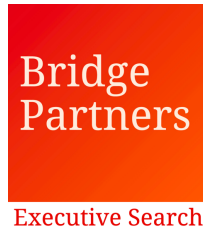




THE WRIGHT



CHARLES H. WRIGHT MUSEUM OF AFRICAN AMERICAN HISTORY

SVP PROGRAMS & EXHIBITIONS

<https://www.thewright.org/>

The Organization:

For over half a century, the Charles H. Wright Museum of African American History has dedicated itself to exploring and celebrating the rich cultural legacy of African Americans.

Over half a century since Dr. Wright first opened the International Afro-American Museum in January of 1966, The Wright has expanded significantly in size and in ambition. Today, the state-of-the-art, 125,000 sq. ft. facility that the museum occupies in Detroit's thriving Midtown serves as a cultural beacon for the City of Detroit, and for the United States, championing the stories of African Americans and offering a space for rigorous contemplation for visitors of all backgrounds.

Vision Statement

**Our vision is of a world in which the adversity and achievement
of African American history inspire everyone
toward greater understanding, acceptance, and unity!**

Each year, more than quarter of a million people visit The Wright to engage with its unparalleled collection. Among those thousands of men, women and children are many residents of Detroit itself.

To expand on past successes, five institutional goals have been identified for The Wright in the coming years:

- **Center Detroit** - Place Detroit at the forefront of a national (and international) dialogue regarding the profound influence of African American history and culture.
- **Be a Leader in the Field** - Lead in the creation, distribution, and exhibition of world-class programs characterized by aesthetic excellence, technological innovation, and relevancy to current events.
- **Mentor Museum Professionals** - Train and mentor people of color for careers in the curation, administration, and financial management of first voice institutions around the world.
- **Preserve Institutional Vitality** - Ensure the long-term financial sustainability of The Wright.
- **Embrace Sustainable Practices** - Embrace environmentally sustainable systems and practices in all aspects of The Wright's institutional programs and culture.



THE WRIGHT

**Bridge
Partners**

Executive Search

Through dozens of permanent and visiting exhibitions, over 150 learning and engagement programs, as well as education and research opportunities for adults, children, and visiting scholars, The Wright inspires visitors toward greater understanding, acceptance, and unity by reflecting on the triumphs and tragedies of African American history.

Mission Statement

**The Charles H. Wright Museum of African American History
opens minds and changes lives through the
exploration and celebration of African American history and
culture**

“The Wright Museum is the keeper of the stories of our ancestors. We hold, discover, cultivate, archive, produce, and share the stories of a lived experience largely untold to the world around us. This institution was founded to teach our children and our children’s children the incredible story of the African Americans who became a seminal part of what has built this country. Within these American stories we see the perseverance, pride, and spirit of innovation now so much a part of each of us.”

– Neil Barclay, President & CEO, The Wright (Annual Report 2022)

The Role

Location: Detroit, MI

Reports to: Chief Executive Officer

Overview:

As a member of the Museum’s Executive Management Team, the SVP Programs & Exhibitions reports to the President & CEO and will serve as a key ambassador for the Museum as it relates to all its public facing programs and services.

In partnership with the President & CEO, establish short and long-range vision, general operating plans, and annual goals, objectives, and priorities for all the Museum’s exhibition, public programs and engagement, performance and educational activities.



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Key Responsibilities:

- Serve as a member of the President's senior management team.
- In collaboration with the President & CEO, establish the Museum as a visionary and innovative creator of cultural and historical programs focused on the African American experience.
- In collaboration with the President & CEO, spearhead the Museum's strategic efforts to provide its programs and services to a growing online constituency.
- Think holistically about strategic programming initiatives to make informed choices about program creation and enhancements.
- Lead and collaborate with Museum colleagues in the Curatorial, Exhibition Design, Education, Public Programs, and other departments to create impactful learning experiences for all visitors and stakeholders.
- Provide a supportive and outcomes-driven environment for direct reports that include the Directors of Collections & Exhibitions, Design and Fabrication, and Learning & Engagement.
- In collaboration with the President & CEO, spearhead initiatives to engage diverse communities within the City of Detroit, across the nation, and around the world.
- Further develop, build upon, and manage partnerships with external entities - including cultural institutions, educational professionals, community groups, thought leaders, and government agencies.
- Monitor and measure the success and impact of exhibitions and program initiatives.
- Work in close collaboration with the Senior Vice President of for Institutional Advancement to develop and implement marketing strategies for the Museum's programs to achieve maximum reach and impact.
- Strategically align programs with the Museum's Mission, new Strategic Plan, and broader organizational priorities.
- Educate, inspire, and engage a broad range of audiences through a variety of programmatic formats and platforms.
- Establish annual goals, objectives, and priorities with each team of direct reports.
- Collaborate with the Senior Vice President for Institutional Advancement to identify and apply for funding opportunities from individual, government, foundation, and corporate sources.
- Work closely with the Vice President of Organizational Development and direct reports to manage program budgets.
- Maximize earned income from programs while preserving aesthetic and educational integrity.
- Other duties as assigned.

The Person:

Education and Experience:

- A bachelor's degree in African American Studies, Museum Studies or a related field or the equivalent background derived from work experience. An advanced degree such as an MFA or PhD degree is preferred.
- Demonstrated experience of at least ten (10) years of contemporary and innovative educational or programmatic leadership in a senior role.



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- A strong track record of providing best-practice, creative and innovative leadership to design and deliver impactful public programming and community building experiences to fulfill and amplify the Museum's mission.
- Background of success in leading highly successful teams, mobilizing resources, maximizing the potential of team members to achieve division goals.
- Excellent project management skills with the ability to guide team members and colleagues on the path to best-in-class implementation.
- An enterprising and pioneering approach, with knowledge of best practices in program design, evaluation, and curriculum development.
- Comfortable, skilled and engaging in an externally-facing role, including representing the institution in public forums and the local community, and articulating vision and impact.

Knowledge, Skills and Abilities:

- Excellent interpersonal and collaboration skills, with the ability to establish rapport and cultivate relationships across all levels of the organization.
- Excellent strategic decision-making and problem-solving skills, comfortable with ambiguity and drives to interrupt the status quo.
- Disciplined with the ability to plan and execute multiple projects and initiatives to a standard of excellence, while honoring creativity and innovation.
- Strong communication skills, a dynamic speaker and presenter.
- Leads and manages teams with empathy, a high standard of excellence, accountability, and inclusivity, allowing for consensus building and recognition of teamwork.
- The ability to work closely with the President & CEO to offer creative and entrepreneurial, yet practical, ideas to achieve the strategic direction of the Museum with a deep understanding and commitment to the institutional vision the President puts forward.

Compensation:

- The Charles H. Wright Museum of African American History offers highly competitive compensation and comprehensive benefits.
- Salary range is \$160,000 to \$180,000 per year, depending on experience.

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To learn more about this opportunity, please contact:

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*Candidates will be considered on a rolling basis,
so we urge your prompt consideration of this impactful leadership role.*