

# Position Profile: Deputy Director for Advancement

Columbus Museum of Art

Location: Columbus, OH

## About the Columbus Museum of Art

The Columbus Museum of Art (CMA), located in the vibrant city of Columbus, Ohio, is a dynamic cultural institution dedicated to enriching the community through art. Founded in 1878, the Museum has a rich history of collecting, preserving, and exhibiting works of art that inspire and engage audiences.

The Museum's collection is renowned for its exceptional holdings of American and European art, featuring works by celebrated artists such as Artemisia Gentileschi, Mary Cassatt, Winslow Homer, and Edward Hopper. Within its permanent collection, the Museum houses the world's largest collections of works by beloved local artists Aminah Brenda Lynn Robinson, Elijah Pierce, and George Bellows; and acclaimed collections such as The Photo League, the Philip and Suzanne Schiller Collection of American Social Commentary Art and the Scantland Collection. Currently, the Museum is featuring an exhibit by painter Robin F. Williams, who was recently highlighted in the [New York Times](#).



At the heart of the Museum's mission is a commitment to education and community engagement. Through a wide range of exhibitions, programs, and events, CMA strives to foster a deeper understanding and appreciation of art among visitors of all ages and backgrounds.

CMA's dedicated staff, hundreds of volunteers, and deeply committed Board of Trustees believe in the power of creating great experiences with great art for everyone. With an operating budget of \$15 million, CMA is nationally recognized for its collection and programs yet remains, at its core, an institution built for the community by the community.

## About the Opportunity



The Columbus Museum of Art seeks an experienced, strategic advancement leader to oversee the Museum's success and sustainability. Leading a team of 15 professionals in fundraising, marketing, and communications, the Deputy Director for Advancement will be a key member within the Museum's leadership team, collaborating closely with the visionary Executive Director & CEO and curatorial leadership as a valued thought partner. Working with these partners, the Deputy Director for Advancement

will build and implement a strategy to raise over \$6 million in FY2025 and engage a generous community of supporters to expand contributed revenue to \$9 million in FY2027.

The Deputy Director for Advancement will assume leadership at an exciting time in CMA's history. They will begin with a well-defined roadmap for success outlined in the soon-to-be-approved development plan. The plan showcases a path to expand revenue, increase advancement staffing, deeply engage existing supporters, and cultivate new relationships. This effort will be in partnership with a committed board that has pledged to invest in this work and a long-tenured senior advancement team with strong relationships to the Museum's supporters and programs.

These tremendous assets are accompanied by challenges, of which staff and board are aware and aligned in solving. As was the case for many arts organizations in the years since the onset of COVID-19, the advancement and leadership teams have undergone several reductions and transitions in recent years. Museum leadership have made significant progress in hiring and retaining key staff roles and share a commitment to a robust institutional staffing plan that will position the Museum to expand impact. The incoming leader will have an opportunity to shape their team, making a number of key hires to restore and further expand capacity in the advancement office.



In addition, recent vacancies in curatorial and new appointments in educational leadership roles present an opportunity to build a culture of awareness and collaboration between the advancement office and other functions in the institution. The successful candidate will bring a collaborative approach to engaging and supporting the curatorial and education teams in achieving their goals and advancing the Museum's overall vision.

The Deputy Director for Advancement is a strategic, dynamic leader with a deep understanding of fundraising, marketing, and communications principles, methods, and tactics at major institutions. The ideal candidate brings – or quickly gains – experience with art museums, galleries, or related markets. They are highly collaborative and a strong motivator who promotes a culture of philanthropy among the board, volunteers, and staff. In addition, they have a keen understanding of management, team dynamics, and accountability to empower and lead the advancement staff to excellence.

## Key Position Functions

### Summary

Reporting to the Executive Director & CEO, the Deputy Director for Advancement is responsible for planning, managing, and executing a comprehensive, diversified, and strategic development and communications effort that sustains and secures revenue from various constituencies in accordance with annual goals. The Deputy Director leads a team of advancement professionals including development, development operations, membership, campaign, and marketing and communications to achieve key objectives. In collaboration with the Executive Director & CEO and board leadership, the Deputy Director for Advancement will significantly increase contributed revenue, earned revenue, high-

impact partnerships, community awareness, and powerful connections with both the Museum’s existing stakeholders and emerging audiences.

This position requires extensive professional experience in fundraising, preferably including direct involvement in capital campaigns. The position is the advancement leader for the Museum, its fundraising work, and maintains strong relationships with key individual and family donors, corporations, and foundations. As an integral member of the Museum’s leadership team, the Deputy Director consistently coordinates and collaborates with other senior leaders and departments to advance the Museum’s mission efficiently and collaboratively.

## Competencies and Attributes for Success in the Position

- Strategic Mindset
- Communicates Effectively
- Drives Vision and Purpose
- Builds Effective Teams
- Ensures Accountability
- Plans and Aligns
- Drives Engagement
- Builds Networks
- Manages Complexity
- Collaborates
- Interpersonal Savvy
- Financial Acumen
- Political Savvy
- Instills Trust
- Action Oriented

## Essential Duties and Responsibilities

### Development/Membership

- Oversee a short- and long-term strategic development plan and the related tactical plans and activities to achieve the Museum’s development and strategic goals.
- Construct strategies and execute plans that will increase support of major giving, planned giving, corporate and foundation support, fundraising events, membership, and grants.
- Personally manage a portfolio of current and prospective donors at the highest level of giving capacity, including both individual and institutional sources, moving them through the stages of discovery, cultivation, solicitation, and stewardship.
- Direct the marketing strategy and investment to drive visitor attendance and earned revenue streams.
- Steward donor relationships to ensure long-term donor loyalty.
- Provide support to the Executive Director & CEO and board in fundraising activities including development of materials, relationship management, and ongoing donor cultivation efforts.

### Marketing and Communications

- Communicate the Museum’s value proposition, impact, and brand to increase awareness and diversify revenue streams.
- Oversee an annual media plan to showcase the Museum’s depth and breadth as a community convenor and educational resources.
- Serve as an ambassador to communities served by the Museum, playing a visible role in advancing new and existing relationships that lead to increased engagement and attendance.

### Team Management and Leadership

- Motivate and manage a growing advancement team, directly supervising the Senior Philanthropic Advisor, Senior Director of Institutional Giving, Director of Advancement Operations, and the Director of Marketing and Communications.
- Hire, train, retain, and develop a team of professionals by providing adaptive coaching and support to empower, learn, and develop as advancement professionals.
- Develop and ensure adherence to the advancement team's budget.
- Build a strong team culture grounded in transparency, inclusivity, and belonging as well as dedication to fueling the Museum's mission.

### Requirements

- Bachelor's degree required; master's degree preferred.
- Ten or more years of experience in development with progressive roles – preferred in the arts and culture sector.
- Demonstrate ability to implement and expand comprehensive fundraising programs.
- Knowledge of and experience with fundraising, communications and marketing, and development operations.
- Personal values that align with CMA's [mission and core values](#).
- Understanding of, or desire to learn about, connecting people and art.
- Propensity to articulate clear expectations to implement plans, showcase forward thinking, and take calculated risks.

### Compensation

The expected salary range for this position is \$160,000-\$175,000, commensurate with experience.

## Application Process

Benefactor Group is pleased to be assisting the Columbus Museum of Art with this executive search. Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please send a resume and formal cover letter in PDF format to:

**Benefactor Group Recruitment Team**

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

<http://www.benefactorgroup.com>

To learn more about the Columbus Museum of Art, please visit: <https://www.columbusmuseum.org/>

Please do not contact the Columbus Museum of Art staff or board with questions or interest in the role. All inquiries about the position should be directed to Benefactor Group.

Benefactor Group verifies its candidates' employment and academic credentials represented at the time of offer. An offer of employment is contingent upon the successful completion of a civil and criminal background check.

## About Columbus, Ohio

With all the culture and amenities of a big city, Columbus remains a friendly, convenient, and affordable place to live. In addition, the city received a perfect score from the Human Rights Campaign's Municipal Equality Index in 2022.

One of the fastest-growing cities in the United States, Columbus is positioned for incredible economic growth. Its traditional base is strong: it is the state capital, home of the country's third-largest public university, and headquarters for retail, banking, and insurance giants. Its tech and startup growth are also impressive, with the announcement of two new Intel chip manufacturing plants in the region just a recent example. The Wexner Medical Center at The Ohio State University and Nationwide Children's Hospital, both international leaders in research, make Columbus an emerging center for world-class healthcare.

Columbus is also a city that embraces arts and entertainment. Loyal audiences attend theater and music events, seek out art exhibitions across the city, and follow collegiate and professional sports. Music and arts festivals attract locals and visitors. A growing foodie scene includes fusion offerings from the city's diverse immigrant communities along with creative breweries, distilleries, and cafes.

Home to 1.3 million people with a median age of 24, Columbus is the 14<sup>th</sup> largest city in the country and the fastest-growing large city in the United States. Columbus' affordability index has sustained its growth. Ranked ninth most affordable city in the United States in 2022, Columbus is becoming an increasingly attractive place to live and work. The downtown area is in the midst of a building boom, the product of the city's focus on revitalizing its core.

Of all the places to build a career, you will find Columbus is second to none. With its world-class institutions, rich history – including a history of providing jazz music to the world from its vibrant African American neighborhoods in the 1930s and 1940s – booming economy, and affordable lifestyle, the city is an emerging center for innovation. Columbus blends modernity, history, and opportunity seamlessly.

## Recent Museum Features

- [Loss, Ted, "Increasingly, Women Are Running the World's Great Museums." New York Times, April 25, 2023](#)
- [Loss, Ted, "An Artist Is Finding Out Who She is Through Her Art." New York Times, April 26, 2024](#)