



Executive Director

Leadership Opportunity

“To provide a multi-cultural community with exhibits and educational programs that emphasize the modern and contemporary arts.” This mission statement is what excites, motivates and drives the Fresno Art Museum Board and staff to build an institution that is visionary and a cornerstone for art and culture in California’s Central Valley.

For almost 60 years, the Fresno Art Museum (Museum) has been delivering exciting visual arts programs to millions of people in the Central Valley and afar. Over the past four years the Museum has realigned itself to meet community needs, created and introduced new programs including music and film, and reached out to new audiences doubling the number of people served annually.

As the Museum approaches another decade, its Board of Trustees has been strategically realigning the organization to take advantage of the opportunities that exist in being a leader in the arts. As a result, the Board is looking to bring on a new dynamic Executive Director who can build from what has been created and can guide the organization to new heights in the years to come.

Historical/Program Overview

60 Years of Advancing the Arts

Life changing and life-long learning experiences are what the Museum offers to over 40,000 visitors every year. From its humble beginnings in 1948 on the Fulton Mall, the Museum proudly stands out as the oldest art/cultural institution that is still going strong and that continues to forward the cultural advancement of the citizens of the Central Valley.

Through the years, FAM has remained steadfast in its endeavor to bring exhibitions of the highest quality to the community – exhibitions to inform and stir the spirit, to show the artists’ achievements, to whet the scholarly concerns of students and simply delight the visitor to the museum. Additionally, the educational programs have permitted people of all ages to give representation to ideas, concepts and feelings in a variety of forms while reacting to the world.

Today, Fresno has grown to close to 500,000 people and its citizens are diverse. FAM continues to be strong, committed, and focused on ensuring that art and culture is an integral part of everyone’s life.

Current programs reach out to diverse audiences and celebrate the rich diversity found in the Central Valley. Some of these programs include:

- 22-26 exhibitions per year from local, national and international artists; conversations and lectures with artists
- Children’s tours and studio time; weekend programs for low-income children and their parents; summer camps; and after school art programs
- Free Family Days for children and parents
- ArtSmart: Professional development for educators now in 7 schools
- Rhythms of Art: Jazz concerts that link music to art
- Films at FAM: various films for people of different ages
- Art Under the Stars: Monthly late nights for younger adults
- Contemporary-Contemporáneo: Annual bi-national artists in residence program
- Archeological Dig Site: A collaboration with Fresno County Office of Education out at Scout Island for third to six grade students



The Museum has six galleries, a large lobby display area, sculpture garden, a 156-seat auditorium, child activity space, a permanent collection of over 4,000 pieces, and is currently remodeling its gift shop to incorporate a small café.

An accredited museum for over 34 years, the Museum collects, preserves, and exhibits to the public tangible objects valuable to art, culture and history. Exhibitions include a wide range of contemporary as well as modern works by local, national and international artists. With additional emphasis on Mexican art from pre-Columbian times to the present, and with the planned bequest of significant collections of pre-Columbian ceramics, the Museum serves as both an educational facility and a repository for important collections from the Central Valley.

FAM's permanent collection of pre-Columbian ceramics is world renowned and contains over 800 pieces. Additionally, the Museum's permanent collection includes contemporary sculpture, French prints, modern and contemporary works on paper, and has a large representation of artists from California's Central Valley.

The Museum has a long history with the community and is seen as a vital player in helping to shape the arts in the Central Valley.

Recently, the Museum has been the recipient of two large grants totaling close to \$650K to help with outreach to rural communities and to enhance its internal capacities. Thanks to a grant from the Institute of Museum and Library Services, the Museum will partner with the Fresno County Public Library to create cultural communities for life-long learning in three rural communities. The Museum has also received a grant from the James Irvine Foundation to participate in their Central Valley Arts Regional Initiative that will focus on audience development, donor cultivation and Board/Staff leadership. The Museum has been fiscally sound over the past several years and currently employs a team of talented individuals.

The Opportunity

The Board of Trustees seeks to bring on a visionary Executive Director (Director) that will take the Museum to new heights by harnessing the opportunities that exist. Because of its historical presence, it is positioned as one of the leaders in the art/cultural landscape of the Central Valley. The Board therefore seeks an energetic leader who can capitalize on the Museum's and community assets and unfold the myriad opportunities that exist. The Board is dedicated and committed to helping the new Executive Director succeed and further the mission of the Museum. This is an outstanding opportunity for an energetic individual who wants to unleash their leadership potential.

The following are the major areas of responsibilities with descriptions that help characterize the skill sets currently needed for the Fresno Art Museum to flourish.

Leadership

The Museum seeks to hire an individual who is passionate about the arts and bringing the arts to a community! Her/His passion will resonate throughout the Board, staff, volunteers and members, which in turn will allow the person to tap into the strengths and talents of many. The Director will be visionary and have the ability to help create a new five-year strategic plan in a manner that is focused and result-oriented. She/He will possess great interpersonal skills as they will have to interact with diverse groups of people and organizations as well as public entities. In addition, the Director will be the face of the organization, representing the Museum in many community forums, local/statewide coalitions and other committees, thus she/he must be able to represent her/himself with great diplomacy.

The Director will play a lead role in helping to carry out the strategic planning process and be fully engaged in all aspects of its development. They will work closely with consultants, Board and staff to ensure successful implementation.

She/He will work closely with the Board of Trustees and assist in developing the capacities of the Board. Currently there are 14 Board members representing various sectors of the community. The Board is committed to the success of the Director and is fully supportive and encourages "out-of-the-box" thinking.



The Museum director must be able to take the museum to the next level of sophistication in all areas of management, exhibition presentations, fundraising, grant procurement and membership potential.

Administrative

The Director must have at least ten years of supervisory experience and the ability to motivate staff. She/he must be familiar with personnel issues as they will be responsible for hiring, terminating and coaching/mentoring the executive staff (Associate Director, Curator, Director of Finance and Assistant). The total staff consists of 11 full time and 10 part-time paid positions. The individual should have good judgment as it relates to conflict, personnel issues, and other administrative areas that contribute to developing a creative and productive work environment.

Financial

The Museum operates on fiscal year from July to June. The current 2007-2008 projected budget is \$1.3 million. The Director will be responsible for developing annual budgets and maintaining costs in accordance with revenue to ensure sound fiscal practices. She/he must be familiar with budgets. The Board takes its judiciary responsibility seriously and thus has a Finance Committee that helps monitor the Museum's monthly revenues and expenses.

Fund Development

The Director is the primary fundraiser for the organization as it relates to individual and planned giving. The Museum has developed various funding streams over the years and a donor base of community supporters. Eight revenue areas constitute the 2007-2008 budget: Federal and local grants, individual donors, corporate, foundations, membership, fundraisers, admissions/rental and the gift store. She/He will be responsible for cultivating new donors, seeking corporate support, building membership and developing ongoing relationships with the current donor base.

Programming

In conjunction with the Associate Director she/he will develop an annual calendar of programs that incorporates the visual arts, music and performing arts. They must have experience with taking a project from a conceptual stage to full implementation. They will have the ability to leverage resources and deliver programs that are stimulating, educational and contribute to developing an appreciation and understanding of the arts.

Partnerships

Over the years, the Museum has developed many partnerships with other local and statewide arts institutions that have been mutually beneficial. The Director will continue to foster and cultivate these relationships as well as develop new relationships. The Director will represent the Museum in these coalitions as well as in others that contribute to its mission.

The Ideal Candidate

The ideal candidate will be someone who is confident in his/her abilities and eager to further develop themselves. She/He will demonstrate their eagerness to assume a community leadership position and have experience working with people from diverse backgrounds. They will be creative, have a can-do attitude and be resourceful as to how they tackle their work. She/He will have the ability to assess the current condition of the organization, analyze the information and bring it all together to create a vision that is vibrant. Strong administrative skills are essential.



Key Characteristics

Sensitive to the Community
Decisive
Resourceful
Performing and Visual Arts Enthusiast
Passionate
Professional
Embraces Change
Flexible
Organized
Sense of Humor
Creative
Willing to take calculated risks

Qualifications

- Ten plus years in a managerial position supervising staff
- Various experiences with program management – conceptual to full implementation
- Financial/Budget oversight experience
- Marketing and fundraising knowledge
- Great interpersonal, public speaking and written skills
- Experience in grant writing
- Bachelors Degree (minimum/or commensurate experience)
- Ability to communicate in Spanish desirable
- Valid Drivers License
- Able to travel
- Technologically savvy (Word, Excel, PowerPoint, Email/Internet)

Compensation

The compensation is very competitive in relation to the operating budget of the organization. The Trustees are open to explore and enter into a mutually beneficial compensation package for the ideal candidate. Benefits include medical, dental, vision, vacation and others outlined in the personnel handbook.

How to apply

Interested candidates should send a cover letter explaining their desire for the position, skills and talents they bring and how the position contributes to their professional development. Also attach a resume that illustrates your past experiences. No phone calls. Send cover letter and resume to:

Executive Director Search
Fresno Art Museum
2233 North First Street
Fresno, CA 93703
Or email to: shari@fresnoartmuseum.org

For more information about the Museum, please visit www.fresnoartmuseum.org