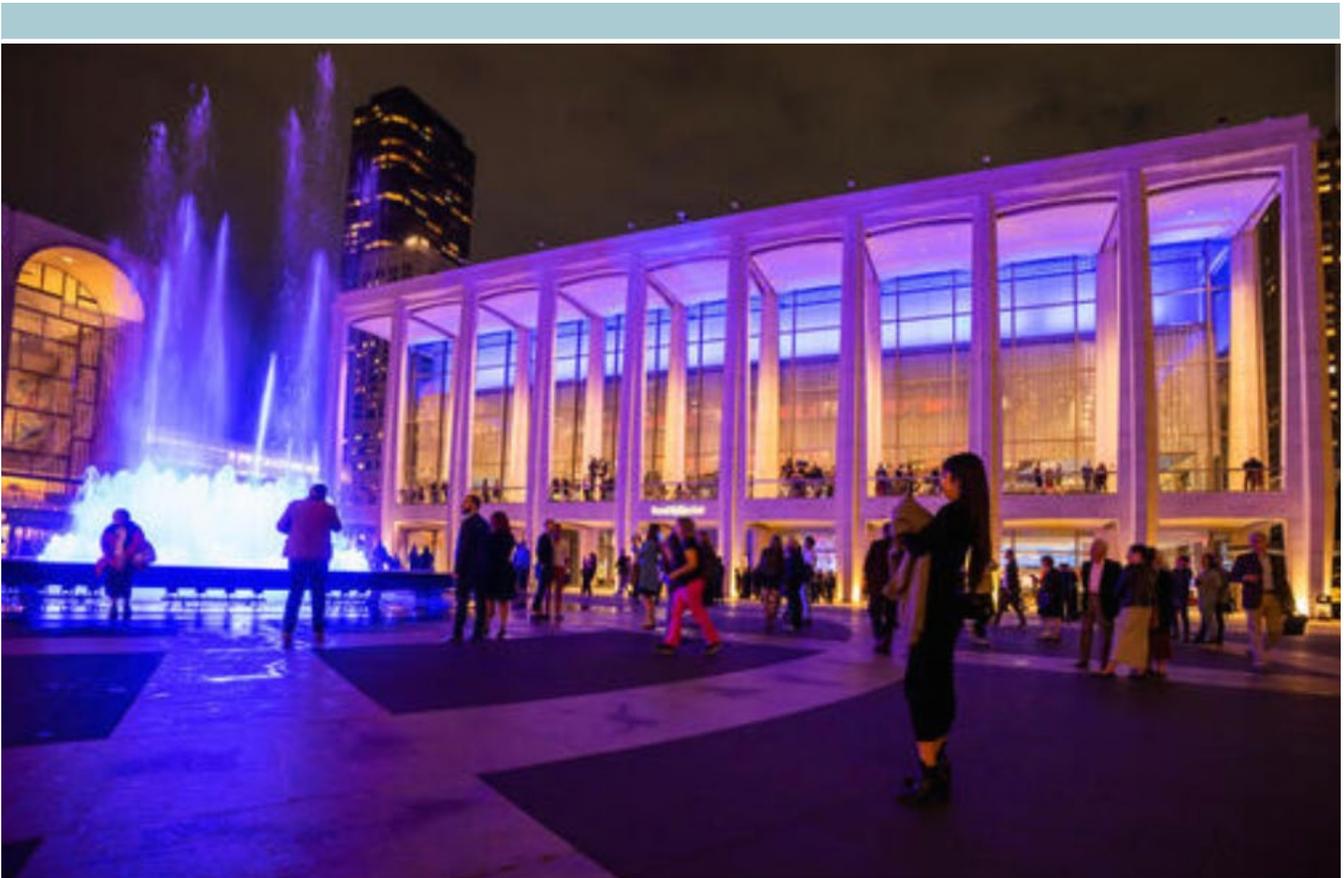




Associate Vice President, Principal Gifts

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, Principal Gifts (AVP).

The New York Philharmonic stands at a defining moment in its long and distinguished history, and the AVP, Principal Gifts will play a pivotal leadership role in shaping its philanthropic future. As the institution prepares for its next comprehensive campaign and embraces a new era of artistic leadership under Music and Artistic Director Designate Gustavo Dudamel and President & CEO Matías Tarnopolsky, the AVP will be responsible for developing and driving strategies that secure transformational philanthropic support. Reporting to the Senior Vice President, Philanthropy, Adam Z. Gerdts, the AVP will lead all principal gift activity, guide early planning for an institution-wide campaign, manage a portfolio of high-capacity donors, and partner closely with Board members and senior leadership to advance the Philharmonic's most ambitious priorities.

The AVP will oversee the Director, Principal Gifts and Director, Special Gifts, ensuring that donor strategies, campaign activity, and internal coordination reflect a sophisticated and data-driven approach. Collaborating across Development, Artistic, Education, Finance, and External Affairs, the AVP will translate organizational priorities and artistic vision into compelling funding opportunities. A key responsibility will be crafting the overarching principal gifts strategy for the forthcoming comprehensive campaign – an effort with significant institutional urgency following the Philharmonic's successful \$550 million David Geffen Hall renovation campaign (in partnership with Lincoln Center) and major endowment gifts that signal extraordinary potential among current and prospective philanthropists.

To succeed, the AVP must build deep, effective relationships with senior leaders including the Senior Vice President, the President & CEO, VPs across the organization, and influential members of the Board. These partnerships will be essential in forging donor connections, navigating sensitive cultivation strategies, and establishing the AVP's credibility with the institution's most important supporters. The role will also require significant managerial expertise. In addition to managing two direct reports, the AVP will work with the Director, Principal Gifts to hire additional principal gift officers, help mentor the existing advancement team, build a strong principal gifts operation, and elevate fundraising systems, analytics, and reporting to support a high-performing campaign environment.

Central to long-term success will be expanding the donor pipeline. 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 longstanding supporters. This work will provide the foundation for sustainable growth and future campaigns, ensuring the Philharmonic continues to thrive artistically and institutionally.

The ideal candidate will bring a proven record of securing principal gifts at the \$500,000 level and above, deep experience in campaign strategy and execution, strong strategic thinking abilities, and exceptional communication and relationship building skills. With at least ten years of progressive fundraising experience and a passion for the Philharmonic's mission, the AVP will 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, Principal Gifts

At a pivotal time in the New York Philharmonic's history, the Associate Vice President, Principal Gifts will play a central leadership role in shaping and advancing the Philharmonic's philanthropic future. Reporting to the Senior Vice President, Philanthropy Adam Z. Gerdt, the AVP will design and lead strategies to secure transformational philanthropic support through principal gifts and the planning and execution of a major comprehensive campaign on the horizon.

The AVP will oversee the Director, Principal Gifts and Director, Special Gifts, ensuring a coordinated, data-driven, and donor-centered approach to campaign management and high-level fundraising. Working in close partnership with senior leadership and the Board of Directors, this role will help translate the Philharmonic's bold artistic vision, newly developed aspirational strategic plan and renewed public presence into philanthropic investment at the highest levels.

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. The AVP will be responsible for the following areas.

Principal Gift and Campaign Leadership

- Partner with the Senior Vice President, Philanthropy; President & CEO; AVP, Board Relations & Campaign Management, and Board leadership to develop and execute strategies for securing principal and campaign gifts that advance the Philharmonic's strategic initiatives and institutional priorities.
- Lead planning and early implementation of the Philharmonic's next comprehensive campaign, building on recent campaign success and organizational momentum.
- Manage a portfolio of current and prospective principal donors capable of gifts of \$500K and above; design customized cultivation, solicitation, and stewardship strategies.
- Partner with SVP, Philanthropy to serve as primary liaisons to key Board members, cultivating strong relationships that advance principal gift strategies and campaign priorities.
- Work closely with the Philharmonic's leadership teams to craft compelling cases for support and high-impact opportunities that align donor interests with organizational needs and campaign priorities.
- Advise on the direction and development of campaign materials, proposals, and related collateral in partnership with the Development, External Affairs, and Marketing teams.

Team Leadership and Management

- Ensure that fundraising systems, analytics, and reporting effectively support principal gift and campaign objectives, in close collaboration with Development Operations colleagues.
- Work with the SVP, Philanthropy and AVP, Board Relations and Campaign Management to ensure meaningful, well-supported engagement of Board members in fundraising and campaign activities.
- Supervise and mentor the Director, Principal Gifts, and Director, Special Gifts by offering guidance on portfolio strategy, donor engagement, and solicitation planning.

- Inspire, develop, and retain a high-performing team through a culture of collaboration, accountability, and excellence aligned with the Philharmonic's values.

Strategic Collaboration and Institutional Alignment

- Collaborate closely with colleagues across the Development team, including the AVP, Development and their related teams: Major Gifts, Institutional Giving & Corporate Partnerships, Individual Giving, and Special Events, to ensure coordinated donor strategies.
- Partner with the Artistic, Education, and Finance departments to align fundraising priorities with programmatic needs and institutional budgets.
- Provide regular principal and major gifts progress reports, financial forecasts, and performance metrics to senior leadership, campaign committees, and the Board of Directors.



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:

- **Develop a compelling principal gifts vision for the future of the New York Philharmonic.**

The Philharmonic's cultural role extends beyond New York and the United States to the broader world. Its evolution from its founding in 1842 continues with a new Artistic Director and President & CEO. With these exciting changes, the next AVP has the opportunity to build a principal gifts program and culture unique in the performing arts, a task at the top of their agenda. The quality of the Philharmonic's Board of Directors, its brand recognition, and its access to philanthropists around the globe offer a singular opportunity for an entrepreneurial and thoughtful AVP to build a principal gifts program unlike any other. Working with the SVP, Philanthropy and other Philharmonic leaders and volunteers, the AVP will develop an advancement vision that builds on the tradition and reputation of the Philharmonic. One consistent theme heard in conversations with Philharmonic leaders is opportunity. While the organization has been the beneficiary of very generous donors, there is a consensus that the membership and donor base has more potential that can be accessed with an effective and focused strategy. By implementing a clear and consistent vision, the next AVP can help lead the Philharmonic to new heights.
- **Develop and execute a new comprehensive campaign.**

The New York Philharmonic is readying itself to launch a comprehensive campaign in the near term, and there is real urgency in this effort. The institution was able to raise \$550 million for the dramatic renovation of David Geffen Hall, the home of the New York Philharmonic. In addition, a \$40 million endowment gift a few years ago by philanthropists Oscar Tang and H.M. Agnes Hsu-Tang was another indication of the institution's potential. A numerical goal for the upcoming campaign has yet to be determined, but needs are significant. The AVP will collaborate with the SVP, President & CEO, and others to set overall goals and priorities. The AVP must also develop the over-arching principal gift strategy to identify, cultivate, and solicit the Philharmonic's most generous donors. Ultimately, the campaign will provide the opportunity to secure the Philharmonic's future and set it on the path to even greater success.
- **Forge effective and successful relationships with Philharmonic leaders.**

A key dynamic for any principal gifts leader is the relationships they build with the chief philanthropy officer, the chief executive officer, board members as they develop strategies and partnerships with key donors. The AVP will foster relationships with some of the institution's most important donors and prospects and will also bring key leaders into those conversations at sensitive times. It is critical for the AVP to recognize this dynamic and be able to establish their own credibility while carefully building trusting and open relationships with the vital players at the Philharmonic. It is clear that SVP Gerds and President & CEO Tarnopolsky will be exciting and effective fundraising partners, and the AVP must forge effective relationships with these individuals in order to be successful in their work.
- **Help mentor the Philharmonic advancement team.**

The New York Philharmonic advancement effort in recent years has been successful, with a relatively small team achieving impressive results. To begin optimizing these efforts and building a stronger culture of philanthropy, the new AVP will be asked to utilize their expertise and experience to mentor current members of the team to ensure they have the tools they need to pursue principal gifts effectively. The AVP will also be asked to build their own team over time, beginning with frontline principal gift officers.

Experience in and ability to identify principal gift officer talent will be critical to this role. In addition, the ability to mentor these new staff and carefully bring them into the new principal gifts program will be vitally important to ensuring success and team optimization heading into the new campaign. In short, the selected candidate should set high goals for their principal gifts staff while also providing the tools, guidance, and inspiration to achieve those goals.

- **Build a deeper and more consistent donor pipeline.**

Critical to the success of the upcoming Philharmonic campaign, as well as future advancement success, will be the expansion of the donor pipeline. New York is a thriving philanthropic center with more potential than almost any metropolitan area in the world. As a critical part of the principal gifts plan, it is essential to identify new prospects to cultivate in the Philharmonic membership base and beyond. The Philharmonic's history and reputation command respect across the country and around the world, opening doors unavailable to almost all other cultural institutions. By developing an ambitious, wide-ranging, and dynamic plan to expand the institution's relationships with both individual and institutional donors, the new principal gifts AVP will be able to put in place the critical foundation necessary for the Philharmonic's near- and long-term success.



Professional Qualifications and Personal Qualities

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

- Demonstrated success in closing principal gifts of \$500K and above
- Strong understanding of campaign planning, management, and donor pipeline development.
- Exceptional ability to think strategically about an overall advancement program as well as individual plans for high-net-worth individuals and institutions.
- Outstanding interpersonal, and communication skills, with the ability to engage effectively with high-level donors, senior executives, board members, and volunteer leadership.
- Proven leadership and team management abilities, with a collaborative, hands-on approach.
- Enthusiasm for advancing the mission and artistic vision of the New York Philharmonic.
- Minimum of 10 years of progressively responsible fundraising experience, including significant experience with principal or major gifts and campaign leadership in a large, complex nonprofit organization.
- Bachelor's degree required; advanced degree preferred.

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 Tang 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.

Celebrate 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, Gerdts 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 CV/resume and a letter of interest. For fullest consideration, all materials should be received by April 3, 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 and selecting the "Become a Candidate" button.

Nominations and inquiries can be directed to Greg Duyck, Melissa Fincher, and Maya Holt-Brockenbrough, Ph.D. at NYPhilAVPPrincipalGifts@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

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