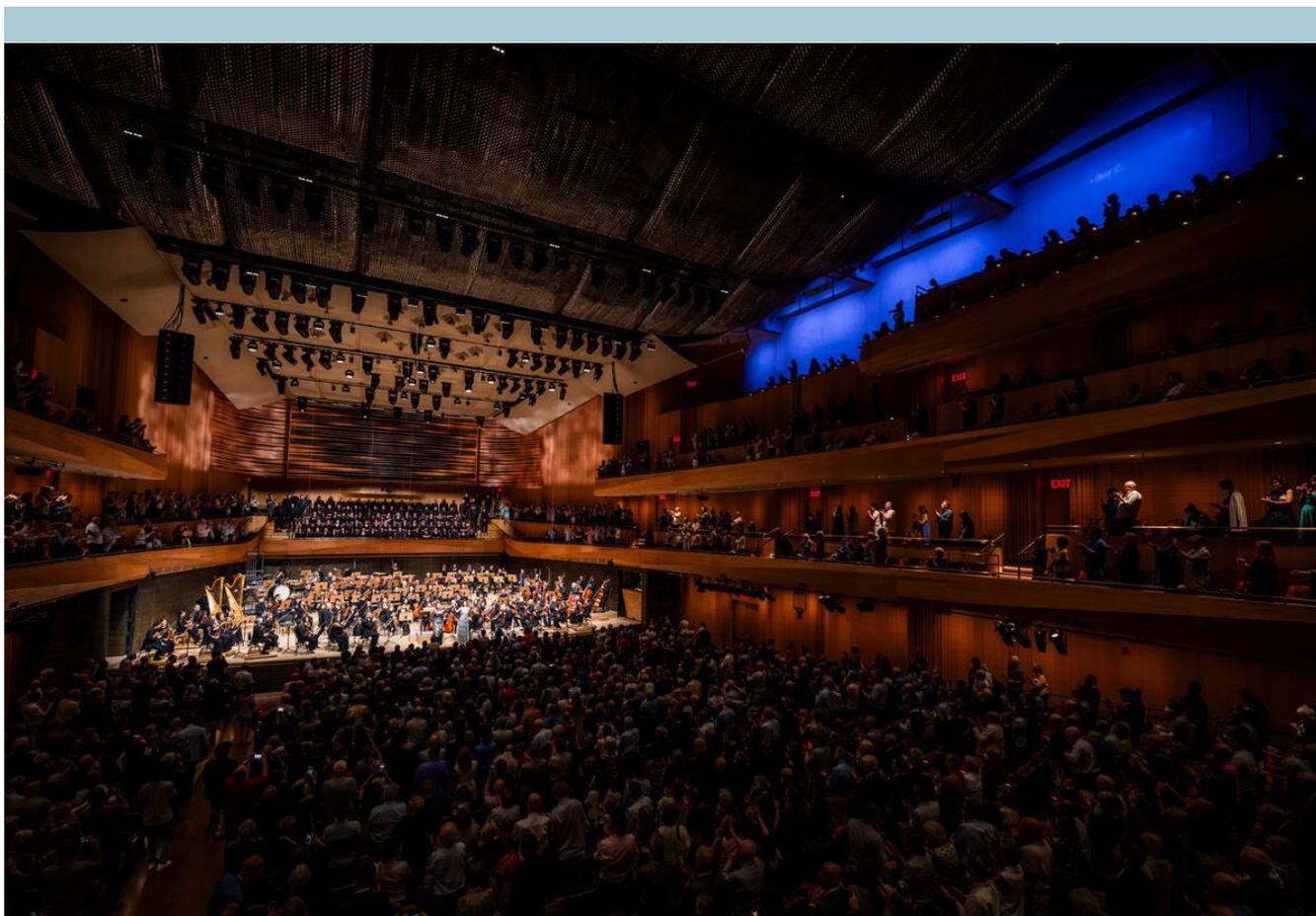




## Associate Vice President, Development

### Leadership Profile

February 2026



## Executive Summary

WittKieffer is proud to partner with the New York Philharmonic in its search for the next Associate Vice President, Development (AVP). The New York Philharmonic stands at a defining moment in its long and distinguished history, and the AVP will play a pivotal role in shaping its philanthropic future and propelling the institution into this next great era.

As the institution prepares for its next comprehensive campaign and embraces a new era of artistic leadership under incoming Music and Artistic Director Gustavo Dudamel and President & CEO Matías Tarnopolsky, the AVP will play a critical role in growing and diversifying philanthropic support, deepening donor engagement, and ensuring financial strength of one of the world's most renowned orchestras.

Reporting to the Senior Vice President, Philanthropy, Adam Z. Gerdts, the AVP provides strategic direction, leadership, and day-to-day management across four key fundraising areas: Individual Giving, Institutional Giving & Corporate Partnerships, Major Giving, and Special Events. The talented team of 23 reporting to the AVP will work collaboratively across departments, with senior leadership, and other key partners to advance the Philharmonic's mission and artistic vision.

The AVP will believe in the power of music to bring diverse audiences together and fully embrace the unique nature of New York City's arts and cultural scene. Central to long-term success will be expanding the donor pipeline with a focus on multi-year pledges. With New York's unmatched philanthropic landscape and the Philharmonic's global brand, the AVP will be tasked with identifying, engaging, and stewarding a new generation of prospects while deepening relationships with long-standing supporters. This work will provide the foundation for sustainable growth and future campaigns, ensuring the Philharmonic continues to thrive artistically and institutionally.

The AVP and team will continue to create personalized experiences, engage donor prospects, develop strategic solicitation plans, build world-class stewardship, and reimagine how an orchestra presents itself to a new universe of supporters. The New York Philharmonic is privileged to host exceptional guests and seeks to honor their generosity with thoughtful experiences that inspire, create emotional connection, and illuminate the transformative power of philanthropy at the Institution. The AVP will carry a small portfolio of key relationships while primarily focusing on leadership of their team and within the wider organization.

To succeed, the AVP must have a successful record leading major gift fundraising strategy and managing comprehensive philanthropic programs of comparable size and complexity. The AVP will bring deep experience in campaign strategy and execution, strong strategic thinking abilities, and exceptional communication and relationship building skills. The AVP will be well-versed in advancement analytics, particularly in tracking and measurement of portfolio moves management, prioritization, event and engagement activity return on investment, and organizational assessment. Most importantly, the AVP will have a passion for the Philharmonic's mission and help shape the next chapter of one of the world's most iconic cultural institutions.

For information regarding how to apply, submit nominations, or inquire about the role, please see the section "Procedure for Candidacy" at the end of this document.

## Role of the Associate Vice President, Development

At a pivotal time in the New York Philharmonic's history, the Associate Vice President, Development will play a central leadership role in shaping and advancing the Philharmonic's philanthropic future. Reporting to the Senior Vice President, Philanthropy, Adam Z. Gerdtts, the AVP will provide leadership to the Individual Giving, Institutional Giving & Corporate Partnerships, Special Events, and Major Gifts teams to ensure that the teams are optimized and prepared for the upcoming comprehensive campaign.

The AVP will help to translate the Philharmonic's bold artistic vision and newly developed aspirational strategic plan into robust calls to action, which will inspire philanthropic and volunteer support - new and renewed. This position offers the opportunity to be part of a collaborative, high-performing team and to help define the philanthropic foundation for the next chapter of one of the world's most iconic cultural institutions. As such, the AVP will be responsible for the following areas:

### Strategic Leadership

- Partner with the Senior Vice President, Philanthropy to design and execute strategies that strengthen and expand the Philharmonic's philanthropic base.
- Provide leadership and mentorship to a multi-faceted fundraising team, promoting a culture of excellence, accountability, and collaboration.
- Translate institutional priorities, including artistic initiatives, community engagement, and education programs, into compelling fundraising opportunities.
- Establish annual revenue goals and performance benchmarks across giving programs; monitor progress through data-driven reporting and analysis.

### Major and Individual Giving

- Oversee all aspects of major gifts, individual giving, planned giving, and membership programs to ensure a cohesive and donor-centered approach.
- Manage a portfolio of donors and prospects, crafting and executing individualized cultivation and solicitation strategies.
- Collaborate closely with the SVP of Philanthropy, AVP of Principal Gifts, AVP of Board Relations and Campaign Management, board members, and senior staff to engage and steward the Philharmonic's loyal donors with an eye to continued growth and donor acquisition.

### Institutional Giving and Corporate Partnerships

- Provide strategic oversight of all corporate, foundation, and government fundraising efforts.
- Ensure strong alignment between institutional partnerships and the Philharmonic's artistic initiatives, community engagement and education programs, and overarching fundraising strategies.

- Oversee the preparation of compelling proposals, reports, and partnership materials that reflect the Philharmonic's excellence and impact.

### Special Events

- Provide strategic oversight of all development-related events, including the three major Galas (Opening Gala, Lunar New Year Gala, and Spring Gala), Family Benefit, Young New Yorkers events, Leonard Bernstein Circle Dinner, and other cultivation and stewardship events.
- Maintain and strengthen relationships with events donors to further grow and engage our donor base to ensure experiences reflect the Philharmonic's brand and inspire strengthened donor engagement.

### Collaboration and Engagement

- Work cross-departmentally to align development efforts with artistic planning, marketing, and communications strategies.
- Serve as a key partner to the SVP Philanthropy and the President & CEO, providing guidance and support in fundraising activities and donor engagement.
- Collaborate with the AVP, Principal Gifts to ensure alignment across the Development team on campaign initiatives and donor engagement, stewardship, & cultivation planning.
- Represent the Philharmonic at concerts, rehearsals, donor gatherings, and community events as an articulate and enthusiastic ambassador.

## Opportunities and Expectations for Leadership

This is a defining moment in the New York Philharmonic's storied history and an extraordinary opportunity for a bold, strategic, and visionary fundraising leader. With the successful reopening of David Geffen Hall following a landmark renovation campaign, the launch of Gustavo Dudamel as the Philharmonic's new Music and Artistic Director, and the arrival of Matías Tarnopolsky as the President & CEO, the organization is energized by tremendous institutional momentum and poised for its next great era. The next AVP will be expected to undertake the following to continue the progress the Philharmonic is currently making:

- **Strategic Advancement of Philanthropy**

The Associate Vice President for Development will serve as a key strategic partner in shaping the New York Philharmonic's next era of philanthropic growth. Working alongside the Senior Vice President of Philanthropy, the AVP will help operationalize a bold artistic vision and a newly developed strategic plan by designing integrated fundraising strategies that strengthen and expand the organization's philanthropic base. This includes setting ambitious but achievable annual goals, deepening cross-team collaboration, and ensuring the team is aligned and prepared for the forthcoming comprehensive campaign.

- **Strengthening Individual and Major Giving**

A central focus of the AVP's work will be to elevate and integrate all facets of individual giving from annual and membership programs to major, principal, and planned gifts. The AVP will oversee a donor-centric approach that enhances general operating support, secures multi-year pledges, and expands recurring giving across the portfolio. Managing a personal portfolio of prospects, they will craft thoughtful cultivation and solicitation strategies while partnering closely with senior leadership, board members, and the AVP of Principal Gifts to foster sustained philanthropic growth.

- **Building an In-House Planned Giving Program**

A significant opportunity for impact will be transitioning the Philharmonic's planned giving program from an external provider to a fully internal operation. The AVP will lead the team which includes the Manager of Planned Giving, establishing the systems, stewardship pathways, and marketing strategies needed to grow legacy giving. This effort will position the Philharmonic to cultivate deeper, longer-term commitments and activate an expanded base of supporters who wish to invest philanthropically in the institution's future.

- **Expanding Institutional Giving and Corporate Partnerships**

The AVP will provide strategic oversight of all foundation, corporate, and government fundraising efforts, ensuring strong alignment with institutional priorities. They will guide the creation of compelling proposals and partnership materials that illuminate the Philharmonic's artistic excellence, community engagement, and educational impact. Through strengthened partnerships and enhanced visibility, the AVP will help broaden the institution's network of supporters and increase institutional revenue streams.

- **Elevating Events as Philanthropic Catalysts**

Oversight of the Philharmonic's major fundraising and stewardship events including three signature galas, the Family Benefit, the Leonard Bernstein Circle Dinner, and a robust calendar of cultivation experiences will be an essential component of the role. The AVP will ensure that events reflect the Philharmonic's artistic identity and drive meaningful donor engagement, leveraging each opportunity to deepen relationships, inspire giving, and cultivate new supporters.

- **Enhancing Data, Metrics, and Moves Management**

To support sustainable growth, the AVP will cultivate a culture of analytics-informed fundraising. Working with the Senior Director, Development Operations & Strategy, this includes implementing enhanced metrics, strengthening reporting tools, and ensuring rigorous adoption of moves management practices across the Development team. By enabling better forecasting, donor segmentation, and pipeline transparency, the AVP will help position the Philharmonic for long-term stability and campaign readiness.

- **Diversifying and Expanding the Donor Pipeline**

The Philharmonic recognizes the importance of engaging a broader, more diverse community of donors reflective of New York City's rich cultural landscape. The AVP will lead efforts to expand outreach strategies, identify new constituencies, and cultivate emerging philanthropists. Through innovative programming, thoughtful stewardship, and cross-departmental partnership, the AVP will help deepen community investment and broaden the organization's philanthropic reach.

- **Cross-Organizational Collaboration and External Engagement**

As a visible ambassador for the Philharmonic, the AVP will collaborate deeply with colleagues across artistic planning, marketing, communications, and executive leadership. They will engage donors at concerts, rehearsals, and community events, communicating the Philharmonic's aspirations with clarity and enthusiasm. This cross-functional role will reinforce the integration of fundraising within the institution's broader vision and ensure that philanthropic partnerships meaningfully advance organizational goals.



## Professional Qualifications and Personal Qualities

The next Associate Vice President, Development must have a record of successful and progressive advancement leadership with demonstrated success securing and stewarding major gifts and managing a comprehensive philanthropic program of comparable size and complexity. The next AVP must also be well-versed in advancement best practices, particularly related to measuring success and return on investment of fundraising and engagement activities. In addition, the successful AVP candidate should have the following qualifications and characteristics:

- Bachelor's degree required; an advanced degree preferred.
- Minimum of 10 years of progressive development experience, with significant leadership responsibilities.
- Proven record of success in major gift fundraising (six-figures).
- Experience managing comprehensive philanthropic programs of comparable size and complexity.
- Strong leadership and team management skills, with the ability to motivate and mentor a high-performing staff.
- Exceptional written and verbal communication skills, with the ability to convey artistic and institutional priorities with clarity and inspiration.
- Strategic thinker with strong organizational, analytical, and planning skills.
- Enthusiasm for advancing the mission and artistic vision of the New York Philharmonic.

## About the New York Philharmonic

### Overview

Founded in 1842 by local musicians led by American-born Ureli Corelli Hill, the New York Philharmonic is the oldest symphony orchestra in the United States, and one of the oldest in the world. The roster of composers and conductors who have led the Philharmonic includes such historic figures as Antonín Dvořák, Gustav Mahler, Richard Strauss, Igor Stravinsky, and Aaron Copland. The New York Philharmonic plays a leading cultural role in New York City, the United States, and the world, and has built a tradition of innovation that has allowed it to adapt and thrive over more than 180 years.

Each season the Orchestra connects with up to 50 million music lovers through live concerts in New York and around the world; international broadcasts on television, radio, and online; recordings; and education programs. Gustavo Dudamel serves as the Oscar L. Tang and H.M. Agnes Hsu-Tang Music and Artistic Director Designate of the New York Philharmonic in the 2025–26 season, before becoming Music and Artistic Director in September 2026, when he will succeed legendary musical leaders including Jaap van Zweden, Lorin Maazel, Zubin Mehta, and Leonard Bernstein, as well as Arturo Toscanini and Gustav Mahler.

In the 2025–26 season Dudamel conducts works reflecting on the United States in the nation's 250th anniversary year, including three World Premieres. The NY Phil honored former Music Director Pierre Boulez's centennial through consecutive programs which featured selections from Boulez's *Notations* and a staged performance of *Rituel in memoriam Bruno Maderna*. Other highlights included the return of composer-conductor Thomas Adès, who led a work he composed for the NY Phil in 1999, and the World Premiere of a NY Phil commission by George Lewis – one of the season's 19 World, US, and New York Premieres. In 2024–25, the NY Phil's "interregnum" season, Dudamel conducted works by composers ranging from Gershwin and Stravinsky to Philip Glass and Varèse, Mahler's Seventh Symphony, and a World Premiere by Kate Soper (one of 13 World, US, and New York Premieres the Philharmonic gave throughout the season). International Contemporary Ensemble (ICE) joined the examination of [Afromodernism](#) through performances of works by African composers and those reflecting the African diaspora; John Adams reflected on American Vistas; and Nathalie Stutzmann shared Vocal Echoes.

### Commissions and Premieres

As a champion of the new music of its time, the Philharmonic has commissioned and/or premiered works by leading composers from every era since its founding. Highlights include the World Premieres of Dvořák's Symphony No. 9, *From the New World* (1893), Rachmaninoff's Piano Concerto No. 3 (1909), Gershwin's Concerto in F (1925), and Berio's Sinfonia (1968), as well as the US Premieres of Beethoven's Symphonies No. 3 (1843), No. 4 (1849), No. 7 (1843), No. 8 (1844), and No. 9 (1846) and Brahms's Symphony No. 4 (1886). Recent premieres / commissions include Tania León's *Stride*, a work commissioned through [Project 19](#) that was awarded the 2021 Pulitzer Prize in Music, and was reprised in October 2022 during the opening month of the transformed David Geffen Hall. Others include Julia Wolfe's *Fire in my mouth* (2019) and *unEarth* (2023); David Lang's *prisoner of the state* (2019); Wynton Marsalis's *The Jungle* (Symphony No. 4) (2016); Esa-Pekka Salonen's Piano Concerto (2007); and John Adams's Pulitzer Prize– and Grammy Award–winning *On the Transmigration of Souls* (2002), dedicated to the victims of 9/11, and *Scheherazade.2* — Dramatic symphony for violin and orchestra (2015).

### Audience Accessibility, Education, and Research

A resource for its community and the world, the New York Philharmonic complements its annual free concerts across the city – including the [Concerts in the Parks](#), an annual free concert at the Cathedral of St. John the Divine, the [Phil for All: Ticket Access Program](#), livestreaming of concerts in the lobby of David Geffen Hall, and

education programs. In addition to the famed [Young People's Concerts](#) (ages 6–12), which began in 1924, the Orchestra has subsequently developed [Very Young People's Concerts](#) (ages 3–6) and [Young People's Concerts for Schools](#) (grades 3–12). The Philharmonic reaches thousands of students annually through [Philharmonic Schools](#) – an in-school program in which Philharmonic Teaching Artists guide students in how to listen, perform, and compose music – and the [New York Philharmonic Very Young Composers Program](#) — an after-school program in which students in New York and cities around the world learn to create their own music.

Committed to developing tomorrow's leading orchestral musicians, the Philharmonic offers training for pre-college students by Philharmonic musicians in partnership with institutions in New York committed to strong orchestra programs, including the Harmony Program, All-City High School Orchestra and Concert Band, and UpBeat NYC; and the [Shanghai Orchestra Academy and Partnership](#), which has featured summer performance residencies of the orchestra as well as graduate-level training for orchestral instrumentalists since 2014. Throughout history the NY Phil has been a beacon for our community during troubled times, including by responding to the assassinations of Abraham Lincoln and John F. Kennedy; presenting free chamber-music concerts by Musicians from the New York Philharmonic at Ground Zero in the wake of 9/11; and responding to the COVID-19 pandemic with free pop-up concerts around the city through NY Phil Bandwagon and the launch of streamed performances through *NY Phil Plays On* and NYPhil+.

The Orchestra shares its trove of music history free online through the ever-expanding [New York Philharmonic Shelby White & Leon Levy Digital Archives](#), which comprises more than three million pages of documents, including every printed program since 1842 and scores and parts marked by Philharmonic musicians and Music Directors such as Gustav Mahler and Leonard Bernstein. One of the world's most important orchestral research collections, the New York Philharmonic Archives also presents exhibits in David Geffen Hall for concertgoers to enjoy: interactive touchscreens on the Leon and Norma Hess Grand Promenade and Hearst Tier 1 trace the history of NY Phil musicians, Music Directors, and commissioned composers; and the 50-foot-long Hauser Digital Wall in the Karen and Richard LeFrak Lobby displays rotating exhibitions of artifacts from the Digital Archives.

## Values

The NY Phil celebrates diversity in all its forms and embraces its role as a cultural beacon, championing new voices and continually evolving to reflect and elevate society through music.

### Cultivate Collaboration

The Philharmonic fosters environments on stage and off for people to thrive. The institution strives to support and empower its employees, developing an inclusive culture guided by empathy, compassion, and respect.

### Develop Understanding

The Philharmonic is driven to seek and share inspiration and is committed to continuous learning. The institution is persistent in its need to challenge fundamental assumptions.

### Create Connections

The Philharmonic seeks out opportunities to build community, forging relationships centered on the pursuit of authentic and meaningful experiences.

### Celebrating Harmony

The Philharmonic values and champions the differences that make us who we are. The institution also engenders the spirit of community by learning from those differences to inform and enhance perspectives.

## Recognize & Elevate Excellence

The Philharmonic embraces wide-ranging expressions of excellence, honoring and amplifying contributions and efforts made to advance the power of music.

## Build Legacies

The Philharmonic creates opportunities for people to grow, explore, and inspire through their music and work. The institution invests in the future by investing in the betterment of the art and society of today. The Philharmonic remains committed to the work of fostering diversity, equity, and inclusion in all aspects of our organization – from hiring practices and programming, to accessibility accommodations and community outreach. The pursuit of this work is ongoing and ever evolving, and it is guided by the Philharmonic's values outlined above.

Additional information about [The New York Philharmonic](#) and its [people](#) can be found on its website.



## Leadership

### Gustavo Dudamel

#### Oscar L. Tang and H.M. Agnes Hsu-Tang Music & Artistic Director Designate



Gustavo Dudamel is committed to creating a better world through music. His unwavering belief in the power of art to inspire and transform lives has fueled his unifying presence on and off the podium, his commitment to education and access for underserved communities around the world, and his mission to expand the impact of classical music to new and ever-larger audiences. His rise, from humble beginnings as a child in Venezuela to an unparalleled career of artistic and social achievements, offers living proof that culture can bring meaning to the life of an individual and greater harmony to the world at large. He currently serves as the Music & Artistic Director of the Los Angeles Philharmonic and Simón Bolívar Symphony Orchestra of Venezuela, and in 2026 he will serve as the Music & Artistic Director of the New York Philharmonic, continuing a legacy that includes Gustav Mahler, Arturo Toscanini, and Leonard Bernstein. Throughout 2025, Dudamel celebrates the 50th anniversary of El

Sistema, honoring the global impact of José Antonio Abreu's visionary education program across five generations, and acknowledging the vital importance of arts education.

2025–26 marks Dudamel's final season as the Music & Artistic Director of the LA Phil, celebrating 17 extraordinary years of groundbreaking programming, bold music-making, and an expansive vision that led *The New York Times* to herald the LA Phil as "the most important orchestra in America – period." This year, Dudamel becomes Oscar L. Tang and H.M. Agnes Hsu-Tang Music & Artistic Director Designate of the New York Philharmonic, ahead of the much-anticipated official start to his tenure in the 2026–27 season. His ambitious programming vision with the orchestra is already on display in 2025–26, as he acknowledges the 250th anniversary of America's founding through a series of wide-ranging, nuanced, and urgently relevant programs, including John Corigliano's First Symphony commemorating those lost in the AIDS epidemic, and the world premieres of three NY Phil commissions.

The year 2025 marks the 50th anniversary of El Sistema and the global impact of José Antonio Abreu's visionary education program across five generations. A tireless champion of El Sistema, Dudamel has worked directly with teachers and students on the ground in Venezuela, as well as visited El Sistema-inspired programs around the world. Celebrations with the Simón Bolívar Symphony Orchestra have included a European tour to Paris, London, Luxembourg, Berlin, Munich, Brussels, and Madrid. In December 2025 Dudamel travels to Valencia to perform Shostakovich's Symphony No. 7 with the National Children's Symphony of Venezuela, with which he gave an acclaimed 2024 performance at Carnegie Hall.

Dudamel's advocacy for the power of music to unite, heal, and inspire is global in scope. In appearances from the United Nations to the White House to the Nobel Peace Prize Concert to *The New York Times*'s "Turning Points" essay series, Dudamel has served as a passionate advocate for music education and social integration through art. In 2007 Dudamel, the LA Phil, and its community partners founded YOLA (Youth Orchestra Los Angeles), which now provides more than 1,700 young people with free instruments, intensive music instruction, academic support, and leadership training, while also welcoming them to YOLA's purpose-built, Frank Gehry-designed facility, the Judith and Thomas L. Beckmen YOLA Center at Inglewood. In 2012 Dudamel launched the Dudamel Foundation, which he co-chairs with his wife, actress and director María Valverde, with the goal of expanding access to music and the arts for young people by providing tools and opportunities to shape their creative futures. The Dudamel Foundation has hosted its Encuentros initiatives around the world, from Spain to the Hollywood Bowl, as a way to explore cultural unity and celebrate harmony, equality, dignity, beauty, and respect through music.

As a conductor, Dudamel is one of the few classical musicians to achieve mainstream success. In 2024 he was the first classical musician to be featured on the cover of *Billboard*. He was the first classical artist to participate in the Super Bowl halftime show and, and he has performed at global mainstream events from the Academy Awards to the reopening of Cathédrale Notre-Dame de Paris. Dudamel's film work includes a prominent role in the acclaimed 2025 documentary *El canto de las manos (The Song of the Hands)*; coproduction and composition for the score to the film *All We Cannot See*, and also composition of the score to *Libertador*, a feature film about the life of Simón Bolívar. Dudamel's film and television appearances include *Sesame Street*, *The Simpsons*, and *Mozart in the Jungle*. A documentary on his life titled *¡Viva Maestro!* was released in 2022, and in 2019 he was honored with a star on the Hollywood Walk of Fame.

Dudamel's extensive discography has reached hundreds of millions of listeners around the world, winning seven Grammy Awards and receiving nine nominations. Dudamel's many other honors have included the 2024 Queen Sofía Spanish Institute Award for Excellence and 2024 Academy of Achievement Golden Plate Award, Glenn Gould Prize Laureate in 2022, and Spain's 2020 Gold Medal for Merit in Fine Arts. Leading publications such as *Musical America* and *Gramophone* have named him their artist of the year. Dudamel has also received many honorary doctorates, and he was inducted into l'Ordre des Arts et des Lettres in Paris as a Chevalier in 2009 and became an Officier in 2022. Dudamel was named one of *Time* magazine's 100 most influential people in 2009.

Gustavo Dudamel was born in 1981 in Barquisimeto, Venezuela. His father was a trombonist and his mother a voice teacher, and he grew up listening to music and conducting his toys to old recordings. He began violin lessons as a child but was drawn to conducting from an early age. At the age of 13, as a member of his youth orchestra, he put down his violin and picked up the baton when the conductor was running late. A natural, he began studying conducting with Rodolfo Saglimbeni. In 1996 Dudamel was named Music Director of the Amadeus Chamber Orchestra, where his talent was spotted by José Antonio Abreu, who would become his mentor. In 1999, at age 18, he was appointed Music Director of the Simón Bolívar Youth Symphony Orchestra of Venezuela, comprising graduates of the El Sistema program. Dudamel gained international attention when he won the inaugural Bamberger Symphoniker Gustav Mahler Competition in 2004. He went on to become Music Director of the Gothenburg Symphony (2007–12), of which he now holds the title of Honorary Conductor. Dudamel's talent was widely recognized, notably by other prominent conductors of the day, but it was the Los Angeles Philharmonic that took the initiative in 2007 to sign the then 26-year-old Dudamel as Music Director, beginning in the 2009–10 season. Dudamel also held the position of Music Director of the Paris Opera, 2021–23, leading acclaimed productions of Puccini's *Turandot* and *Tosca*, Mozart's *The Marriage of Figaro*, Wagner's *Tristan und Isolde*, and John Adams's *Nixon in China*, adding to an extensive operatic résumé that includes more than 30 staged, semi-staged, and concert productions around the world.

## Matías Tarnopolsky

### Linda and Mitch Hart President & CEO



Matías Tarnopolsky became Linda and Mitch Hart President & CEO of the New York Philharmonic in January 2025, joining incoming Oscar L. Tang and H.M. Agnes Hsu-Tang Music & Artistic Director Designate Gustavo Dudamel to author a new chapter in the Orchestra's rich history.

Tarnopolsky previously served in the same role at The Philadelphia Orchestra and Ensemble Arts, a visionary organization that shares the transformative power of the performing arts and arts education with the widest possible audience. Working with Music & Artistic Director Yannick Nézet-Séguin, Tarnopolsky positioned The Philadelphia Orchestra and Ensemble Arts to boldly lead the way in building a bright, inclusive future for the performing arts – as the center of cultural life in Philadelphia, and as a model for the nation. Tarnopolsky's tenure in Philadelphia was marked by significant achievements, including three major awards in 2022: a Tony Award for the Kimmel Center's role in producing the Stephen Sondheim Broadway

musical *Company*, as well as a Grammy Award for Best Orchestral Performance and a Diapason d'or for The Philadelphia Orchestra and Nézet-Séguin for their Deutsche Grammophon recording of Florence Price's First and Third Symphonies.

By enriching programming with the work of BIPOC musicians, composers, and artists; expanding the traditional classical music canon; hosting free festivals with arts and culture organizations from across the region; launching the Digital Stage; amplifying the voices, stories, and causes of unique Philadelphia organizations and businesses through musical collaboration; creating opportunities for productive dialogue on social justice and the arts; and encouraging a change to the formal dress code for orchestra musicians, Tarnopolsky dismantled barriers to access, reaching ever broader and more diverse audiences.

With Tarnopolsky at the helm, The Philadelphia Orchestra received the largest financial contribution in its history, launched an innovative free ticket program for the School District of Philadelphia, and was named *Gramophone* magazine's 2020 Orchestra of the Year. He also facilitated a flagship collaboration with the University of Pennsylvania by transferring the Orchestra's archives to the Penn Libraries Kislak Center for Special Collections, providing broad research opportunities and access to more than a century of Philadelphia's rich musical history.

Driven by a lifelong passion for and innate knowledge of the arts, Matías Tarnopolsky has deep experience molding the artistic profiles of orchestras and cultural centers. Before his tenure in Philadelphia, he served as executive and artistic director of Cal Performances at the University of California, Berkeley, the largest multidisciplinary university-based arts presenter and producer in the United States. This followed a series of key leadership roles at the New York Philharmonic, Chicago Symphony Orchestra, and BBC Symphony Orchestra. Born in Buenos Aires and raised in London, he received degrees in music and musicology from King's College London. He serves on the Executive Committee of the Avery Fisher Artist Program, Advisory Council of the Tianjin Juilliard School, Pacific Harmony Foundation, Philadelphia Convention and Visitor's Bureau, Chamber of Commerce for Greater Philadelphia, and Viñoly Foundation.

Tarnopolsky has been recognized with numerous awards, including the Chevalier de l'Ordre des Arts et des Lettres by the French Ministry of Culture and, in 2025, an honorary doctorate from Manhattan School of Music. In 2022, he was awarded the William J. Clothier II Award from the Pan American Association of Philadelphia. *The Philadelphia Business Journal* recognized Tarnopolsky and the Orchestra with the 2021 Faces of Philanthropy award and named him to its list of 2021 Most Admired CEOs. He was selected as one of the 100 most powerful people in Philadelphia for City & State Pennsylvania's Philadelphia Power 100 list in December 2021.

## Adam Z. Gerdts

### Senior Vice President, Philanthropy



Adam Z. Gerdts serves as the New York Philharmonic's Senior Vice President, a position he has held since February 2022.

Gerdts began his development career in 2002 at Manhattan Theater Club, working on five annual fund campaigns and the capital campaign to restore Broadway's Biltmore Theater. In 2006, he joined the University of North Carolina at Chapel Hill in 2007 as director of Young Alumni Programs then to UNC Kenan-Flagler Business School as a major gift officer in 2008, becoming executive director of development in 2010. In 2014, Gerds was named associate dean of advancement, a position he held until 2019 when he returned to New York as Vice President of Institutional Advancement at Yeshiva University.

Gerdts received his BA and MBA from the University of North Carolina-Chapel Hill.

## About New York, New York

New York City stands as one of the world's most influential urban centers, distinguished by its scale, cultural diversity, and economic reach. Home to more than eight million residents across five boroughs, the city serves as a global nexus for finance, media, technology, higher education, healthcare, and the arts. Its dynamic environment attracts a highly skilled international workforce and offers unparalleled access to talent, innovation, and cross-sector collaboration.

The city's economic ecosystem is anchored by industries that include financial services, media and entertainment, life sciences, technology, professional services, and nonprofit leadership. NYC is recognized for its robust concentration of Fortune 500 headquarters, world-class academic institutions, major research hospitals, and a thriving entrepreneurial landscape. This convergence of institutions creates an environment conducive to strategic partnerships, rapid problem-solving, and large-scale impact key factors for organizations seeking visionary executive leadership.

Culturally, New York is synonymous with diversity. More than eight hundred languages are spoken across the city, making it one of the most linguistically and culturally varied places in the world. This multicultural fabric informs its leadership landscape, emphasizing inclusivity, global thinking, and community engagement. Leaders in New York must be adept at navigating complexity, building consensus across diverse stakeholders, and guiding teams within fast-paced, resource-rich, but highly competitive environments.

From an infrastructure and connectivity standpoint, NYC offers world-class transportation, international accessibility, and dense professional networks. Its institutions benefit from proximity to global policymakers, cultural organizations, philanthropic foundations, media platforms, and funding partners. As a result, executives operating in New York often have expanded opportunities to elevate organizational visibility, strengthen partnerships, and influence industry-wide conversations.



## Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a resume, and a letter of interest. For fullest consideration, all materials should be received by April 10, 2026.

Application materials should be submitted using the WittKieffer Candidate Portal by [clicking here](#). Candidates can also find this portal via the WittKieffer website at [www.wittkieffer.com](http://www.wittkieffer.com) and select the "Become a Candidate" button.

Nominations and inquiries can be directed to Melissa Fincher, Greg Duyck, and Maya Holt-Brockenbrough, Ph.D. at [NYPhilAVPDevelopment@wittkieffer.com](mailto:NYPhilAVPDevelopment@wittkieffer.com).

## Salary and Benefits

The base compensation range for this position is \$210,000-\$230,000. Compensation will be determined based on a range of factors, including but not limited to scope of role, level of experience, education, accomplishments, internal equity, and budget, and will be subject to Fair Market Value evaluation.

The New York Philharmonic offers a comprehensive benefits package to its full-time employees including:

- Medical, Dental, and Vision coverage
- Employer contributions to the 403(b) plan
- Employer-paid Life and Disability insurance
- 12 Holidays
- Competitive Vacation benefits
- Access to world-class performances and events

*The New York Philharmonic is an Equal Opportunity Employer and does not discriminate on the basis of age, immigration or citizenship status, color, disability, ethnicity, gender, gender identity, marital and partnership status, national origin, race, religion, sexual orientation, status as a veteran or active military service member, or any other characteristic protected by federal, state, or local laws in its employment policies.*