



Cascadia Art Museum

EXECUTIVE DIRECTOR



Northwest COLLECTS

FEBRUARY 6, 2020 TO APRIL 5, 2020

We are pleased to present this diverse selection of fine art and design objects on loan to the museum from several generous Northwest collectors. This exhibition presents a unique opportunity to experience world class creations that are usually shown in major art institutions in the U.S. and in Europe.

Being a temporary departure from our usual focus on historic Northwest art, we seized the opportunity to display the work of a wide range of prominent artists from Albert Bierstadt (1830-1902) to the German Expressionist Karl Hofer (1878-1955). In keeping with our aim of elevating the reputations of lesser known figures, we are also featuring artists whose work is deserving of more recognition.

Although this exhibition contains work that might superficially appear to be incompatible, the binding thread that brings the selections together harmoniously is the knowledge, expertise and commitment of the individuals who lovingly assembled their collections. We are very grateful for their kindness and willingness to share their passions.

Thank you to our Community Partner **THE HAZEL MILLER FOUNDATION** for their ongoing support

APPLY NOW

ABOUT THE ORGANIZATION

Opened in the fall of 2015, [Cascadia Art Museum](#) (Cascadia) is one of the nation's newest art museums, serving the Pacific Northwest as a voice and showcase for the region's art history. The museum is dedicated to Northwest art during the period of 1860 to 1970 and maintains an active program of temporary exhibitions and public outreach to carry out that mission. The museum provides enriching experiences for the community and visitors alike through original exhibitions, public programs, publications, and educational outreach. With five galleries, a multi-purpose education room and a gift shop, the 11,000 square foot museum is part of the adaptive reuse of one of Edmonds' most iconic, mid-century modern buildings, and is located just steps from the waterfront, as well as a short walk from Edmonds' vibrant downtown.

A true pioneering organization, the museum is an active leader in the burgeoning creative arts district of downtown Edmonds, which in late 2018 was designated Washington State's first Certified Creative District through a legislative initiative designed to support the state's creative economy. Cascadia seeks to present a holistic view of Northwest art history by including the work of diverse artists such as women and people of color, who, although sometimes historically overlooked, made substantial contributions to the region's cultural identity. Through art and innovative programming, Cascadia builds the community's understanding of past and present to help inform its future. The Museum hosts up to seven distinct shows over the course of the year, provides educational programs serving over 700 students each year (and growing), as well as programming for people with Alzheimer's and their caregivers.

Cascadia participates in the monthly evening Art Walk through downtown Edmonds that encourage area residents to explore the multitude of galleries in the city and experience art in a whole new way. These

events continue to grow in visibility and attendance each year drawing more and more people from all over Snohomish and King counties to the city's art scene.

Cascadia is strengthened by an impressive board of 14 highly engaged local and regional leaders who share a deep passion for Northwest art and making it accessible to the community. Additionally, there are over 65 committed community volunteers who staff the gift shop and exhibition spaces. The museum runs on a calendar fiscal year and currently has a budget of around \$1.0M. The museum benefits from a co-leadership model in which both the Executive Director and Curator serve as equals, each independently reporting to the Board of Directors and work collaboratively to realize the museum's mission and vision. The Executive Director is responsible for pursuing the museum's vision through operations and resource development. This includes directly managing staff (Operations Manager, Development & Marketing Manager, Registrar, P/T Store Manager) and providing oversight for the volunteers.

As part of its mission, Cascadia annually publishes a book or catalog to accompany one of the exhibitions. Past titles have included works by Cascadia's Curator David Martin: "Invocation of Beauty: The Life and Photography of Soichi Sunami", "Territorial Hues: The Color Print and Washington State, 1920-1960" and "The Lavender Palette: Gay Culture and the Art of Washington State". Though early in its lifecycle, Cascadia has already received impressive accolades from local and national press, as well as

[American Art Review magazine:](#)

[The Los Angeles Times](#)

[The Seattle Times](#)

[The International Examiner](#)

[The Everett Herald](#)

THE OPPORTUNITY

Cascadia is a regional museum serving Edmonds, Snohomish County, and the greater Seattle metropolitan area. With approximately 13,000 annual visitors before 2020's temporary closures, a membership base of 1,300+ (over 35% from Seattle) and incredible community support and participation, Cascadia has enjoyed tremendous success in its first years of operation. Still very much in start-up mode, there is great opportunity to grow the museum's scope and influence, increase membership, attendance, further diversify programming and education, and expand its reach and impact. The Board of Directors recently approved an initiative to become a collecting institution and is excited to work in partnership with the Executive Director and the Curator to implement this new initiative.



THE POSITION

The Executive Director has responsibility for managing operations, administration, financial affairs (including development activities, such as donor cultivation and grant writing), business development/marketing programs, long term strategic planning and oversight of all Board-directed initiatives and staff leadership.

Other areas of responsibility include community outreach and education; exhibition marketing and support; and program and project management.



Cascadia Art Museum

OPPORTUNITIES FOR IMPACT

- Building on a strong foundation at this vibrant museum, continue to foster and grow Cascadia-centered communities as well as its reputation as the premier institution for early Northwest art.
- Develop a comprehensive fundraising plan in collaboration with the soon-to-be hired Development Director to expand revenue-generating programs, and enhance the museum's ability to present high quality, relevant shows and innovative programs. Longer term, this will include conducting an endowment campaign to establish a stable, sustainable basis of financial support for Cascadia.
- Identify and pursue ways to raise Cascadia's local, regional, and national visibility and recognition through earned media, paid marketing, promotions, affiliations, social marketing, and social media campaigns among others.
- Actively plan new and grow current museum programs for community members of all ages such as a lecture series, music series, in-school programs, remote/technology-based programs, and in-museum education programs for all audiences.
- Partner with Curator to continue Cascadia's collection acquisition efforts, and develop, promote, and support traveling exhibitions.
- Leverage technology to modernize operations, build efficiencies, enhance project management, and scale resources.
- Work with the Board to identify and cultivate potential Directors to expand the reach and network of the Board.



LEADERSHIP ABILITIES

Candidates will be evaluated on the full range of their lived and learned experience, professional background, volunteer activities and direct and transferable skills. Cascadia seeks candidates with a compelling combination of demonstrated experience and skills in some, or all of the following areas:

- Experience serving as a CEO, Executive Director or senior staff member of an entrepreneurial organization, division, or department of significant size, not necessarily in a traditional museum or arts organization.
- Successful management of earned and/or contributed revenue generating programs. Exposure to social sector or nonprofit services, capital campaigns, the arts, and/or museum operations, which may come from board, volunteer, or staff service, would be a plus.
- Passionate about building community through the arts.



ABILITY TO:

- Build long term, mutually beneficial relationships.
- Identify, engage, and cultivate relationships with individual, foundation, and institutional funders.
- Manage operations, administration, and financial affairs.
- Work successfully with deeply engaged volunteers.
- Set priorities and produce measurable results within time and resource constraints.
- Build processes and systems that support efficiency and enable successful growth of museum programs and financial support.
- Set expectations, monitor delegated activities, and provide recognition for results.
- Align work and work plans with organization-wide strategic goals.
- Lead ongoing long-term strategic planning efforts.
- Support and develop the Board of Directors.
- Build rapport, leverage teams' competencies and get things done.
- Forge productive alliances across private, public, and governmental sectors and create new and sometimes unlikely partnerships toward a greater goal.
- Lead effectively through periods of ambiguity and in an environment typified by rapid change.
- Communicate in a clear, engaging, and organized manner.
- See the big picture and translate it into operations.
- Be the face and voice of the organization.

COMMITMENT TO:

- Continually deepen personal knowledge and understanding of art history and the unique story of the visual arts in the Northwest in particular.
- Upholding high standards to best serve members and the broader community.
- Increase and foster community engagement.
- Build a dynamic office culture focused on equity and inclusion that attracts, retains, develops, and motivates a staff and a diverse group of volunteers.
- Foster teamwork among staff and volunteers to meet the museum's current and future needs.
- Maintain a personal level of technological proficiency and know-how with a variety of applications such as CRM systems, MS Office productivity tools, and donor management databases.

COMPENSATION AND BENEFITS

Annual salary range is \$95,000 - \$115,000, DOE.
Medical benefits included.

RECRUITMENT PROCESS

The deadline to submit application materials is **February 5, 2021**. Candidate materials will be reviewed on an on-going basis with interviews with Valtas beginning by mid-January.



TO APPLY

Please upload your resume and a cover letter in **one combined DOC or PDF file** by **February 5, 2021** to the following URL: <https://valtasgroup.recruiterbox.com/>

In your cover letter please describe how your professional experience and passion aligns with the Executive Director position and the mission of Cascadia Art Museum. For more information, feel free to contact either Amy Burton (amy@valtasgroup.com; 206.718.5122) or Ed Rogan (ed@valtasgroup.com; 206.697.8428)

Cascadia Art Museum provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, amnesty or status as a covered veteran in accordance with applicable federal, state and local laws.

Cascadia Art Museum complies with applicable state and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.





ABOUT VALTAS GROUP

We are proud of our work as [Interim Executive Directors](#), supporting our clients in times of transition. Our deep experience helps organizations navigate uncertainty during leadership change. We [lead the search process in partnership with the board](#) and staff leadership, as consultants for [recruiting and search](#) to support your organization as you identify the ideal Executive Director or leader for your future. We partner with board members and senior nonprofit leaders on a variety of strategic consulting assignments.

Valtas Group has a variety of comprehensive resources to guide your transition needs. [Contact us](#) to learn about our [executive interim and placement services](#) and keep your organization moving during any transition or major change.

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