

CHIEF ADVANCEMENT OFFICER



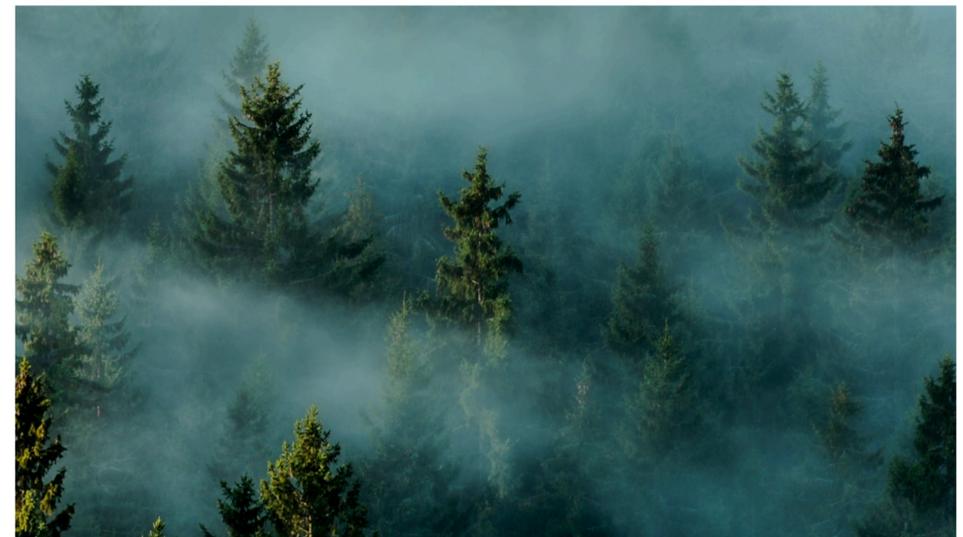
ABOUT CLASSICAL KING

Classical KING serves a diverse audience of classical music lovers in the Pacific Northwest and beyond. In addition, the station services as a catalyst for the entire arts community as the primary resource for attracting and developing new audiences for classical music.

Classical KING delivers a distinctive, community-centered classical music service through three continuous channels: Classical KING, Classical Calm, and Classical Christmas. Everything the station offers is available free of charge on 98.1 FM radio which reaches all of the Puget Sound region as well as most of Western Washington and lower British Columbia. Streaming is available anywhere, anytime online through apps, smart speakers, and numerous digital platforms – this digital audience is growing exponentially.

The station's programming is deeply rooted in the Pacific Northwest, built through longstanding partnerships with local arts organizations, musicians, and cultural institutions. Classical KING shines a light on local artists and live music experiences through its curated playlist, thematic shows like "Local Lunch," broadcast concerts, and robust promotion of arts activities throughout the region. Guided by its commitment to diversity, the station's programming amplifies underrepresented voices, reaches audiences often excluded from traditional arts spaces, and works diligently to reflect and serve the full breadth of the community.

The station is an independent nonprofit, and its operations are entirely supported by listener supporters, local foundation and government grants, and sponsors. Classical KING is co-located with Seattle Opera at Seattle Center, the cultural heart of the Pacific Northwest. With the largest reach, the most diverse audience, and the fewest barriers to access, Classical KING is a singular community asset.



The station has a profound reach:

- 250,000 weekly radio listeners
- Ranks in the top 5 radio stations in Seattle/Tacoma market
- 100,000 regularly stream
- 50+ broadcasts of local concerts from performing partners each year
- 40+ live studio performances annually
- 98% locally created content



POSITION OVERVIEW

The Chief Advancement Officer (CAO) joins Classical KING in a critical period of growth as the organization continues to expand audiences through streaming and keeps philanthropic relationships and investments at pace with program expansion. An accomplished fundraising leader, the CAO is at home with best practices and comfortable innovating into the digital future of the station. The CAO is a key contributor to the organization's culture of collaboration, strategic planning, and inter-personal care.



The CAO leads a comprehensive, successful advancement program that is the revenue engine supporting Classical KING's mission, including gifts from individuals and foundations as well as government grants. The CAO manages an eight-member advancement team that currently includes two Philanthropy Officers, a Donor Engagement Officer, Philanthropy Coordinator, Director of Membership, Director of Advancement Operations, Donor Relations Coordinator, and Gift Processing Coordinator.

The CAO serves as an essential member of the leadership team that includes a Chief Content and Engagement Officer, Chief Operating Officer, and Program Director. The CAO works closely with Classical KING's CEO and engaged Board to support them on strategic donor cultivation, strengthen the Board's fundraising capacity, and acts as the primary board liaison to the Development and Marketing Committee. As a strategic lead, the CAO works closely with the leadership team to deliver expertise, best thinking, iterative counsel, open dialogue, and effective communications to ensure sound advice prevails at the decision table.

In 2025, Classical KING moved quickly and decisively to address the loss of federal funding for public media and pushed philanthropic revenues into overdrive. Today the organization is benefiting from extraordinary growth in giving from individuals at all levels and is building on this momentum. The CAO will play a critical role keeping fundraising success at pace as the organization moves into its next phase of growth. Strengthening long term sustainability, diversifying revenue streams, and expanding planned giving are all critical components of Classical KING's fundraising strategy.

The CAO reports directly to Rob Wiseman, Chief Executive Officer (CEO) of Classical KING. Having served as CAO since 2024, this CAO search is the result of Rob's appointment as Classical KING's CEO in February 2026.

Mission	Vision	Values
Classical KING will actively grow, diversify, and enrich the love of classical music in our community.	Expand our diverse community of listeners, performers, and supporters who understand and benefit from the powerful impact of classical music and the arts in our region.	Classical music should be accessible to all. The arts are a critical component of every vibrant city. K-12 arts education is necessary to develop creativity, innovation, and lifelong appreciation of the arts. Fiscally-responsible planning is necessary to achieve our vision

MAJOR OBJECTIVES

Within the first 12 to 18 months, the CAO will achieve the following:

- ✦ Establish strong, trusting relationships through capable leadership with the CEO, leadership team, staff, board leaders, members, volunteers, and donor community.
- ✦ Maintain Classical KING's growth trajectory and fundraising success by inspiring a high-performing advancement team that grows a diverse donor base through clear, achievable goals.
- ✦ Lead thoughtful stewardship and retention strategies for donors who increased or initiated support in response to the loss of federal funding for public media, ensuring these contributors feel valued, informed, and connected to Classical KING's mission and long-term vision.
- ✦ Advance and integrate a comprehensive planned giving program that encourages legacy commitments, aligns with donors' philanthropic goals, and supports the long-term financial health of Classical KING.
- ✦ Enlist the help of the Board Development and Marketing Committee to increase major giving, legacy commitments, and inspire the Board in its overall fundraising responsibility.
- ✦ Develop confidence in talking about Classical KING's strategic goals, finances, and presenting a compelling case to donors.

KEY FACTS

27 total staff

9 Advancement Staff

14 Member Board of Directors

\$5.8M annual fundraising goal

16,500+ donors cover 94% of annual budget

Maintains reserves and board-designated invested assets of \$11.5M+



RESPONSIBILITIES

The CAO will have the following primary responsibilities:

Fundraising Leadership

- Develop and implement a comprehensive advancement plan that grows a diverse and increasingly larger base of donors and prospects.
- Create inclusive opportunities for all giving levels to support Classical KING with special focus on growing sustainers, increasing the pipeline of five- and six-figure gift prospects, and legacy commitments.
- Provide direction, leadership, and oversight for a robust fundraising platform of annual giving, major giving, planned giving, foundation giving, government grants, direct mail, and special events, with clearly defined revenue goals and performance metrics.
- Manage a portfolio of leadership-level donors and prospects; play the leading role in advancing relationships with that result in transformative progress for Classical KING's mission.
- Support and guide the CEO, other staff, and volunteers in the cultivation, solicitation, and stewardship of donors and prospects. Ensure appropriate portfolio management practices to efficiently advance relationships.
- Develop and implement high-impact cultivation and stewardship activities that reflect donor interests, celebrate generosity, and reinforce long-term relationships with Classical KING.
- Lead and integrate a comprehensive planned giving strategy that deepens donor relationships, encourages legacy commitments through robust marketing, and supports the long-term financial sustainability of Classical KING.
- Strengthen all advancement processes and systems, donor database, prospect research, and moves management to support an efficient operation that meets the needs of staff and donors.

Partnership and Board

- Serve as staff lead for the Development & Marketing Committee of the Board as well as regularly contribute to meetings of the full Board and Finance Committee.
- Create and deliver regular reports on fundraising performance and donor engagement for the Board.
- Partner with the leadership team to ensure coordinated strategy and messaging around external partnerships, Board engagement, and organizational priorities.
- Collaborate with the CEO and members of the Board to identify prospective Board members who will enhance the capabilities of the organization.
- In conjunction with the leadership team, support nontraditional opportunities to advance the organization's mission, including fundraising opportunities, program collaborations, and partnerships.

Management

- Lead, manage, and inspire the work of a high-performing advancement team in a warm, positive, and compassionate manner to meet and exceed all goals.
- Be recognized as a committed, valued, and collegial leader by members of Classical KING's staff.
- In partnership with the CEO, ensure Classical KING's culture of philanthropy, structure, and resources are aligned in support of contributed revenue expectations and organizational priorities.
- Work closely with the CEO and COO in the budgeting process by creating a cohesive plan with clear financial goals rooted in achievable strategies and motivating metrics.
- Travel as needed and attend evening and weekend events.

QUALIFICATIONS

The ideal CAO will bring most of the following qualifications and skills:

- A passionate commitment to the mission, vision, and values of Classical KING.
- Expertise implementing fundraising best practices and an appetite for innovation and risk-taking.
- At least seven years of senior-level comprehensive fundraising experience with prior experience guiding strategy and leading a team of development professionals.
- Experience with public media fundraising or other membership-based annual fund programs would be an advantage.
- Significant achievement in the areas of major giving, annual giving, legacy giving, foundation giving, donor marketing and stewardship, special events, including solicitation of six-figure gifts and legacy commitments.
- An intelligent, compassionate, and thoughtful manager with a solid ability to hire, supervise, and mentor an advancement team that strives for fundraising excellence, leading by example in a warm, positive, and transparent manner.
- Demonstrated success in working collaboratively with leadership teams, engaged boards, and volunteers.
- Strong motivational and interpersonal skills that value honor, integrity, and excellence in work.
- Excellent communication skills, including strong listening, written, verbal, and presentation skills.
- Ability to achieve targeted fundraising goals by means of strategic positioning, flexible direction, and team-oriented leadership.
- Solid financial management skills with experience in fundraising and budget analysis, forecasting, and planning.
- Strong knowledge of advancement operations and donor database management systems, particularly Raiser's Edge.

COMPENSATION AND BENEFITS

The salary range for this full-time, exempt position is \$180,000 to \$200,000. The CAO will be based in Seattle at the Classical KING offices with the flexibility to work remotely. Generous benefits include medical, dental, and vision insurance; employer-paid life and disability insurance; 401(k) program, paid time off including holidays, sick days, bereavement leave, and vacation; a relaxed, healthy, joyful work environment; and a flexible work-life balance. Relocation assistance will be provided for the successful candidate.

APPLICATION

Please send cover letter, resume, and professional references to hr@king.org

