



Director of Public Programs & Community Partnerships

Background

The Baltimore Museum of Art (BMA), founded in 1914, has a world-class collection of modern and contemporary art, and is recognized internationally for its comprehensive collection of works by 20th-century master Henri Matisse. It has an annual operating budget of \$13 million, and an endowment of \$65 million. The BMA is embarking on an exciting new era with the reintroduction free admission and the largest endowment and comprehensive campaign in its history underway. The BMA is currently undergoing a major renovation project, begun in 2011, which will reinstall major collections, improve visitor amenities, expand learning opportunities, and invest in infrastructure improvements. The comprehensive renovation will be completed during the Museum's 100th anniversary in 2014.

The BMA is committed to a work environment where creativity, diversity, leadership, communication, collaboration, and respect are cultivated and valued.

Description

The Baltimore Museum of Art is seeking an experienced and creative museum professional to direct the development and implementation of a comprehensive strategy for public programs and community partnerships that strengthen the Museum's position as a site for personal learning and civic engagement. Reporting to the Deputy Director for Education & Interpretation, this senior-level position ensures that public programs for adults and families are creative, relevant, intelligent, and accessible. In collaboration with colleagues across the institution and stakeholders in the community, the Director of Public Programs & Community Partnerships conceptualizes, develops, and implements programs that offer visitors meaningful encounters with the BMA's collection and artistic program; opportunities for creative expression; and an understanding of ideas and human experiences.

Responsibilities

- **Vision and Strategy:** Shapes a vision and strategy for public programs and community partnerships that engage the general public with the Museum's collections and exhibitions. Identifies measureable outcomes, success criteria, and planning and assessment tools. With the Deputy Director for Education & Interpretation and the Director of School & Teacher Programs, is a part of an education leadership team that establishes priorities for the department. Stays current with educational practices and scholarship through a network of colleagues in the field, other disciplines, and literature reviews.
- **Program Development and Implementation:** Conducts research on artists, objects, themes, exhibitions, and collections. Brainstorms with curators, educators, artists, collaborators, and

other external partners to conceptualize and shape program content, themes, format, and structure. Identifies and schedules speakers, presenters, and other services.

- **Community Partnerships and Programs:** Works with Marketing and Communications, Exhibitions, Curatorial, and Development staff to identify, build, and sustain adult and family audiences. Initiates and cultivates partnerships between the Museum and Baltimore's thriving artistic and creative communities, colleges and universities, cultural institutions, civic organizations, social service organizations, and others. Develops and implements programs and experiences that attract a broad public and are reflective of the city's rich cultural diversity. Serves as the liaison to the Joshua Johnson Council, a BMA Friends group designed to forge meaningful connection between Baltimore's African American communities and the BMA through exhibitions, programs, and events built around the Museum's collections and exhibitions.
- **BMA Internship Program:** Oversees the BMA's Summer Internship Program. Develops goals, structures, and best practices. Recruits, interviews, and hires undergraduate and graduate students. Develops relationships with local and regional universities and colleges, including Johns Hopkins University, Towson, UMBC, Morgan State, MICA, BCC, and others.
- **Cross-Divisional Communication and Collaboration:** Works closely with Marketing and Communication colleagues to identify opportunities to highlight programs and partnerships, and to develop and implement key messages, strategies for outreach and promotion, and internal communications. Generates text for, edits, and reviews Museum publications and promotional materials. Works closely with Visitor Services and Security colleagues to create a seamless customer service experience for adult and family audiences. Communicates public program strategy to colleagues across the institution at all-colleague meetings, exhibition meetings, and project meetings, and through email and printed material.
- **Leadership and Staff Development:** Supervises the Manager of Family Learning and various interns, work-study students, and contract or temporary employees. Provides inspiring leadership through coaching, mentoring, and professional development, sharing new research and models with education colleagues. Builds excitement and shared sense of program ownership with internal stakeholders by soliciting colleague opinions, encouraging involvement, and building momentum.
- **Research and Evaluation:** Oversees the research and evaluation of public programs to ensure that established outcomes are being met, collaborating with professional evaluators, researchers, and other consultants as necessary. Leads cross-departmental team review of programs to evaluate and improve processes, content, communication, staffing, and other issues. Conducts audience research to develop an understanding of the needs, interests, motivations, demographics, and behaviors of target audiences. Integrates ongoing reflection and review of programs into work cycle. Documents and shares findings with museum staff and the museum field at large through conference presentations, articles, reports, white papers, and staff programs.

• **Administration, Budgets, and Reporting:** Develops, plans, and tracks annual budgets and revenue for adult and family programs. Prepares event reports, conveying attendance, narratives, and/or budget. Assists with the preparation of grants and the cultivation of funders and stakeholders.

• **Special Projects:** As a senior member of the Education Department, this individual is frequently called upon to assist with special projects and initiatives. Serves as project leader for key departmental and institutional strategic initiatives. This position will play a critical role in the upcoming reinstallations of the Museum's Contemporary, American, and African collections and related renovations of education and public spaces.

Qualifications

- Master's degree in Art History, Art Education, Museum Studies, Fine Art, or related field
- 5-7 years designing adult and/or family learning experiences
- Proven record of intentional thinking, creative visioning, and inspiring leadership
- Solid understanding of art history, education theory, and practice
- Outstanding written and verbal communication skills, including the ability to communicate with a variety of audiences
- Excellent interpersonal skills and ability to work collaboratively and communicate effectively within the Education Department, across the Museum, and within the community
- Experience in museum evaluation and research
- Knowledge of emerging technologies in museums

Benefits

The BMA is an equal opportunity employer and a drug free workplace. We offer a competitive salary and a generous benefits package. For this exempt position we offer medical, dental, vision, prescription, pension plan, 403b retirement plan, long term disability, flexible spending account, flexible and condensed scheduling, museum and restaurant discount, and reduced fee gym membership. We also offer 4 weeks of accrued vacation, 9 holidays, 3 personal days, a floating holiday, and 12 sick days.

Apply

Please send cover letter, resume, and salary requirements via email to HR@artbma.org with "Director of Public Programs & Community Partnerships" with your first and last name in the subject line. No phone calls please.