



## Position Profile: Executive Director

### The Opportunity

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*Ohio Humanities Vision: The humanities guide us in defining our individual beliefs, values, and aspirations, and are central to creating vibrant communities and building innovative economic opportunities.*

*Humanities study helps us understand and engage diverse cultures. The humanities allow us to interpret our past, understand the present, and imagine our future.*

Ohio is a diverse state, and Ohio Humanities—the state-based partner of the National Endowment for the Humanities—plays an important role in advancing the intellectual, cultural, and economic wellbeing of all who live and work here. Ohio Humanities cultivates vibrant communities and catalyzes economic opportunities through grantmaking and quality programming. Enriching conversations are facilitated by scholars of history, literature, philosophy, law, and archaeology through the Speaker’s Bureau, and *Pathways* magazine delivers a humanities perspective on issues that affect the lives and engage the minds of Ohioans.

The incoming Executive Director (ED) will be a creative, persuasive communicator who can confidently manage relationships with diverse and influential constituencies throughout the state. A critical thinker, the Executive Director will consider the needs of the state as a whole, granting funds to partner organizations with the greatest potential to impact Ohioans. The ED has an exciting and fulfilling opportunity to serve Ohio’s many regions and elevate the state’s role in shaping national discourse.

The future leader of Ohio Humanities knows the value of the humanities to spark conversation and inspire empathy. In the midst of social and economic turmoil, the Executive Director has a profound opportunity to create, strengthen, and fund innovative new programs that promote diversity and inclusion.

Ohio Humanities’ next Executive Director can play a critical role in these changing times. As cultural organizations across Ohio reimagine their operations in response to new health and safety guidelines, many need resources. The Executive Director is in a unique position to support their efforts by guiding smart grant investments, and by convening and connecting organizations.

Further, with these opportunities comes the ability to raise the profile of Ohio Humanities across the state. The next ED can further elevate the renown and reach of an already widely respected organization.

A collaborative spirit will be critical in developing and supporting relationships with grant seekers, policymakers, and the Ohio Humanities staff and board. The successful candidate will bring:

- a passion for the humanities and the role that the humanities play in the life of Ohioans;
- a collaborative spirit and strong interpersonal communication skills to work with partners, volunteers, and the team;
- ingenuity, creativity, and innovation in programs, funding, and advocacy; and
- leadership skills, with a proven ability to advance the organization and the role of the humanities in society.

## The Position

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The Executive Director provides strategic leadership and day-to-day management of Ohio Humanities, reporting to the Ohio Humanities Board of Directors. The Executive Director will

- provide **vision** and articulate a **strategy** for Ohio Humanities' future; position the organization as a national leader in shaping the conversation to address public discourse through programs, grants, and community projects;
- elevate **collaborative initiatives** between Ohio Humanities and all cultural organizations throughout the state and **advocate** for recognition and funding from local, state, and federal funders; and
- demonstrate **passion and knowledge** for the humanities and provide strong **leadership** to staff; understand and implement the best practices of nonprofit **board governance**.

### *Key Position Functions*

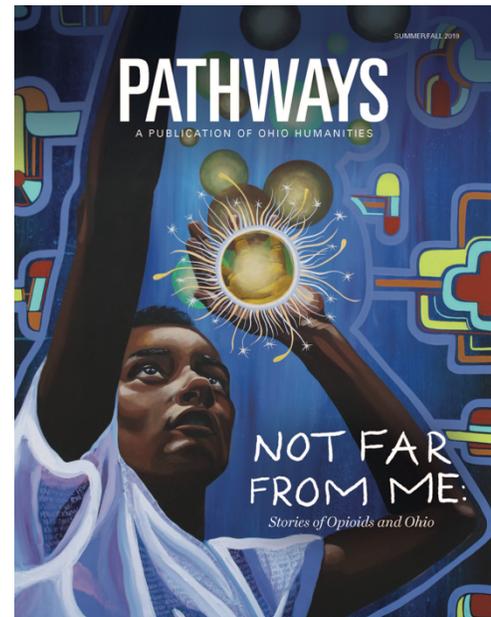
*Vision and Strategy:* Develop and articulate a vision and strategy for Ohio Humanities' future and mission. Anticipate future needs and developments for the organization. Develop, in collaboration with the Board of Directors, strategic and operating plans that meet Ohio Humanities' mission. Ensure plans and activities align with the overall strategy, and use a lens that prioritizes diversity, equity, inclusion, and access.

*Leadership:* Hire and manage a results-driven staff and provide leadership to the team. Ensure a strong culture of accountability, transparency, and communication. Encourage innovation and creativity and lead by example. Develop metrics for effective team performance. Manage the organization and operations with a focus on continuous improvement.

*Governance:* Develop, maintain, and nurture a high-performing Board of Directors through strong governance standards and practices. Ensure board members of all viewpoints and backgrounds are engaged in the substantive work of Ohio Humanities. Adhere to all federal compliance requirements for grantmaking and reporting.

*Advocacy and Public Policy:* Understand the importance of alliances and partnerships. Maintain a high level of visibility and engagement with current and potential partners. Develop, strengthen, and nurture relationships with local, state, and federal legislators to facilitate funding, recognition, and broad support for the humanities.

*Program Development and Grantmaking:* Ensure funding for cultural programs that contribute to, create, and sustain vibrant communities throughout Ohio. Respond to and address immediate societal issues, current events, and pivotal moments with innovative programming





and funding. Evaluate program effectiveness and sunset those that have outlived their impact. Understand and use current technology to implement programs and identify opportunities.

*Community Relations:* Build and nurture effective relationships and partnerships with existing and prospective stakeholders. Ensure Ohio Humanities' continued impact and sustained growth to address the needs of humanities organizations and groups through surveys, focused conversations, and benchmarking.

*Revenue Development:* Lead revenue development and fundraising initiatives to ensure Ohio Humanities has the resources to provide financial support through grantmaking to humanities partners and cultural organizations. Ensure the continuation of a strong partnership with the National Endowment for the Humanities.

## The Position Qualifications

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### ***Technical Expertise and Knowledge:***

- Humanities Programming
- Funding and Grantmaking
- Board Governance and Nonprofit Management
- Advocacy and Government Relations
- Public Speaking
- Marketing and Branding
- Fund Development and Finance

### ***Competencies and Attributes for success in this position:***

- Ensures Accountability
- Collaborates
- Communicates Effectively
- Develops Talent
- Values Differences
- Cultivates Innovation
- Builds Networks
- Plans and Aligns (organization, volunteers, board)
- Drives Results
- Balances Stakeholders
- Builds Effective Teams
- Persuades
- Decision Quality
- Financial Acumen
- Interpersonal Savvy
- Resilience
- Self-development
- Situational Adaptability
- Visionary and Resourceful
- Political Savvy



**Qualification Requirements:**

Required

- Bachelor’s degree in the humanities or equivalent knowledge and experience
- Five years’ experience developing strategy and delivering programs for diverse audiences
- Experience leading volunteers and staff

Desired

- Master’s degree in a related field
- Experience with grantmaking
- Experience with advocacy and legislative relations
- Fundraising experience
- Experience and/or knowledge of Ohio and the Midwest

**Ohio Humanities Leadership**

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Ohio Humanities is led by a dedicated board representing academia, industry, government, and nonprofit organizations from all regions of the state.

Kevin Rose, Chair, Springfield <i>Turner Foundation</i>	Marilyn Mobley, Beachwood <i>Case Western Reserve University</i>
Lance Grahn, Treasurer, Cortland <i>Retired, Kent State University</i>	Dan Moder, Newark <i>Greater Licking County Convention and Visitors Bureau</i>
Brodi Conover, Lebanon <i>Frost Brown Todd, LLC</i>	Harold Niehaus, Eaton <i>Preble Country Educational Service Center</i>
David Descutner, Athens <i>Emeritus, Ohio University</i>	Emily Prieto, Columbus <i>Molina Healthcare</i>
Deena Epstein, Shaker Heights <i>Retired, Foundation Officer</i>	Tony Sanfilippo, Columbus <i>Ohio State University Press</i>
Katherine Fell, Findlay <i>University of Findlay</i>	Sarah Sisser, Findlay <i>Hancock Historical Museum</i>
Jane Gerhardt, Cincinnati <i>University of Cincinnati</i>	Carey Snyder, Athens <i>Ohio University</i>
Jay Giles, Burton <i>Retired, Banking</i>	Jeremy Taylor, Defiance <i>Defiance College</i>
George Kalbous, Columbus <i>Emeritus, The Ohio State University</i>	Thomas Way, Steubenville <i>Urban Frontier Foundation</i>
Stacia Kuceyeski, Columbus <i>Ohio History Connection</i>	Patricia Williamsen, Secretary, <i>ex officio</i> Executive Director
William Loudermilk, Dayton <i>Edison Community College</i>	



## Application Process

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Benefactor Group is pleased to be assisting Ohio Humanities with this search. Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please send a cover letter and resume to:

### Benefactor Group Recruitment Team

[HR@benefactorgroup.com](mailto:HR@benefactorgroup.com)

<http://www.benefactorgroup.com>

To learn more about Ohio Humanities, go to <http://www.ohiohumanities.org/>

## About Ohio and Columbus

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The seventh most populous state in the US, [Ohio](#) is proud of its rich history and looks toward a bright future. Ohio is home to state and national parks, prominent professional and college athletics, world-class museums, lively performing arts venues...and more. With a range of stunning natural landscapes and vibrant metropolitan areas, the state is full of activities for all ages and interests—all within a short drive, guaranteeing exciting day trips and weekend getaways. For a fulfilling lifestyle at an affordable cost, Ohio can't be beat.

[Columbus](#) was recently awarded the top spot on the Forbes list of [Best Cities for Mid-Career Professionals](#). It's one of the fastest-growing cities, with a population increase of nearly 11% in the past eight years. All this—with a cost of living 10% lower than the national average.

Named one of the ["30 Most Fun Places to Live in the U.S."](#), Ohio's largest city brims with creative talent and cultural hotspots. Explore the best that Columbus has to offer by touring the [Columbus Museum of Art](#), paying a visit to Columbus' multitude of performing arts spaces, and spending a day at the [Columbus Zoo and Aquarium](#).



Ranked as one of WalletHub's "Best Foodie Cities in America," Columbus offers everything from classic diner fare to fine dining to offbeat cafes. The city is notably home to restaurateur Cameron Mitchell and Jeni Britton Bauer of Jeni's Splendid Ice Creams.

Less than 30 miles from five state parks, Columbus provides proximity to natural beauty. Other notable green spaces include Schiller Park in German Village, the Park of Roses in Clintonville, the [Franklin Park Conservatory](#), and the [Scioto Mile](#) downtown.

In addition to The Ohio State University, one of the nation's best public universities, central Ohio

is home to institutions such as Columbus College of Art & Design, Capital University, Otterbein University, Ohio Dominican University, Ohio Wesleyan University, Denison



University, Ashland University, Pontifical College Josephinum, Trinity Lutheran Seminary, the Methodist Theological School, and Columbus State Community College.

With a variety of housing stock, the metropolitan region has established and growing suburbs, kid-friendly activities, and great options for primary and secondary education.