



MINNESOTA  
MUSEUM of  
AMERICAN ART

## Position Announcement – Director of Advancement

The M (the Minnesota Museum of American Art) is a St. Paul-based museum with a small, dedicated staff and a big mission: *to explore American identities and experiences through art and creativity*. A primarily visual arts museum, the M's exhibitions and programs are co-curated with M staff in collaboration with diverse community partners, focusing on lived experiences and creativity of the many artists, cultures, and communities that have been historically, and continue to be, underrepresented by American museums. This model has developed organically and fostered strong multi-year partnerships that benefit both the museum and its partners as well as the people they serve.

Goals that have united civic, philanthropic, artistic leaders and the community in support of the M include:

1. Preserving and engaging the public with the M's unique collection, which includes more than 5,000 artworks showcasing the diverse voices of American artists past and present, with a focus on Minnesota artists;
2. Creating a new collaborative programming model suited to our times; and
3. Revitalizing downtown St. Paul by connecting the Rice Park/RiverCentre area to the Lowertown/Mears Park area.

Over the past decade, the M and our partners have been on a journey that has:

1. Revived a largely dormant 127-year-old organization and adapted its mission to the contemporary needs of our community;
2. Raised more than \$30 million in private and public investment;
3. Completed Phase 1 construction on our new home in the historic Pioneer Endicott building; and
4. Offered a series of innovative programs that showcase the M's essential value as a major cultural anchor for St. Paul and the region.

**The M is now moving rapidly toward construction on a second and final phase, which will begin in early 2022 and support a mid-2023 grand opening.**

For more background on the organization, please see our [website](#) and [Community Report](#).

### **Position Summary**

At a transformational time, the M seeks a Director of Advancement to provide strategic and operational leadership in the areas of development, membership, corporate and foundation relations, government grants, endowment, and planned giving initiatives. This position reports to the Executive Director, functions as part of the organization's Leadership Team, works with Board development committees, and manages a growing team of staff, consultants, interns, and volunteers. The M's Advancement team currently includes a Development Associate and a freelance grant writer. The Advancement team works closely with the Marketing and Communications team, consisting of the Director of Marketing and Communications, a Communications Specialist, and a Website Administrator.

A key member of the M's Leadership Team, the Director of Advancement's primary duties include:

- Helping set and lead strategic organizational directives.
- Planning for and executing an advancement program that consistently raises \$2.5+ million annually in individual support, foundation grants, corporate sponsorship.
- Engaging the Trustees, Executive Director, staff, and other partners in the M's advancement work, and work across the organization to establish a culture of philanthropy.
- Identifying, cultivating, and soliciting established and prospective major gift prospects.
- Formalizing and expanding the museum's membership program.
- Launching and sustaining planned giving initiatives.
- Managing a staff team and helping team members realize their full potential.
- Overseeing cultivation and fundraising events, including grand opening events.
- Overseeing development policies, systems, data management, tracking and procedures, including supervision of donor database.
- Helping to plan, test, and potentially launch an endowment campaign.

The ideal candidate will possess a minimum of 10+ years of progressively responsible fundraising experience, or comparable experience in a results-oriented field, with a record of accomplishment.

### **The successful candidate will be:**

- **An exceptional fundraiser.** A leader who is charismatic and persuasive and who excels at developing human connections and relationships that result in ongoing major support equal to the M's ambitions.
- **A systems and organization builder.** A leader who is able to help an organization see opportunity and build toward a higher impact, more sustainable future.
- **A communicator.** A leader with strong active listening skills, excellent verbal and written skills, and strong public presentation skills.

- **An arts advocate.** A leader who has passion for art and art's ability to connect people and to express our common humanity.
- **A DEI practitioner and advocate.** A leader with a deep commitment to diversity, equity, and inclusion; an ability to incorporate DEI principles into advancement efforts; and an ability to work effectively with diverse teams and community members.
- **A connector and collaborator.** A person who is comfortable operating as part of a leadership team and in a co-creation and collaborative role with internal and external partners and who can engage such partners with clear communications, ability to set and manage expectations, personal engagement, and a commitment to finding mutually advantageous ways to work together.

We know there are great candidates who may not fit into what we've described above, or who have important skills we haven't thought of. If that's you, don't hesitate to apply and tell us about yourself.

### ***The M's Commitment to a Diverse Workforce***

The M's goal is to employ a diverse staff representative of Minnesota's communities and residents. The M acknowledges race, gender, and accessibility gaps in education and employment opportunities present in the Twin Cities. Please see the M's statement on [Equity and Inclusion](#).

### ***Compensation and Benefits***

Compensation will range from \$80,000 - \$100,000 per year. Benefits include 80 percent coverage of the employee's health care plan, 403(b) contributions, and generous leave policies.

### **TO APPLY:**

Please send a letter detailing your interest in this position and how you believe you meet the qualifications. A short resume or a link to your LinkedIn profile should be included. Send to [info@mmaa.org](mailto:info@mmaa.org), with the subject line "Director of Advancement Position," by September 29, 2021.

All applicants will receive an email reply within ten business days with information on the status of their application.

*Position open until filled. Start date flexible; ideally candidates will begin employment no later than December 1, 2021.*