

A large, abstract stone sculpture made of stacked, rounded stones, standing in a field of tall grass. In the background, two more sculptures are visible against a clear blue sky with a few wispy clouds. A person wearing a hat and a jacket is walking away from the camera on a dirt path to the right.

# FRANCONIA sculpture park

## **EXECUTIVE DIRECTOR RECRUITMENT**

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Franconia Sculpture Park Seeks  
a Visionary Executive Director



# EXECUTIVE DIRECTOR POSITION DESCRIPTION

**Status:** Full-time, at-will employee

**Compensation:** Starting salary \$70,000-\$80,000 commensurate with experience; generous health coverage, HSA, and paid-time off. Franconia provides a yearly retirement contribution to your 401K of choice.

**Reports to:** Board of Directors

## THE POSITION

Franconia Sculpture Park is seeking a visionary Executive Director (ED) who will support artists, staff, board, and community partners while fostering a welcoming and inclusive environment for the nearly 200,000 annual visitors to the park.

As Franconia enters its 27th year and having completed a recent strategic planning process, Franconia Sculpture Park is well positioned for continued growth and success. The Board is seeking an Executive Director who leads with and models the values of Franconia. Franconia is contemporary, bold, inclusive, and equally values the local and global. The next Executive Director has the unique opportunity to build upon Franconia's distinguished history, implement its commitment to DEI principals, and expand artists' opportunities.

Reporting to the Board of Directors, the ED serves as the Chief Executive Director and Fundraising Officer while leading the organization in refining and implementing its strategic direction and plan. This includes expanding **Franconia's mission to foster an inclusive community to create and contemplate contemporary art inspired by nature and our ever-evolving world.**

The ED has primary oversight over all operational aspects of the organization, including the development of public programs, expanding opportunities for community partnerships, curation of the Mardag Gallery and Franconia's 50-acre sculpture park, and the proactive participation in the local and global contemporary arts community. The ED will guide, mentor, and develop a collaborative team focused on building and managing Franconia's programs.

They will work collaboratively within all areas of the organization to ensure all departments are fully-integrated and aligned with Franconia's mission, vision, and values, while maintaining and cultivating deep relationships with community partners.



## **EXPERIENCE AND QUALIFICATIONS – REQUIRED**

- Versatile, forward-thinking, and visionary leader
- Knowledge of contemporary art, museum, and/or gallery practices, public art, and curatorial practices
- Past success with diverse funding sources including individual donors, foundations, government agencies, and corporate support, as well as skillful development of earned income streams
- Expertise in financial and program management for an arts organization with budget of at least \$500,000
- A hard worker; a “doer” with a willingness to work hands-on in a fast-paced, ever-changing environment
- Commitment to justice, equity, diversity and inclusion

## **EXPERIENCE AND QUALIFICATIONS – PREFERRED**

- Minimum seven years’ of progressively responsible experience as a senior executive within an arts nonprofit
- Passion for contemporary art, community engagement, and public discourse
- A natural connector with excellent listening, oral, and written communication skills
- Master’s Degree in Art History, Arts Administration or Business
- A sense of humor is a plus!

# **SPECIFIC RESPONSIBILITIES INCLUDE:**

## **LEADERSHIP**

- Actively engage staff and community to ensure the most advantageous funding opportunities are clearly understood and established;
- Participate in advocacy efforts in support of Franconia, artists, and the greater arts and cultural ecosystem of Minnesota;
- Work closely with the Board to ensure the development of strong Board governance, established clear lines of communication and organizational transparency, and provide well-defined opportunities for committee and staff leadership and engagement;

## **INTERNAL MANAGEMENT**

- Recruit, nurture, and challenge a highly-qualified and motivated professional staff to ensure that Franconia's operations and programs are in alignment with mission and goals;
- Engage the staff in organization-wide programming such as exhibitions, artist residencies, and public programs, including the development of departmental budgets and reporting;
- Oversee and monitor the financial activities of the organization including budgeting, fundraising, grant writing, and reporting
- Report to the Board of Directors regularly on key information including the financial health of the organization, specific updates on fundraising progress, financial results relative to budget, liquidity, and cash flow. Provide additional reporting as required to keep the Board appropriately informed of any significant change in financial or operational status; ensure organizational risks are well known and managed effectively;
- Oversee philanthropic grant administration and ensure compliance with all policies, legal, and contractual obligations;
- Oversee the implementation of all human resource policies, procedures and practices; manage personnel issues and execution of equitable staff benefits.



## **FUNDRAISING AND EXTERNAL RELATIONSHIP DEVELOPMENT**

- Effectively represent the organization to the public, to partners, and funders in the art world, including current and prospective donors;
- Develop and execute robust fundraising systems and efforts; increase individual, corporate, and foundation support; diversify and deepen the connections with current donors and increase the engagement of the Board and staff in building a culture of philanthropy with individual and institutional donors;
- Serve as primary grants officer, preparing grants and proposals, budgets, and reports as appropriate.

## **CURATORIAL and PROGRAM DEVELOPMENT**

- Actively engage in the arts community (including museums, galleries, collectors, educational institutions, studios, curators, artists and others) in order to foster opportunities for exposure and collaboration;
- Oversee ongoing development and execution of artist residency program including policies and practices to support artistic growth;
- In collaboration with staff and community, develop and execute an exciting and accessible public programs and exhibitions calendar that reflects the diversity of the community through annual curatorial themes.





## ABOUT FRANCONIA

Franconia Sculpture Park is the pre-eminent, artist-centered sculpture park in the Midwest. Founded in 1996, Franconia's mission is to foster an inclusive community to create and contemplate contemporary art inspired by nature and our ever-evolving world. Located in the scenic St. Croix River Valley of Minnesota, Franconia operates a 50-acre outdoor museum, active artist residency program, and an impressive schedule of more than 60 public and educational programs each year.

## TO APPLY:

**Contact:** Search Committee Chair, at [info@franconia.org](mailto:info@franconia.org) or 651.257.6668.

Interested applicants should send a cover letter describing their interest in the position and resume detailing their relevant experience, along with contact information of at least three professional references to [info@franconia.org](mailto:info@franconia.org). Applicant screening will begin on **January 16, 2023** and position will remain open until filled.

*Franconia is an equal opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. Franconia strictly prohibits and does not tolerate discrimination against employees, applicants, or any other covered persons because of race, color, religion, creed, national origin or ancestry, ethnicity, sex (including pregnancy), sexual orientation, gender (includes gender nonconformity and status as a transgender or transsexual individual), age, physical or mental disability, citizenship, past, current, or prospective service in the uniformed services, genetic information, marital status, status with regard to public assistance, membership or activity in a local commission, familial status, or any other characteristic protected under applicable federal, state, or local law. All Franconia employees, other workers, and representatives are prohibited from engaging in, encouraging, and aiding in unlawful discrimination. This policy applies to all terms and conditions of employment, including, but not limited to, hiring training, promotion, discipline, compensation, benefits, and termination of employment.*

*Franconia complies with the Americans with Disabilities Act (ADA), as amended by the ADA Amendments Act, the Minnesota Human Rights Act, and all applicable state or local law. Consistent with those requirements, Franconia will reasonably accommodate qualified individuals with a disability if such accommodation would allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship. If you believe you need an accommodation, refer any such request to the Executive Director. Franconia will also, where appropriate, provide reasonable accommodations for an employee's religious beliefs or practices.*