

# NATIVE ARTS & CULTURES FOUNDATION

## VICE PRESIDENT OF PROGRAMS AND PARTNERSHIPS

### ABOUT NATIVE ARTS AND CULTURES FOUNDATION

The Native Arts and Cultures Foundation (NACF) advances equity and cultural knowledge, focusing on the power of arts and collaboration to strengthen Native communities and promote positive social change with American Indian, Native Hawaiian, and Alaska Native peoples in the United States. The Native Arts and Cultures Foundation was founded in 2007, following a preliminary feasibility study demonstrating a deep need to support Native arts and cultures in the United States. Since its launch in 2009, NACF has been fortunate to collaborate with a wide variety of arts and non-arts organizations across the nation, ranging from tribal to educational to arts to presenting to exhibiting organizations. Over these years, they have also developed strong, positive relationships with grant-makers, funders, donors, as well as local and federal government agencies.

Through its program initiatives, the Native Arts and Cultures Foundation supports Native artists and culture bearers through a variety of projects that engage the community on issues of social, environmental, and cultural focus. From nationally recognized fellowships to public art and social change projects, NACF lifts the voices and impact of American Indians, Native Hawaiians, and Alaska Natives. NACF supports artists to create new work, develop their arts practice, and produce projects in collaboration with communities. This support includes financial resources, artist training and professional development, presenting and promoting artist work, and project management.

#### Key Facts

- 504 total awards granted by NACF
- \$2.9 million budget (2021)
- 12-member national Board of Directors
- 10 full-time staff and 1 part-time staff
- \$4 million endowment

#### Mission

The Native Arts and Cultures Foundation advances equity and cultural knowledge, focusing on the power of arts and collaboration to strengthen Native communities and promote positive social change with American Indian, Native Hawaiian, and Alaska Native peoples in the United States.

#### Visit



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To date, NACF has supported 312 Native artists and organizations across the nation whose work is centered in traditional art, visual art, performance, dance, music, film, or literature. In addition, NACF provides effective community engagement across the continental United States, Alaska, and Hawaii to raise the visibility and availability of Native resources and knowledge to address cultural equity and decolonization.

Located in the Pacific Northwest, an area known for its rich Native artistic traditions and endeavors, NACF is based in Vancouver, Washington, and Portland, Oregon. In July 2020, the Yale Union, a contemporary arts center, transferred ownership of a historic 40,000-square-foot arts building in central Portland to NACF, that includes a 9,400 square-foot space for exhibitions, events, and maker spaces. In 2021, this building will be reopened as the Center for Native Arts and Cultures (CNAC) to facilitate and promote Native art, equity, and cultural knowledge, and supported by a transformative multi-million-dollar fundraising campaign. As part of NACF's Strategic Plan for 2020-2025, NACF will expand its efforts in four core areas: developing and advancing artist social change work; increasing artist visibility, reach, and access; educating philanthropy, stakeholders, and public about Native peoples, cultures, and arts; and make the CNAC a thriving place for programs and partnerships.

We invite you to learn more at [www.nativeartsandcultures.org](http://www.nativeartsandcultures.org)

### ABOUT THE VICE PRESIDENT OF PROGRAMS AND PARTNERSHIPS

To accomplish NACF's strategic goals, NACF seeks an accomplished, visionary programs and partnership leader who is passionate about having impact across a broad array of programmatic areas that increases Native artistic and cultural visibility and access and who is deeply committed to advancing social justice, racial equity, and cultural truth. The Vice President of Programs and Partnerships – a gifted programming strategist, part-researcher/evaluator, and part-community relations builder – provides overall leadership and strategic direction for NACF's high impact programming and artistic and cultural equity partnerships that will help successfully drive the transformational program growth currently underway. This new, elevated position reports to NACF's President/CEO and serves as an essential member of the senior management team.

NACF is poised for its most dynamic phase of future growth, requiring the new Vice President to be an energetic, pro-active leader who can successfully lead, develop, and implement strategies to create quality local and national programming and build external partnerships that empower



Indigenous arts and culture traditions and strengthens Native communities through positive social change. The Vice President of Programs and Partnerships will oversee two direct reports in Program Initiatives and be expected to hire two additional program staff within the first two years.

The new Vice President is a hands-on executive position that will develop strategy and implement concrete actions to ensure NACF's mission of giving essential voice and visibility to Native artists, culture bearers, and communities. As NACF continues to advance its social justice, racial equity, and community building efforts, the Vice President, a solutions-oriented leader, an authentic communicator, and builder of trusting relationships, will play a key role of the overall work moving forward. Ideally based in Vancouver, Washington, or Portland, Oregon this position will allow flexibility for this leader to work remotely from any location within the United States.

## MAJOR OBJECTIVES

Within the first 12 to 24 months, the Vice President of Programs and Partnerships will achieve the following major objectives:

- Lead, manage, build, and mentor a programs and partnerships team that inspires trust, confidence, and high performance in a way, that allows this leader to handle other work assignments as assigned by the President/CEO.
- Plan, develop, and implement a comprehensive annualized program plan that prioritizes and operationalizes on core program initiatives outlined in the 2020-2024 Strategic Plan.
- Work closely with NACF team, external consultants, and artist partners to build and expand the CNAC's programming over multiple years and helps raise NACF's visibility as an attractive, viable nonprofit entity.
- Serve as a committed champion for NACF's efforts to advance social justice, cultural equity, and indigenous truth.
- In partnership with the President/CEO, build strong, mutually beneficial relationships among NACF's board, senior leadership team, development staff, and with external partners and stakeholders.



## RESPONSIBILITIES

The Vice President of Programs and Partnerships will have the following primary responsibilities:

### PROGRAM MANAGEMENT AND ADMINISTRATION

- Provide strategic leadership and direct, daily oversight of all programming and artist professional development and training, including project planning and solid development and management of program budgets that operates within guidelines.
- Develop, implement, oversee, and communicate effectively the culturally appropriate evaluation for funded projects that includes programmatic benchmarks that align with NACF's mission and strategic goals.
- Prepare accurate, timely, and informational program reports for the President/CEO, board of directors, funders, and others as necessary.
- Lead the development of program strategy reviews, annual plans, budgets, and new program development in close collaboration with the President/CEO.
- Recruit, hire, manage, inspire, and mentor a strong program and partnership team, maintaining a high performance, inclusive culture.
- Manage the demands and needs of an emerging department while working collaboratively with the President/CEO and team to help build national program, research, evaluation, and partnership efforts for NACF.
- Plan and coordinate the programs related to fundraising and the use of the new building.
- Develop and maintain high quality use of research, evaluation, and analytical skills to programming.
- Contribute to the research, writing, and development of grant proposals for program activities as needed and assist the communications team with writing and information as needed.

### EXTERNAL PROJECTS AND PARTNERSHIPS

- Ensure effective community and professional outreach to promote NACF programming and strategic plan initiatives to potential applicants and constituents, as well as institutional and individual supporters including ongoing promotional writing and rigorous internal/external communication.
- Develop, implement, and oversee arts projects and strategic partnerships, ensuring positive collaborations and relationships regionally and nationally with Native and non-



native artists, culture-bearers, tribal communities, funders, Native organizations, BIPOC communities, and non-Native allies to further NACF's program priorities and guidelines related to NACF's mission.

- Advise and support the President/CEO both regionally and nationally and provide other supervision as needed.
- In partnership with the President/CEO, forge close and trusted working relationships with external funders and key stakeholders.
- Organize a diverse array of work both locally and across the nation as NACF will function in varying roles on arts social change projects, including sponsor, advisor, presenter, producer, connector, and promoter.
- Stay abreast of trends and methods in the field of artist cultivation and Native cultural knowledge, specifically as it relates to Native Americans, Alaska Natives, and Native Hawaiians.

## QUALIFICATIONS

The ideal Vice President of Programs and Partnerships will bring most of the following qualifications:

- A passionate, enthusiastic commitment to the mission and values of the Native Arts and Culture Foundation with a deep interest, understanding, and awareness of cultural equity, decolonizing principles, and anti-racism.
- A minimum of eight to ten years of senior-level nonprofit leadership experience in managing successful teams in grantmaking, programming, and project management with proven success in program design, evaluation, implementation; managing arts-based projects, large art installations, performances, or comparable events would be preferred. Brings a strong knowledge and cultural competence with one or more Native American, Native Hawaiian, Alaska Native cultures and communities.
- A data-driven, results-oriented, decisive strategist adept at project prioritizing and planning with strong research, evaluation, analytical, and problem-solving skills, with an ability to take on more responsibilities within a rapidly changing growth-oriented environment.
- Demonstrated ability to hire, supervise, motivate, and retain program teams that strives to achieve excellence and meet goals, leading in an open, creative, collegial, and team-oriented manner.
- Proven success in advocating for individual artist and community interests, while also understanding and representing institutional issues and concerns in a broader context.



- Strong professional experience with Indigenous peoples, arts, and cultures, including urban and rural Native communities, including arts-based projects, large arts installations, performances, or other comparable events.
- Excellent communication skills, that includes strong written, verbal, and presentation skills, with a demonstrated ability to collaborate, inspire, and engage a wide range of diverse communities, particularly Indigenous people, tribal communities, and communities of color.
- Strong interpersonal, listening, and motivational skills that establish rapport, integrity, and trust, including high emotional intelligence, cultural awareness and an ease and skill in presenting to a wide variety of diverse urban and rural constituencies.
- High degree of technological proficiency, including Microsoft Office, project management tools, grants management systems (e.g., Submittable), CRM systems like Bloomerang, and data systems like Filemaker or Access.
- Ability to travel regionally and nationally as necessary and attend program and organizational activities as needed, including evenings and weekends.
- A bachelor's degree is required; an advanced degree ideally in arts or a related field of study would be an advantage.

## APPLICATION

The Native Arts and Cultures Foundation has retained Campbell & Company to conduct this search. The team for this project includes Dan Nevez, Senior Consultant, and Alexandra Catuara, Associate Consultant.

NACF offers a highly competitive salary and a generous benefits package, including health and dental insurance; flexible spending account and dependent care account program; four weeks of paid vacation, 11 paid holidays with one paid volunteer day and one paid personal day; an employee 403(b) retirement savings plan; Employee Assistance Program; virtual work and flextime; and an inclusive work environment. Relocation assistance will be available for the successful candidate.

To be considered for this opportunity, please send a letter of interest and resume to:

**ALEXANDRA CATUARA**

Associate Consultant, Executive Search

[anc@campbellcompany.com](mailto:anc@campbellcompany.com)

(312) 506-0060 direct

Native Arts and Cultures Foundation is a proud equal opportunity employer.