



## PRESIDENT & CEO

### ABOUT AAMP

The African American Museum in Philadelphia (AAMP) stands at the threshold of an exciting new era that offers a fresh opportunity to establish a 21st century museum, engaging the region's residents and visitors in meaningful explorations of the Black experience through art, culture, and historic narratives. Since opening in 1976 as a nonprofit organization, AAMP has served as the region's foremost African American cultural institution, offering unique perspectives on African Americans and the African Diaspora through curated exhibits and engaging programs. The Museum is also a steward of a diverse collection that includes fine arts, historic objects, film, and paper archives that are mined to inform and illuminate its exhibits and programming. Today, AAMP is committed to presenting the past-present-future Black experience in exhibits, conversations, and public programming in ways that educate and contribute positively to society. The Museum's dedication to educational excellence, dynamic exhibits, and lively social discourse confirms its relevance to diverse audiences.

Founded in 1976 in celebration of the nation's Bicentennial, AAMP is the first institution funded and built by a major municipality to preserve, interpret, and exhibit the heritage of African Americans. Throughout its evolution, the museum has objectively interpreted and presented the achievements and aspirations of African Americans from pre-colonial times to the current day.

The museum is committed to telling the story of African Americans in all its permutations: family life, the Civil Rights movement, arts and entertainment, sports, medicine, architecture, politics, religion, law, and technology. AAMP currently houses four galleries and an auditorium, each of which offer exhibitions anchored by one of our three dominant themes: the African Diaspora, the Philadelphia Story, and the Contemporary Narrative. AAMP is a Smithsonian Affiliate, a member organization of over 200 museums and cultural institutions in 46 states, Puerto Rico, and Panama. Affiliates have access to Smithsonian artifacts and traveling exhibitions. Further, they have opportunities to develop innovative educational collaborations locally and nationally.

We invite you to learn more at <https://www.aampmuseum.org/>.

### Exhibitions and Collections

- [Rendering Justice](#)
- [Jack T. Franklin Collection](#)
- [Civic Center Collection](#)

### Key Facts

- \$2.0 million budget for FY21;  
\$5.0 million in assets
- 25 full time staff
- 25-member Board of Directors

### Visit



## THE POSITION

The President & CEO is charged with being the chief visionary for the institution, leading the affairs of the Museum; interpreting and implementing the goals and policies adopted by the Board of Directors; serving as its chief fundraiser; and providing leadership and oversight to the operations and activities of staff departments. In collaboration with the Board of Directors, the President & CEO is charged with leading the strategy to ensure long-term financial viability for the Museum. They serve as the chief spokesperson and maintains productive working relationships with the Board, the Museum's donors, and external stakeholders.

With the Board, the President & CEO establishes strategic goals and provides over-arching direction, motivation, and follow through to bring about attainment of strategic and tactical goals; manages the Museum; and through staff and in person, directs activities to bring about the execution of plans for the fulfillment of the Museum's vision and mission.

An executive team of three report to the President & CEO, the Vice President of Programming and Education, Vice President of External Affairs, and the Chief Financial Officer. The President & CEO must reside in the Philadelphia area.

## MAJOR OBJECTIVES

Within the first 12 to 18 months, the President & CEO will achieve the following major objectives:

- Work with the Board of Directors to establish a plan for the Museum's future location.
- Develop and operationalize the vision for the Museum's future direction and priorities.
- Determine an approach to reopen the Museum post-Covid.

## RESPONSIBILITIES

Reporting to the Board of Directors, the President & CEO has the following responsibilities:

### LEADERSHIP

- Provides strategic leadership by working with the Board and management team to establish long range goals, strategies, plans, and policies.
- Establishes credibility throughout the organization and with the Museum's Board of Directors as an effective developer of solutions to business challenges.
- Keeps the Board of Directors fully informed on the condition of the Museum and other important factors affecting the health of the organization through regular communication.
- Works with the Board Chair to ensure effective and efficient Board committee structure and operation.



## THE AFRICAN AMERICAN MUSEUM IN PHILADELPHIA | PRESIDENT &amp; CEO

- Fosters a success-oriented, accountable environment within the Museum delivered in a manner consistent with AAMP's guiding principles.
- Ensures organization policies and procedures are current, appropriate, and upheld.
- Facilitates meetings of the Board committees to coordinate and advance their work.
- Serves as chief steward of the Museum's permanent collection, ensuring adherence to the Museum's collection policies and implementation of its stated plans.
- Presents first-class exhibitions scheduled throughout the year, along with associated programming and relevant educational experiences and activities for school groups.
- Establishes expectations and ensures the highest quality experience for Museum visitors.
- With the Vice President, External Affairs, serves as a principal fundraiser for the Museum, working with the Board and staff to manage, cultivate, and secure individual, corporate, and foundation donors in support of the Museum's contribution goals.
- Identifies new initiatives and partnerships to grow the Museum's membership base, and works with the existing Membership Committee, young friends, and other groups to expand membership. Serves as the official spokesperson and external representative for the Museum and maintains positive relationships with directors, donors, members, advisors, elected and appointed officials, arts and culture community leaders, corporate leaders, media representatives, partners, and supporters.
- Develops strategic partnerships with other museums and organizations for special exhibits, programming, mutual support and other collaborations as deemed appropriate.

## MANAGEMENT

- Motivates and leads a high-performing team. Attracts, recruits, and retains members of the management team, and provides mentoring and professional development as a cornerstone to the management career development program.
- Implements the Board of Directors approved strategic plan and implements other Board and Museum plans as they relate to campaigns, programs, annual fund development, communications, business development, and major gifts and endowments.
- Establishes organization-wide succession planning to ensure successful long-term mission fulfillment.
- Ensures legal compliance, program, and fiscal accountability.
- Ensures operational infrastructure and technology that supports the ongoing activities of the Museum.



## QUALIFICATIONS

The ideal President & CEO will bring most of the following qualifications:

- A minimum of ten years senior management experience in a related cultural institution, nonprofit organization, or business.
- Proven experience working successfully with a governing body, including implementing board policies and encouraging the active participation of the board, staff, and public in realizing stated goals and objectives.
- Understanding of and passion for the power of the arts to present a compelling story.
- Compelling presentation skills.
- Proficiency with office technology, as well as document and presentation applications such as Word, Outlook, Excel, and Power Point.
- Demonstrated understanding of budgets and financial management.
- Excellent problem-solving skills, delegation skills, and ability to handle multiple tasks.
- An enthusiasm for engaging with the Museum community, including donors, sponsors, public officials, members, cultural leaders; and visitors.
- Planning and project management abilities.
- A bachelor's degree is required. A master's degree would be an advantage.

## APPLICATION

The African American Museum in Philadelphia has retained Campbell & Company to conduct this search. The team for this project includes Marian DeBerry and Emily Thompson. To be considered for this opportunity, please send a letter of interest and resume to:

### EMILY THOMPSON

Associate Consultant, Executive Search

[Emily.Thompson@campbellcompany.com](mailto:Emily.Thompson@campbellcompany.com)

(312) 896.8891 direct

*The Museum is committed to ensuring equal employment opportunity. The Museum will not engage in or tolerate unlawful discrimination because of a person's age, sex, genetic information, pregnancy, race, color, religion, creed, national origin, citizenship, disability, handicap, sexual orientation, marital status, veteran's status, military status or membership in any other protected group.*



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