



REQUEST FOR PROPOSALS
Search Firm for VP of Advancement

South Arts seeks proposals from qualified contractors to perform a search for a VP of Advancement, to lead the organization’s department that comprises fundraising, marketing, and communications. This process will help to identify an individual who can be an outstanding leader in the organization as well as a key solicitor and strategist to advance the organization’s work.

Organizational Background

Headquartered in Atlanta, Georgia, [South Arts](#) is a nonprofit regional arts organization empowering artists, organizations, and communities and increasing access to arts and culture. Our mission: advancing Southern vitality through the arts. In partnership with the National Endowment for the Arts and the State Arts Agencies of Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, and Tennessee—with additional funding from other public and private donors such as the Doris Duke Charitable Foundation and the Mellon Foundation—South Arts supports artists and organizations through a rich and responsive portfolio of grants, fellowships, and programs. South Arts believes that the arts elevate the region, increasing connectedness and inspiring meaningful change in the process.

Position Department

In the past four years South Arts has more than tripled its budget (\$3M - \$10M). We want to continue this momentum and anticipate significantly increasing the budget within the next several years. South Arts is seeking a dynamic individual with a proven track record who can accomplish that goal. This position reports to the President & CEO, is part of the executive management team, and will be expected to be a major contributor of vision and leadership, helping to accomplish the strategic plan and fulfill South Arts’ mission of advancing Southern vitality through the arts.

Our major sources of funding have been government and foundations, including: National Endowment for the Arts, Mellon Foundation, Doris Duke Charitable Foundation, Ford Foundation, and Margaret A. Cargill Philanthropies. Some of these relationships are ongoing and others have been formed in the last 1-2 years. These will continue to be important sources and we want to increase our foundation footprint, but South Arts also wants to diversify its funding streams by building corporate and individual relationships. We serve nine southern states and anticipate that advancement will be an effort in each state and nationally.

The other important aspect of this department’s work is Marketing and Communications, which is supervised by the VP. This department promotes opportunities to the field to participate in South Arts programs, and builds awareness for the South Arts brand through PR, social media, etc. in order to continue to attract resources.

South Arts is one of six regional arts organizations in the United States and is transitioning from primarily serving the performing arts field to more broadly serving arts, culture, and community. A recent example of the organization’s programming initiatives is a multimillion-dollar national grant program related to jazz artists touring across the United States, and Southern Cultural Treasures, a

major investment in BIPOC led and serving organizations. Diversity, equity and inclusion are key values of this organization. It is an exciting growth period for South Arts, and we are looking for someone who wants to be a valuable part of that growth.

Scope of Work

The contractor will...

- Work with key staff to finalize a position description (a draft currently exists)
- In coordination with key staff, develop criteria for evaluating applications
- Conduct a nationwide search to identify a diverse pool of highly qualified individuals
- Vet candidates to identify top talent for review by staff
- Assist staff in selecting the top candidate
- Check references (on and off-list) once a top candidate is identified

Proposal Submission

- Organization Description: Brief history and summary of your firm and expertise.
- Recruitment Approach: Describe the process you use to identify and recruit candidates.
- Deliverables: Delineate how success will be measured throughout the process.
- Proposed Timeline: Estimate the start and end dates for each phase of the search process.
- Budget: Proposed cost along with description of what is included in this cost.
- References: At least two organizations and two candidates that you have successfully placed.

Selection Criteria

- Relevant experience in conducting searches.
- Feasibility of timeline.
- Reference responses.
- Fee.

Questions?

Please contact Charles Phaneuf at cphaneuf@southarts.org or (404) 201-7923.

South Arts encourages applicants to contact us with questions more than 48 hours before the RFP deadline; due to the volume of requests, South Arts team members may not be able to respond to inquiries submitted after that time.

Proposal along with fee, support materials, and references must be RECEIVED by 5:00 PM (ET) on February 24, 2023. Please send to Charles Phaneuf at cphaneuf@southarts.org.

South Arts is an Equal Opportunity Employer and values diversity, equity, inclusion, and accessibility. Alternate formats of this document may be obtained by contacting South Arts at 404-874-7244.