



Senior Vice President of
Development

Vermont Public

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BOSTON | NEW YORK

Vermont Public is seeking a strategic and collaborative Senior Vice President of Development to guide philanthropic growth, deepen donor engagement, and help shape the future of public media in Vermont.

About Vermont Public

Vermont Public is an independent, community-supported public media organization serving the state with trusted, award-winning journalism, internationally recognized children’s programming, and locally hosted classical music, along with access to national and international content from NPR, PBS, BBC, and other partners. Its programming is available statewide and beyond through radio and television broadcast networks, digital platforms, and community events.

As a community-owned, locally operated nonprofit with no paywall or subscription fees, Vermont Public relies on audience support for more than half of its funding, with nearly 45,000 members contributing at all levels. This support ensures that news and programming remain accessible to all.

For more information about Vermont Public, please visit <https://www.vermontpublic.org/>.



About Philanthropy at Vermont Public

Philanthropy has become an increasingly essential component of the organization’s operations and long-term sustainability. Widely recognized as one of the most successful rural public media stations in the country, Vermont Public consistently ranks high in both per-capita usage and community support, reflecting deep and sustained engagement across its service region.

Following a recent federal funding rescission that catalyzed a successful crisis fundraising response, the organization is seeking a leader who can “meet this moment” by building and leading a growing development team, capitalizing on this surge in philanthropic momentum, and converting short-term crisis response into durable, long-term support.

About the Position

The Senior Vice President of Development (SVP) plays a central leadership role in driving philanthropic growth across Vermont Public. Reporting to the CEO, the SVP is responsible for setting and executing strategies to expand the organization's fundraising capacity and diversify revenue across major gifts, institutional giving, corporate underwriting, membership, and other philanthropic opportunities, while also serving as a frontline fundraiser.

In addition to external fundraising leadership, the SVP oversees development operations and staff management, establishing clear goals and objectives aligned with annual priorities and long-term strategic direction. The SVP leads a team of 15 staff members, including five direct reports: Director of Philanthropy, Director of Membership, Director of Business Sponsorship, Director of CRM and Integrations, and Development Specialist. The role oversees a \$14.7M fundraising goal for FY27 and is accountable for strengthening and scaling the infrastructure required to sustain continued growth across all revenue streams.



Key Responsibilities

The SVP provides strategic leadership for Vermont Public's fundraising and development efforts, driving philanthropic growth in close partnership with the CEO, senior leadership team, development staff, and Board of Directors. The role leads the design and execution of annual and long-term revenue strategies and serves as a key external ambassador for the organization, building and sustaining strong relationships with donors, audiences, and community partners while fostering collaboration across internal teams and navigating challenges constructively.

This leader will strengthen relationships with existing supporters, cultivate and secure new philanthropic partners, and advance innovative initiatives that expand revenue and support long-term organizational sustainability. They will bring creativity, innovation, and a commitment to continuous improvement and operational effectiveness, while serving as a strategic resource to the Board and advancing organization-wide priorities as part of the senior leadership team.

The SVP manages a portfolio of approximately 200 donor households, with 75–100 actively stewarded and cultivated. The role, in collaboration with the broader development team, also manages the CEO’s philanthropic relationships, rather than maintaining a separate CEO-led portfolio.

As a member of the senior leadership team, the SVP serves as a key liaison to the Board of Directors—particularly the Development Committee—and represents Vermont Public across the broader Vermont and public media ecosystem as a visible and innovative nonprofit media leader.

Key Qualifications

- 7+ years of progressive fundraising experience, including experience leading and managing high-performing teams.
- Demonstrated success securing and closing six-figure gifts, with direct frontline fundraising experience required.
- Proven experience managing complex teams across multiple functions, locations, or organizational structures, including leading teams through periods of transition and growth.
- Strategic and entrepreneurial mindset, with a demonstrated ability to develop and execute organizational and fundraising strategies and initiatives.
- Familiarity with membership or chapter-based fundraising models strongly preferred, including experience with digital membership and audience engagement strategies.
- Exceptional written, communication, administrative, and organizational skills, with a strong track record of relationship building.
- High degree of professionalism, discretion, confidentiality, and emotional intelligence, with strong interpersonal relationship-building skills.
- Experience partnering effectively with senior leadership, including Presidents/CEOs and Boards of Directors, while also working independently and proactively.
- Experience within public media organizations is valued, though not required; candidates should demonstrate genuine enthusiasm for public media and the ability to compellingly communicate organizational mission, impact, and programs to diverse audiences.
- Bachelor’s degree required.



Based in Colchester, Vermont, this full-time exempt position requires at least three days per week in the office, where the development team is located, with some scheduling flexibility. Occasional evening and weekend attendance at events and meetings is expected.

The salary for this position is \$145,000 – 170,000, commensurate with experience. A generous benefits package includes the option to choose from a high-deductible health plan with health spending accounts HSA matching or a high value plan with 85% coverage of premiums for all coverage levels for employee and family. Dental and vision plans are covered at 100% for all coverage levels, retirement plan with employer matching, and professional development opportunities.

Vermont Public is a proud equal-opportunity employer. We work diligently to recruit a broad pool of candidates and to hire and promote qualified individuals whose personal experiences, characteristics, and talents reasonably reflect the diversity of the communities served by Vermont Public. Our equal employment opportunities apply to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. We encourage applications from women, minority groups, veterans, and people with disabilities.



To express interest, please submit your cover letter and resumé in confidence [here](#).

For more information, please visit www.developmentguild.com.

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About Development Guild

Since 1978, we have consulted to leaders across the nonprofit spectrum and successfully collaborated with more than 800+ clients nationwide in academic medicine, arts & museums, education advocacy, environment & conservation, faith-based, health, higher education, human services & social justice, and independent schools. We are experts in executive search, fundraising, and strategic planning—and are at the forefront of delivering best practice in these services.

With each engagement, we work in teams tailored to a client's particular needs, providing sector-specific intelligence, cross-sector insight, and hands-on functional expertise. We combine our perspective on nonprofit leadership with our knowledge and experience in both fundraising and executive search. This distinct perspective enables us to deliver the most strategic and measurable impact.

