



EXECUTIVE DIRECTOR

ByalaSearch LLC is pleased to announce that our firm has been retained by the Museo de Arte de Puerto Rico, Inc., a Puerto Rico non-for-profit organization (MAPR), to identify candidates for the position of Executive Director.

ABOUT THE MUSEO DE ARTE DE PUERTO RICO

The Museo de Arte de Puerto Rico (the "Museum"), was inaugurated on July 1, 2000 in San Juan, Puerto Rico, as a legacy for the Puerto Rican people. MAPR is the largest and most important Museum of Puerto Rican art in the world. The mission of the Museo de Arte de Puerto Rico is to enrich the lives of its diverse audiences by making accessible and promoting the knowledge, appreciation, and enjoyment of visual arts from Puerto Rico and the world.

The MAPR has approximately 30,000 visitors a year and engages diverse communities to facilitate learning experiences about the visual arts through the growth of a well-researched permanent collection, exemplifying significant and representative examples of Puerto Rican art from the sixteenth century to the present. A recent recipient of grants from McKenzie Scott, the Ford Foundation and the Miranda Family's Flamboyant Foundation, the Museum boasts a dynamic program of exhibitions supported by engaging and exciting educational and cultural programs that collectively deepen the understanding of the role of the visual arts in the human experience and contribute to the creation of a curatorial legacy. MAPR relies on the documentation, research, interpretation, preservation, and conservation of its collection and the visual arts history of Puerto Rico as well as on alliances with local, regional, and international museums and institutions to advance the knowledge of, access to, and understanding of the visual arts of the world and present that knowledge to Puerto Rico and its visitors.



PRIMARY FUNCTION

MAPR seeks a visionary Executive Director with experience and standing in the museum and cultural worlds and a track record demonstrating excellence in leading exhibition, community, educational, development and programming to envision and realize the Museum's next chapter.

Reporting to the Board, the Executive Director will be a dynamic leader with a collaborative spirit who will work closely with a dedicated Board and staff to realize the Museum's distinctive role within the community and the broader cultural landscape of Puerto Rico and the world. To advance the artistic vision of the Museum, the Executive Director will have the curatorial background to lead the Museo de Arte de Puerto Rico staff in planning and presenting exhibitions and programs that inspire new learning and engagement in the arts for visitors of all ages.

As the Museum's principal spokesperson and advocate, both in the community and among art world peers, the Executive Director will work with stakeholders at every level to execute a strategic plan supported by partnerships with local, regional, national and international arts and cultural organizations, and with lenders from museums, galleries, and private collections. The Executive Director will have a successful track record in fundraising for operations, programming, and capital development, from both private and public sources, as well as experience in recruiting, managing, and mentoring a diverse professional team.

POSITION DESCRIPTION

Specific responsibilities in the following areas include but are not limited to:

LEADERSHIP AND VISION

- Working in consultation with the Board leadership, implement a recently developed multi-year strategic plan anchored by the Museum's unique campus and collection.

- Assess and nurture a team of 25 staff (with 8 direct reports) committed to a shared vision for excellence in Curatorial and Educational Programming, Community Engagement, Marketing and Development, Finance, and Operations.
- Set organizational priorities and create a framework for accountability supported by consistent messaging across all platforms, clearly articulating the mission of the Museo de Arte de Puerto Rico to all constituencies.
- Work closely with operations and finance staff to provide sound fiscal leadership and fiduciary oversight, including management of the Museum’s approximately \$6.0 million annual budget, maintenance of its architecturally distinctive campus, and the shepherding and growth of its \$8.0 million endowment.

PROGRAMMING AND EXTERNAL RELATIONS

- Lead the MAPR’s Curatorial and Program teams to build relationships and standing within the broader cultural world as an active participant in the network of organizations planning and presenting temporary exhibitions in all categories of art and material culture.
- Build a presence in Puerto Rican communities to enable the development of robust relationships with Museum visitors and patrons, artists, collectors, and leaders of regional arts and cultural organizations as well as city and state partners.
- Cultivate partnerships with private lenders, galleries, museums, and cultural institutions to build and execute exhibitions that promote the understanding of Puerto Rican art and culture along the continuum of the 16th century to today.
- Plan and lead the MAPR’s fundraising strategy, working with its Development and Marketing teams to sustain and grow support for exhibitions, programming, and capital development from individual, corporate, foundation, and public sources.

CORE COMPETENCIES

- A history of raising the visibility and visitorship of an institution through innovative programmatic offerings in the arts.

- A demonstrated capacity to lead, manage, and inspire, preferably with a minimum of five years' leadership experience in a museum or comparable cultural institution; ability to hire, retain, and mentor a diverse staff and to build a shared commitment to an organization's central goals.
- A proven fundraiser with a meaningful track record in institutional advancement and relationship building among a broad and diverse community of stakeholders.

IDEAL SKILLS AND EXPERIENCE

- An academic background in art history and/or the humanities, business administration, museum management and/or other disciplines that qualify the candidate to lead a museum and embrace the MAPR's commitment to exhibition planning, education, and community engagement with the arts; advanced degree preferred.
- Minimum of five years' experience in a leadership or executive director role.
- Administrative experience and strong leadership ability.
- Experience working with a Board of Trustees or a similar governing body.
- Ability to leverage and supervise staff, including establishing goals and objectives and evaluating performance against metrics, while fomenting a collaborative workplace.
- Ability to manage multiple tasks simultaneously and work under pressure.
- Bilingual (Spanish & English) with an affinity for Puerto Rican culture.
- An understanding of the importance of digital technology and social media as platforms for today's museums, so as to maximize the MAPR's potential to strengthen the visitor experience, enhance educational goals, and build marketing potential.
- Excellent written and verbal communication skills.
- Excellent project planning, organization, & management skills.
- Knowledge of Puerto Rican art and culture.

OTHER CHARACTERISTICS

The next leader of the Museo de Arte de Puerto Rico will be a visionary who can raise the Museum's visibility among its institutional peers as well as with its audience, thereby increasing the young Museum's gravitas and visitorship from locals and visitors alike. The placement will appreciate the MAPR's distinct role in both the San Juan and Puerto Rican communities, shepherding and advocating for Puerto Rican art and artists, highlighting this unique collection and physical plant. The successful candidate must have an affinity for the Puerto Rican culture and Spanish language. The next Executive Director will be a creative problem-solver with the skills and ambition to take the Museum to the next level, cementing its position as the largest and most important Museum of Puerto Rican art in the world.



KINDLY SEND NOMINATIONS OR EXPRESSIONS OF INTEREST TO:

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