT
ATC.ORG

Reporting to the Executive Director and working closely with the Development Committee of the Board, the Director of Philanthropy translates institutional priorities into a coordinated fundraising strategy, builds the capacity of the Development team, and represents ATC's philanthropic priorities to donors, board members, and community partners across the state.

One Statewide Team

ATC operates as one statewide team serving audiences in both Phoenix and Tucson. While each position has primary areas and locations of responsibility, all team members are expected to collaborate across departments and across locations, support one another during planned and unplanned personnel absences and facility changes, document key workflows, and contribute to the overall success of the department and organization. Flexibility, teamwork, and a willingness to support evolving organizational needs are essential to success at ATC.

Essential Duties and Responsibilities:

Strategic Leadership

- Develop and lead ATC's overall fundraising strategy across major gifts, foundation and government grants, corporate giving, and annual fund/stewardship, in support of a \$5 million-plus contributed revenue goal
- Set annual and long-term fundraising priorities, translating institutional goals into departmental strategy and measurable plans, creating a long-term plan for sustainability
- Identify opportunities to grow and diversify ATC's contributed revenue base over time

Team Management

- Directly oversee and support the Development team, including the Director of Development – Tucson, Director of Corporate & Government Relations, Director of Annual Fund and Stewardship, Director of Grants and Foundation Relations, and Development Coordinator
- Set individual and team fundraising goals, monitor progress, and provide coaching and professional development support
- Foster a collaborative, accountable, and donor-centered culture across the department



MATT AUGUST
KASSER FAMILY
ARTISTIC DIRECTOR

ANA ROSE O'HALLORAN
EXECUTIVE DIRECTOR

PO BOX 61893
PHOENIX, ARIZONA 85082

PO BOX 1631
TUCSON, ARIZONA 85702

833-ATC-SEAT
ATC.ORG

Board & Committee Engagement

- Partner with the Development Committee Chair to guide committee conversations and strategy; track progress against fundraising goals and facilitate meetings
- Support Board members in donor cultivation and solicitation activities as appropriate
- Provide regular fundraising updates and reporting to the Executive Director and Board

Major Gifts & Personal Portfolio

- Personally manage a portfolio of major donors and prospects in the Phoenix market, including identification, cultivation, solicitation, and stewardship
- Build and maintain strong relationships with key donors, serving as a visible and credible face of ATC's philanthropic efforts
- Model best practices in donor engagement for the broader Development team

Operations & Collaboration

- Collaborate with Marketing and Communications on donor-facing messaging, campaign materials, and recognition
- Partner with the CFO and Executive Director on revenue forecasting, budgeting, and financial reporting related to contributed income
- Ensure sound gift processing, acknowledgement, and CRM data practices across the department
- Support special projects and other related duties as assigned

How Success Will Be Measured:

- Contributed revenue raised against the annual goal, and progress toward the multi-year growth the organization needs to expand programming
- Strength and movement of the major donor pipeline, including gifts identified, cultivated, and closed
- Health of the Development team, including goal attainment, retention, and growth of direct reports
- Effectiveness of the Development Committee and Board as active, well-supported fundraising partners
- Readiness and early momentum for the 60th anniversary campaign heading into FY27–28



MATT AUGUST
KASSER FAMILY
ARTISTIC DIRECTOR

ANA ROSE O'HALLORAN
EXECUTIVE DIRECTOR

PO BOX 61893
PHOENIX, ARIZONA 85082

PO BOX 1631
TUCSON, ARIZONA 85702

833-ATC-SEAT
ATC.ORG

Qualifications:

Experience:

- Five or more years of progressively responsible experience in nonprofit fundraising or development, including direct major gifts experience and staff management.
- Demonstrated success cultivating, soliciting, and stewarding major gifts, with a track record of meeting or exceeding fundraising goals.
- Experience working with or reporting to a nonprofit board, ideally including direct committee support.

Preferred

- Fundraising experience in a theatre, performing arts, or other complex arts and culture environment.
- Experience leading or contributing to a capital or campaign-style fundraising initiative.
- Experience with CRM or donor database systems.

Skills & Attributes

- Strong strategic thinking with the ability to translate organizational goals into an actionable fundraising plan.
- Proven ability to lead, coach, and develop a team.
- Excellent relationship-building, written, and verbal communication skills, with the ability to represent ATC credibly to donors and community leaders.
- Comfort working across two cities and coordinating a geographically distributed team.
- Demonstrated integrity, professionalism, sound judgment, and a collaborative work style.
- Alignment with ATC's mission and values, and a commitment to fostering an inclusive, respectful, and equitable workplace.

Schedule & Work Environment

- This position requires regular travel between Phoenix and Tucson to support donor relationships, board engagement, donor events, and team leadership across both markets.
- This position requires evening and weekend work several times per month to support donor events, receptions, and opening nights tied to ATC's production calendar.
- This position currently operates in a hybrid work environment. Exact details will be shared with candidates during the hiring process.

atc

ARIZONA
THEATRE
COMPANY

MATT AUGUST

KASSER FAMILY
ARTISTIC DIRECTOR

ANA ROSE O'HALLORAN

EXECUTIVE DIRECTOR

Application Procedure:

Please send cover letter and resume to ATCjobs@arizonatheatre.org and reference "Director of Philanthropy" in the subject line.

Arizona Theatre Company is an equal opportunity employer, dedicated to a policy of nondiscrimination in employment on any basis, including race, color, age, sex, sexual orientation, religion, disability, or national origin.

PO BOX 61893
PHOENIX, ARIZONA 85082

PO BOX 1631
TUCSON, ARIZONA 85702

833-ATC-SEAT

ATC.ORG