



Chief Education Officer

Education & Interpretation Division

The Baltimore Museum of Art (BMA) seeks to fill the position of Chief Education Officer to provide vision and strategic direction for the Public Engagement, Interpretation, Public Programs and Learning Communities departments of the museum. The ideal candidate will develop imaginative and innovative approaches to reach and engage audiences through education programming that communicates the relationship between the Museum's mission, vision and programs and the community. The CEO will have a strategic mindset, prioritize accessibility in all its forms and will lead the development and implementation of a comprehensive education plan aimed at utilizing a variety of programs, events, collaborations, and community outreach to enhance the understanding, appreciation, and exploration of the Museum's collections.

The Chief Education Officer will manage teams responsible for Interpretation, Public Programs, Learning Communities (from pre K-12 and beyond) and Public Engagement, including the Joseph Education Center and the BMA's Lexington Market site. This position reports directly to the Dorothy Wagner Wallis Director of the Baltimore Museum of Art.

This is a highly attractive opportunity to work in a senior position at a renowned and rapidly transforming museum. The Chief Education Officer will have the opportunity to be a national and international leader in innovation around the role of art and creativity, and to help establish the Museum as a civic platform for communities in Baltimore city and neighboring counties.

RESPONSIBILITIES

Responsibilities include but are not limited to:

- In partnership with the Director and in collaboration with the senior leadership team, lead the Education Division in presenting a dynamic program of educational experiences, and public programs acknowledged broadly for their excellence.
- Play a leadership role in strategic, budget, and other institutional planning efforts.
- Develop and execute comprehensive programs that engage new and diverse audiences both locally and nationally, with a keen eye to equity, inclusion, and accessibility.
- Manage the strategic direction of the Education Division, ensuring alignment with the institutional strategic plan.
- Establish and maintain relationships with stakeholders, partners in the community including artists, art institutions and organizations, city leaders and organizations, universities, service organizations, city and regional school and education leaders.
- In collaboration with the Advancement Office, play a key role in donor cultivation to secure funding for Education and Interpretation division programs and initiatives.
- Responsible for leading and supervising the design and implementation of educational programs that build audience and participation, enhance visitor engagement and learning, and encourage repeat visitation.
- Lead new educational technology initiatives and identify and collaborate with outside vendors and production companies as necessary.
- Oversee the development of written interpretive materials including labels, wall texts, gallery guides.
- Responsible for division staffing, including identifying the appropriate staff structure and positions needed within the Education Division to support the Museum's mission and goals.
- Serve as senior staff liaison for education-related and IDEA committees of the Board of Trustees

REQUIREMENTS

- Minimum: Master's degree in art history, art education, related field or equivalent professional experience
- Applied knowledge of professional museum principles, practices, and procedures
- Knowledge of research tools and methodology
- Self-directed and motivated
- Collaborative by nature, flexible and helpful
- Able to thrive in a fast-paced environment, and in an atmosphere of continual growth and rapid change.
- Entrepreneurial, creative risk-taker, out-of-the-box thinker
- Non-hierarchical style of leadership
- Minimum of 4-years management-level museum or comparable experience required.
- Minimum of 5-years applied education leadership experience.
- Demonstrated experience managing substantial department, project and/or program budgets.

Other experience that demonstrates ability to lead creative enterprises and cultural initiatives by collaboration and inspiration of shared values:

- Excellent written and verbal communication, and active listening skills.
- Strong staff management and mentoring skills, with examples of how the candidate has fostered staff growth.
- Demonstrated organizational planning, problem-solving and collaboration skills.
- Effective interpersonal skills, tact, and diplomacy.
- Proficient computer skills: familiarity with programs including Wrike or other project management software; Airtable or a similar database; Adobe; and the Office suite are preferred.
- Ability to interpret the collection and to communicate knowledge about it in a manner relevant to distinct audiences.
- Ability to engage and interpret scholarly research in the fields of museum and art education or informal learning.
- Highly developed public speaking skills, in both prepared and impromptu contexts.
- Self-directed, able to work independently and effectively.

Leadership Competencies

- Communicates Effectively – actively seeks and actively listens to input from others.
- Adapts and Innovates – remains resilient, flexible and open to change
- Builds trust – earns the confidence of trust in others by consistently demonstrating honesty, integrity, and authenticity.
- Develops Talent – builds and manages the division in order to meet Museum goals, objectives and budgets.
- Ensures Accountability – determines objectives and goals and develops plans to achieve those goals.

BENEFITS

The BMA is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law. We are committed to building a culturally diverse staff and strongly encourage all qualified professionals to apply.

We offer a competitive salary and a generous benefits package. For this exempt position we offer medical, dental, vision, prescription, 403b retirement plan, long term disability, flexible spending

account, museum and restaurant discounts, and reduced fee gym membership. We also offer accrued vacation, holidays, personal days, floating holidays, and sick days.

SALARY - \$140,000 - \$170,000 commensurate with experience.

APPLY

Research shows that women and individuals from underrepresented backgrounds often apply to jobs only if they meet 100% of the qualifications. We recognize that it is highly unlikely that an applicant meets 100% of the qualifications for a given role. Therefore, if much of this posting describes you, then you are highly encouraged to apply for this role.

Please send cover letter, CV/resume, and salary requirements via email to HR@artbma.org with “Chief Education Officer” Last Name and First Name in the subject line.

Incomplete application materials will not be accepted.

Applications received by January 31st will be given priority.

No phone calls please.