



VICE PRESIDENT OF DEVELOPMENT

ABOUT DISCOVERY CHILDREN'S MUSEUM

Children's museums are fun, educational retreats where children learn through play and exploration in environments designed just for them. Reflecting their diverse communities, children's museums create safe, playful, interactive learning experiences that are fundamental to healthy social, emotional, and cognitive development of kids. In the past two decades, museums for kids have grown exponentially due to increasing public need and even estimated to generate over [\\$5.5 billion](#) in economic activity within a single year. In an increasingly complex world, children's museums provide a safe place where all kids can explore, learn, and grow through play with the caring adults in their lives.

For more than 30 years, DISCOVERY Children's Museum, located in cosmopolitan Las Vegas, has been dedicated to the educational enrichment of children through hands-on, interactive learning. DISCOVERY offers one-of-a-kind, tailored experiences for families not just in Southern Nevada yet all over the world due to influx of millions of American and global tourists annually. DISCOVERY puts children's needs for play, exploration, inspiration, belonging, and unique learning experiences above all else. In March 2013, DISCOVERY moved to its current \$50-million location in the Donald W. Reynolds Discovery Center adjacent to The Smith Center in Symphony Park. Much more than just the relocation of the current museum, the new museum helped redefine Las Vegas as a city that values arts, science, and culture within an urban lifestyle, and most importantly, its children.

Three-stories tall by design, DISCOVERY Children's Museum 58,000-square foot building is home to nine-themed exhibitions totaling 26,000 square feet of interactive hands-on core exhibits. Over past years, DISCOVERY has been recognized for its pioneering, award-winning exhibits and programs. DISCOVERY's permanent exhibits include [The Summit](#), [DISCOVERY Lab](#), [Fantasy Festival](#), [Eco City](#), [Patents Pending](#), [Toddler Town](#), [Water World](#), [Solve It!](#), and [Young at Art](#). This year, DISCOVERY opened their [Las Vegas Airport Exhibit](#) that provides multiple hands-on activities to experience life and work at a major metro airport, as well as a new [Wells Fargo Bank Exhibit](#) and [Sensory Cool Down Room](#). DISCOVERY also offers innovative learning experiences as part of their main lines of accessible and inclusive programming and outreach:

Key Facts

- 70 total staff
- \$5.4M budget
- \$6M in reserves
- 6 development staff
- 19-member [Board of Trustees](#)
- 17-member Chair's Advisory Board
- 9-member DEI Advisory Council
- 250,000 visitors annually
6,000+ donors and 1,700 members

Visit



- Science, Technology, Engineering, Arts, and Math (STEAM) programs within their nine ongoing galleries along with brain-boosting [summer camps](#) and school and group [field trips](#);
- [DISCOVERY on Wheels](#) provides Pre-K through fifth grade students with high quality hands-on, interactive, health science programming in their classroom in the Clark County School District;
- [YouthWorks](#), a nationally recognized all-inclusive internship programs for high school students 15 to 17 that provides educational and work experience opportunities;
- Admission Subsidy Program offers full and partially subsidized admissions for local students in Title 1 schools;
- Specialized Early Childhood Education programs for children 5 years old and under, including parents and caregivers.

Despite these high quality exhibits and programs, when DISCOVERY Children's Museum closed due to the COVID-19 pandemic in March 2020, DISCOVERY's leadership immediately recognized a need for providing fun, accessible virtual learning opportunities into family homes and formed [At Home DISCOVERIES](#). Within a matter of days, their team of innovators created a whole new website section dedicated to digital learning experiences with both original and curated content. DISCOVERY established a free [Study Hall](#) program to support struggling parents and students through school closures and financial hardships. Despite months of stay-at-home orders, their number one goal has always been to make STEAM-based education inclusive and widely accessible to as many children and families as possible. In the face of a global crisis, DISCOVERY thrived and shined even brighter by pivoting to support the community, families, and kids during a time of unprecedented uncertainty.

Despite the pandemic and its challenges, DISCOVERY has emerged financially sound in part due to their vibrant community partners, grant investors, corporate sponsors, individual donors, and passionate stakeholders. Under resilient, resolute leadership, the Museum has emerged even stronger from the pandemic with zero debt and with \$6 million in reserves. With a solid financial foundation, the Museum is now undertaking an ambitious three-year strategic plan for growth, innovation, and excellence that has been supported by a six-month master planning process and community survey. To build more comprehensive investment in DISCOVERY's enduring mission, Melissa Kaiser, the Museum's Chief Executive Officer, and DISCOVERY's dedicated Board of Trustees are currently envisioning a major philanthropic campaign to complete the second phase of the Museum's transformation and ensure even more robust financial sustainability that will further enhance their status as one of the nation's best children's museums.

CITY OF LAS VEGAS

As one of the world's most renowned destinations, Las Vegas is a thriving metropolitan area, home to more than 2 million residents. With no state income tax and no business income tax, Nevada's business climate ranks seventh among the 50 states. Las Vegas features an ultra-reasonable cost of living, with

Mission

Our mission is to foster a welcoming, vibrant, and inclusive environment where all are invited to engage in playful and educational experiences that ignite a lifelong love of learning.

Vision

As a premiere educational partner in the community, we will champion collaboration that inspires every child to become an innovative thinker through the joy and wonder of hands-on DISCOVERY.

Core Values

Dream, Inclusivity, Safety, Collaboration, One-of-a-Kind, Value, Education, Respect, and Play.

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affordable prices on everything from housing to schools to utilities compared to most major U.S. cities. With mild winters and ample sunshine and low humidity, Las Vegas appeals to a variety of age groups, from retirees to young parents to mid-career professionals with an eye for saving money from high-cost cities. Beyond the glitz of the Strip, residents enjoy quiet suburban communities, world-class dining, and a wide variety of opportunities for recreation. Nearby national and state parks, including Lake Mead, Red Rock Canyon National Conservation Area, and Valley of Fire State Park provide ample opportunities for residents to enjoy and explore nature. Within a day's drive are venues such as Zion National Park, the Grand Canyon, Disneyland, San Francisco, Los Angeles, and more.

We invite you to learn more at: www.discoverykidslv.org.

THE POSITION

The Vice President of Development, a new, elevated leadership position, will have an inspiring and fulfilling opportunity to help build DISCOVERY Children's Museum's next stage of transformative growth. Even though the COVID-19 pandemic has devastated museums nationwide, DISCOVERY remains in a firm financial position with diverse revenues, a robust reserve, and zero debt. The Vice President of Development will start in an enviable position to further grow the Museum. The Vice President of Development reports to the Chief Executive Officer and serves as an essential member of a six-member senior leadership team, including a Vice President of Marketing & Communications, Vice President of Finance, Vice President of Facilities & Events, Vice President of Learning Experiences, and Vice President of Information Technology. The Vice President of Development is responsible for planning and leading all aspects of fundraising for DISCOVERY Children's Museum, including future philanthropic campaigns and strategic funding. The Vice President of Development works closely with DISCOVERY's Board of Trustees and serves as the primary staff liaison to the Development Committee, supporting board recruitment and development and strategic fundraising efforts.

This proactive, data-driven leader sets a strong institutional vision for DISCOVERY's role in philanthropy by building a best practices development team at one of the nation's top children's museums. The Vice President of Development, an accomplished closer of leadership and major gifts and accelerator of high-capacity prospects, leads a talented staff of five development professionals: Director of Foundation & Government Grants, Manager of Development Events, Manager of Membership & Annual Giving, Corporate and Major Gifts Officer, and Development Associate. The Vice President of Development will also share dotted line oversight of the Campaign Manager's duties along with the CEO and be expected to hire additional positions in preparation for any future fundraising campaigns. Most importantly, the Vice President strives to build an achievement-oriented environment built on aspirational goals and performance metrics that advances fundraising excellence and promotes the team's professional growth.



MAJOR OBJECTIVES

Within the first 12 to 18 months, the Vice President of Development will achieve the following major objectives:

- Plan, develop, and implement a comprehensive development plan that prioritizes DISCOVERY's strategic funding and campaign priorities with defined targets and metrics.
- Lead, build, and support a high-performing development program that grows an increasingly larger, diverse donor base through pipeline building, data analytics, and moves management.
- Work actively with the Board of Trustees and Development Committee and help inspire and energize their successful engagements in supporting DISCOVERY's strategic funding priorities.
- Maximize DISCOVERY's philanthropic potential through strong relationship building that leads to increased gift cultivations, solicitations, and closings toward the campaign.
- Serve as a passionate internal and external champion for DISCOVERY's mission of inclusion, equity, playful education, and lifelong learning for all.

RESPONSIBILITIES

The Vice President of Development will have the following primary responsibilities:

- Lead, manage, develop, and mentor the development team in a manner that ensures a comprehensive and integrated fundraising program and campaign.
- Oversee all aspects of the DISCOVERY's development program, including annual giving, major giving, corporate giving and sponsorships, government and foundation giving, direct mail, fundraising events, and membership.
- Build an effective philanthropy and campaign-focused infrastructure that optimizes DISCOVERY's fundraising potential and leverages the strengths of the development team.
- Plan, manage, and coordinate a collaborative campaign strategy that provides staffing and support to the CEO, Board of Trustees, and other key volunteers in their donor engagement activities.
- Lead a targeted strategy that builds a pipeline for leadership and major gifts from new and existing high-capacity donors and prospects.
- Manage a portfolio of approximately 50 to 75 leadership-level prospects, focusing on a pipeline of six-figure and greater prospects.
- Supervise and support DISCOVERY's signature annual fundraising events.
- Work closely with the Marketing and Communications team on integrated strategies to attract and retain members, donors, and investors.



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- Work closely with the Finance team on cash-flow forecasting, financial reporting, grants management, and deferred income.
- Maintain open and ongoing communication with DISCOVERY's senior leadership team, providing complete and accurate activity reports on a regular basis.
- Represent DISCOVERY at public functions and member events to raise the visibility of the organization as a strong, viable philanthropic entity.

QUALIFICATIONS

The ideal candidate will bring most of the following qualifications and skill sets:

- A genuine, passionate commitment to DISCOVERY's mission, vision, values, and drive to ensure a welcoming, vibrant, and inclusive environment for all children and families in Southern Nevada.
- A minimum of five to seven years of senior-level leadership experience in managing successful fundraising teams, including experience in planning and implementing a major multi-year campaign.
- Proven experience in raising leadership and major gifts at the six-figure level or greater.
- Proven ability to hire, supervise, motivate, and retain a fundraising team that strives to achieve and exceed goals.
- A warm, authentic, and humble executive presence with the confidence to convey credibility to high-level funders, donors, corporate executives, and other strategic stakeholders.
- Results-oriented, flexible, ethical, and collaborative; a strong listener and consensus-builder who thrives in a collegial, team-oriented environment.
- Strong interpersonal and motivational skills that establish trust and rapport, including ease and skill in conveying DISCOVERY's mission to a variety of diverse constituencies.
- Excellent communication skills with a persuasive ability, including solid written, verbal and presentation skills.
- Solid command of advancement technology and donor database management, ideally Blackbaud.
- Ability to travel as necessary and attend activities as needed, including evenings and weekends.
- A bachelor's degree or equivalent professional experience in development and management is preferred.



APPLICATION

DISCOVERY Children's Museum has retained Campbell & Company to conduct this search. The team for this project includes Dan Nevez and Alexandra Catuara.

DISCOVERY offers a highly competitive salary and a generous benefits package, including medical, dental, vision, basic life insurance; short-term disability and long-term disability benefits; supplemental life insurance; critical illness insurance, accident insurance, 13 paid holidays, PTO (25 days); sick leave (5 days); bereavement leave (3 days); 401K plan with a discretionary employer match; and a warm, vibrant, family-friendly, and inclusive work environment. Relocation assistance will be available for the successful candidate.

To be considered for this opportunity, please send a letter of interest and resume to:

ALEXANDRA CATUARA

Consultant, Executive Search
anc@campbellcompany.com
(312) 506-0060 direct

DISCOVERY Children's Museum is an equal opportunity employer that values and is committed to all forms of diversity in the workplace. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age, national origin, protected veteran status, disability status, sexual orientation, gender identity or expression, marital status, genetic information, or any other characteristic protected by law.