POSITION and CANDIDATE DESCRIPTION

DIRECTOR

Prepared by Sally M. Sterling Executive Search
February 4, 2020
ABOUT THE BRONX MUSEUM OF THE ARTS

“The Bronx Museum of the Arts is one of the city’s more animated and resilient cultural spaces…and because the Bronx Museum’s exhibitions reflect its constituency, this institution is an important player in shaping New York art of both the present and the future.”

– The New York Times

Celebrating its 50th anniversary in 2021, The Bronx Museum of the Arts (BXMA) is an internationally recognized contemporary art museum that connects diverse audiences to the urban experience through its permanent collection, special exhibitions, and education programs. Reflecting the borough’s dynamic communities, the BXMA is the crossroad where notable and emerging artists, local residents, national and international visitors meet.

In 1986, the BXMA began collecting works on paper by artists of African, Asian and Latin American ancestry to "reflect the borough's dynamic communities," a policy that was adapted in 1992 to include works in all media. Currently, the Museum owns over 2,000 contemporary artworks in all media and include works by artists Nina Chanel Abney, Rashid Johnson, Sara Sze, Glen Ligon, Huma Bhabha, Martin Wong, Julie Curtis, Arcmanoro Niles, and Jonathan Lyndon Chase. Today, the BXMA is proud of its distinct permanent collection and how it reflects the diversity of the Bronx and represents the Borough’s history.


The BXMA’s universal free admission policy supports its mission to make arts experiences available to all audiences of all ages and is made up of school students, Bronx families, residents across New York City, the Tri-state area, and international tourists. In addition to thought provoking exhibitions, BXMA’s arts experiences include robust education initiatives such as Cultural After-School Adventures (CASA) and Art A Catalyst For Change series (an anti-gun violence campaign for local middle and high school students), as well as public programs, and community engagement which draw an annual museum audience of 100,000.

One of the Museum’s most impressive commitment to the New York artist community is its AIM Fellowships, which offers career management resources to guide emerging artists through the often opaque professional practices of the art world. Mentored by a distinguished faculty of industry experts, AIM Fellows engage in a four-month long series of intensive seminars and activities that aid artists in building sustainable studio practices while expanding peer and professional networks. Since its founding in 1980, AIM has provided pivotal career support to a diverse roster of over 1,200 of New York's most promising artists.

The BXMA is also a member of the New York City Cultural Institutions Group comprised of 33 institutions located on City-owned property and receiving significant capital and operating support from the City.

About the Bronx
The Bronx is one of the most ethnically and socio-economically varied constituencies in the U.S., composed largely of Latino and African American populations and is as rich in its history as it is in its diversity. In addition to the Bronx Museum, the Borough is an up and coming global tourist attraction, as it is the birthplace of hip-hop music and the home of the Yankees. It is also known to have the best zoos and gardens in its 42-and-a-half square mile area.

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The Opportunity

**BXMA seeks a bold, innovative Director to lead with vision, energy, and ambition.**

The new Director will take the BXMA to the next transformative and strategic phase of the museum’s development. This includes creating and implementing an exciting 50th anniversary celebration in 2021 as well as a $14 million capital improvement project which has already been funded to improve the community gallery spaces and the visitor experience.

Reporting to the Board of Trustees, the Director provides the vision and strategic direction and is responsible for BXMA’s overall management, including its collections; exhibitions and education and community engagement programs; physical, financial and human resources; and its future growth and development.

The Director, with the support of and in partnership with the Board of Trustees, ensures the continued financial strength of the museum through active fundraising and appropriate earned revenue pursuits while remaining true to BXMA’s Core Values outlined in the current strategic plan.

S/he will oversee a staff of 25 full-and part-time employees and an operating budget of approximately $3.9 million.

**Key Relationships**

- **Reports to:** Board of Trustees

- **Current direct reports:**
  - Deputy Director
  - Chief Financial Officer
  - Director of Development
  - Director of Government & Institutional Giving
  - Manager of Special Events and Membership
  - Executive Coordinator & Board Liaison

- **Other key relationships:**
  - Donors and Institutional Funders
  - Collectors
  - Borough Leaders and Partners
  - Other State, City and Local Appointed and Elected Officials
  - Artists

**Major Priorities**

- Providing vision and leadership while strengthening and developing close relationships with the current Trustees, Donors, Collectors, Artists, and Community Constituencies.
- Leading and participating in fundraising and development initiatives which includes actively engaging with individual donors, corporations, foundations and government agencies. This will be an important area of focus as these funds will support the museum’s most pressing needs in addition to its annual events such as the BXMA's Spring Gala and the BXMA's Fall Ball.
- Planning for the BXMA’s upcoming 50th Anniversary in 2021 comprised of exhibition, education, and community programs.

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• Supervising, supporting and recruiting a highly qualified professional staff and creating a culture of cross functional team collaboration.
• Ensuring curatorial and programmatic vision and leadership for BXMA’s artistic direction and development.
• Fostering a transparent and collaborative culture, based on open communications with staff and Trustees.
• Assisting in the cultivation of additional trustees who will be deeply committed to and engaged in BXMA’s success.
• Continuing to build upon BXMA’s historical identity—nationally and internationally—with a clear and proactive brand strategy that will highlight the museum’s programs.

Key Selection Criteria

Experience

• A minimum of 5-7 years in a senior leadership role as a Director, Deputy Director or Senior Curator, in a museum or other organization recognized for international contemporary art expertise.
• Demonstrated success in visionary and innovative leadership.
• Proven success in fundraising in the public and private sectors.
• Track record of managing and working effectively with a board and a staff.
• Dynamic spokesperson with excellent communication skills and experience advocating for the transformative role the arts play in our community and society at large.
• Bachelor’s degree in museum studies, art history, or a related field. Advanced degree highly preferred.

Characteristics

• Aspirational;
• Bold and courageous;
• Willingness to take innovative and informed risks in pursuit of BXMA’s mission;
• Diplomatic, culturally competent and committed to access for and inclusion of multiple diverse constituencies; and
• Approachable, active listener, engaging style with the ability to quickly earn and build trust.

The Search Process

The Bronx Museum of the Arts (BXMA) is an equal opportunity employer and strongly encourages individuals of all backgrounds and cultures to consider this leadership position. The museum’s commitment to inclusivity encompasses but is not limited to, diversity in nationality, ethnicity, race, religion, gender, sexual orientation, age, and disability. BXMA has retained Sally M. Sterling Executive Search to support the search for its Director. We welcome comments, nominations, or expressions of interest. Please send an e-mail with any supporting materials to the confidential email address: BXMA@SallySterlingExecutiveSearch.com

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