

Organization: Anderson Ranch Arts Center ([ARAC](#))

Title: Executive Director

Reports to: Board of Trustees

Location: Snowmass Village, Colorado

Website: www.AndersonRanch.org

To apply: Please send resume and cover letter to ARACED@pbrsearch.com

Anderson Ranch Arts Center seeks an experienced, visionary, entrepreneurial executive director to lead the organization into a vibrant, dynamic and sustainable future.

Background

Anderson Ranch Arts Center (ARAC) provides transformative experiences that celebrate artists, art-making, creative dialogue and community. A year-round visual-arts organization nestled among the pristine peaks of the Rocky Mountains just west of Aspen, Anderson Ranch brings together both aspiring and internationally renowned artists who come from across the country and around the world to explore new ideas, hone their art-making skills and engage in meaningful dialogue. Anderson Ranch welcomes adults, art students, children, and teens – from beginners to leading artists.

With a budget of \$5M and a professional staff of 34, the Ranch is renowned for being an artistic and cultural hub – as well as a premier arts organization – in the Aspen area and beyond. It provides workshops as well as Artists-in-Residence Programs and hosts more than 5,000 people each year who attend public events, programs, and workshops. The Ranch’s campus consists of 14 buildings providing 55,000 square feet of facilities that include eight studio buildings, a gallery, a lecture hall, café, store, administrative offices, a student dormitory, and several homes and apartments for artistic staff. Some of the Ranch’s structures are renovated log cabins and barns believed to be the oldest in the area. These sit alongside contemporary studio buildings and create a unique and relaxed atmosphere.

Position

Anderson Ranch Arts Center seeks a dynamic, visionary executive director to work closely with the board, staff, and community to define and implement plans for the organization’s future. The ED will serve as a leader, connector, and fundraiser and be the face and voice of the Ranch in the local, national and global art world. S/he will cultivate partnerships and funder relationships with nonprofit and business leaders, as well as with residents (year-round and seasonal) and destination visitors. S/he will also provide leadership and management to the staff, ensuring that people are working together to serve the overarching mission of the Ranch and that its workshops, programs, events, and exhibitions leverage and amplify one another. In addition, s/he will bring rigorous business and operational discipline to the organization, ensuring that Anderson Ranch maintains and builds upon its fiscal health. Finally, the ED will be a creative force aware of best practices and innovations in the field of visual-arts organizations and will draw on that knowledge to ensure that the Ranch remains a forward-thinking and acting organization.

Key Responsibilities

- Work with the board and staff to build on and continue to implement the organization's robust strategic plan. Key goals: promote and publicize the organization's work to attract new audiences, donors, and increasingly high-profile artists; integrate workshops, programs, events and other aspects of the Ranch's work to create a dynamic, synergistic whole; lead, inspire, and retain high-quality staff in a somewhat remote location; and oversee the development and implementation of best-practices across the organization.
- Effectively communicate the goals of the strategic plan both internally and externally so that each stakeholder understands his/her role and responsibility in making the plan a reality.
- With warmth and emotional intelligence, become a valued and visible member of the Ranch and surrounding communities with the ability to engage with people from a wide array of backgrounds.
- Energize those who care about the Ranch, including National Council Members, volunteers, funders, partners, event committees, and board members.
- Be the organization's primary fundraiser, working closely with the board and staff to raise annual and restricted support from individuals, foundations, corporations, and government sources.
- In collaboration with the senior leadership team, ensure the fiscal and operational health of the organization and the proper functioning all facilities.
- Lead and manage the staff so they are inspired to do exceptional work; be a positive and accessible presence on campus.
- Set high standards for professionalism, work product, and collegiality and hold people responsible for maintaining them; and support staff in their careers, ensuring people have opportunities for professional development that enhance their growth and their work.

Communications

- Bolster communications across the organization so departments are sharing information and cross-collaborating in productive ways.
- Communicate in an effective and timely manner so that staff understand board and executive decisions and can adjust their work accordingly.
- Ensure staff members understand how their specific roles contribute to the overarching mission and purpose of the organization.

Operations

- Evaluate current processes, procedures and systems and institute new ones as necessary to ensure the Ranch is maximizing its business efficiency.
- Codify organizational policies and procedures with the goal of increasing clarity, efficiency and fairness across the organization.
- Re-visit the organizational reporting structure and, along with the senior leadership team, clarify reporting lines and authority. Work with HR to understand jobs and accountable measures to deploy human resources for greater impact.

Qualifications

The ideal candidate will be a seasoned, creative, entrepreneurial leader with a passion for artists and art-making and the ability to imagine Anderson Ranch's promising future.

Specifically, s/he will have:

- At least ten years of executive management experience with a track record of motivating results-oriented teams.
- Extensive experience fundraising with the ability to cultivate relationships and to close contributions from all revenue sources.
- Deep engagement in and connections to the contemporary art world with the ability to leverage relationships with artists, collectors, donors and other leaders in the art world for the Ranch's benefit.
- The ability to be a synthetic thinker and a great leader for artistic and administrative staffs, the board, and the community.
- Emotional intelligence, a winning personality, and the desire to engage with all kinds of people.
- A strategic mind and the ability to balance long-term initiatives with short-term opportunities.
- Excellent management and interpersonal skills and experience leading a highly capable and collaborative staff in ways that emphasizes collaboration and teamwork.
- Strong written and verbal communication skills and a persuasive and passionate communication style.
- A comfort with complexity and the ability to conceive and drive multidisciplinary projects forward.
- Past success working with a board of trustees with the ability to expand existing and develop new board member relationships.
- Strong organizational development and executive leadership capabilities.
- Unwavering commitment to high-quality programs and program evaluation.
- Passion for artists and art-making.
- Idealism, a sense of humor, integrity, a positive attitude, a mission-centric orientation, and self-directed work style.
- An understanding of how to lead place-based organizations; familiarity with Colorado and Rocky Mountain living highly desirable.
- An understanding of technology and how it can be implemented to help fulfill the Ranch's mission and attract audiences.
- A BA with an advanced degree preferred.