

POSITION: **The Richard M. Scaife Director/CEO**

ORGANIZATION: **The Westmoreland Museum of American Art**

LOCATION: **Greensburg, PA**

BACKGROUND

The Westmoreland Museum of American Art, located 35 miles from Pittsburgh, PA in Greensburg, explores American art with a significant collection of works representing two centuries of America's most notable artists from John Singleton Copley to Sol LeWitt, and a significant collection of works by southwestern Pennsylvania artists from the 19th-century Scalp Level School landscape painters and 20th-century works inspired by Pittsburgh's Big Steel Era.

The Westmoreland, which began having literally no collection, now holds over 3,400 paintings, sculptures, decorative arts objects and works on paper. The collection that until recently ended at the mid-20th century, has moved into the late 20th and 21st centuries with the promised gift of over 100 modern and contemporary works from the collection of Diana and Peter Jannetta. The collection will reside in a post-1950 gallery designed specifically for this transformational gift.

In 2014, Richard Mellon Scaife bequeathed 220 works by American artists who worked in the late-19th and early-20th centuries. The artists included such luminaries as George Inness, Jasper Francis Cropsey, William Merritt Chase, Maurice Prendergast, and importantly, five paintings by early 20th-century Pennsylvania self-taught artist, John Kane. A special exhibition, *A Passion for Collecting: Selections from the Richard M. Scaife Bequest* highlighted the acquisitions. In January 2015, the Board of Trustees changed the Museum director's title to "The Richard M. Scaife Director/CEO" to reflect Mr. Scaife's support of The Westmoreland.

In 2015, the dramatic cantilevered east wing was opened. Designed by Ennead Architects of New York City, its south-facing glass façade offers the visitor panoramic views of the Laurel Mountains in the distance. The \$28.5 million capital campaign for the new wing, a record for the institution, also provided funding for a total renovation of the original building. The Museum, now over 43,000 square feet, crowns one of the highest of the many hills that make up the city of Greensburg.

With expanded exhibition, educational and community gathering spaces, The Westmoreland has been able to provide a richer experiential and dynamic learning environment for participants in every age group. The collection is the basis for award-winning educational and public programming.

The Westmoreland Museum of American Art operates debt-free with a budget of \$2.5 to \$3 million, a talented 42-person full- and part-time staff and a dedicated 19-member Board of Trustees. For more information: TheWestmoreland.org.

THE POSITION

The Westmoreland Museum of American Art, AAM-accredited and an AAMD member, seeks an experienced and visionary leader with an advanced degree in an academic field such as American art history, culture or history.

The Richard M. Scaife Director/CEO serves as Chief Executive Officer and reports to the Board of Trustees through the Board Chair.

S/He is the principle executive of the Museum, responsible for leading the institution and creating and implementing a compelling and sustainable vision for its future, building on its strengths and capitalizing on new opportunities

S/He will maintain continued fiscal soundness through astute financial planning, creative and effective fundraising and business management.

The Richard M. Scaife Director/CEO is the Museum's primary public face and is an active, visible and engaged member of the immediate community and southwestern Pennsylvania. S/He will be an active participant and supporter of the region's cultural organizations and will be a valued colleague of their leaders. S/He will also represent the Museum nationally through collaborations with museums countrywide and through participation at professional meetings.

S/He will ensure the Museum's continued excellence through the application of the highest standards to the exhibition, interpretation and enhancement of its renowned collection.

Reporting to the Richard M. Scaife Director/CEO are Chief of Staff; Deputy Director/Director of Advancement; Director of Marketing & Public Relations; Chief Curator; Director of Education & Visitor Engagement; and Director of Finance.

The Position's Immediate Priorities

Thoroughly understand all facets of the Museum's operations and gain a comprehensive grasp of its history, mission, programs, constituencies and base of financial support.

Become familiar with all the stakeholders who are critical to the on-going success of The Westmoreland including Board members, patrons, staff and community leaders. Understand their strengths and capabilities; work closely with them to bring forth their best ideas, efforts, resources and contacts.

Acquire a thorough understanding of the Museum's fundraising and earned income initiatives.

Motivate, inspire and communicate frequently with staff, understand their responsibilities, how they approach programming and visitor experience and what they require to achieve excellent results.

Ensure that there is a comprehensive and effective marketing effort.

Address key areas defined by the current strategic plan including audience growth, diversity+inclusion and long term financial stability.

Lastly, report findings to the Board and suggest changes or improvements where needed.

Qualifications and Personal Characteristics

The Richard M. Scaife Director/CEO will play a critical role in every aspect of The Westmoreland's immediate and future success and will have the opportunity to take a financially

stable, ambitious, well-regarded institution to new levels of excellence and growth. Interest, determination and ability to meet this challenge are required.

Among the most important qualities the successful candidate will have are leadership skills, programmatic creativity and excellent communication skills both in private discussions and public settings.

The Richard M. Scaife Director/CEO must be a socially adept and confident leader who enjoys interacting with a wide range of people. S/He will preferably have 10 years of senior level experience in a museum that includes curatorial, staff management, financial administration and fundraising and an advanced degree that preferably includes academic areas such as American art history, culture, and history.

In addition, the following are highly desired:

- Proficiency in American art and connections to the art field including museum leaders, collectors, and art experts.
- Demonstrated fundraising success.
- Appreciation for experimentation and innovation.
- Excellent people management skills and the ability to maintain a cohesive and energized team.
- Ability to inspire and build confidence among Board members, staff and a broad range of constituencies.
- Business savvy to maintain a financially stable organization and to seize and cultivate opportunities for increasing earned income.
- Comfort with new technologies.
- Excellent listening skills, a positive outlook, self-awareness, energy and a sense of humor.

LOCATION

With a healthy economy, affordable cost of living, vibrant cultural scene and revitalized, historic downtown, Greensburg (population 15,000) provides smaller city living accessible to the big city attractions of Pittsburgh, 45 minutes away. Greensburg is served by Amtrak, the Pittsburgh international airport, the Arnold Palmer Regional Airport and a local public transit bus system.

To download a PDF of the complete job description, click [HERE](#).
Confidential inquiries and recommendations are welcomed. Send letter of interest and resume (emails preferred) to search team: Freda Mindlin and Nancy Kaufman, Opportunity Resources Inc., New York, NY search@opportunityresources.net