

ORGANIZATION: Compound
POSITION: Executive Director
REPORTS TO: Founder and Creative Director
LOCATION: Long Beach, CA
INFORMATION: [Website](#)
TO APPLY: Please send cover letter and resume as one PDF to CompoundED@pbrsearch.com with title format “Last Name First Name – Letter Resume.”

BACKGROUND

Compound is a creative and cultural complex fostering the intersection of contemporary art, wellness, and community impact. Located in the heart of the Zaferia district in Long Beach, CA, Compound’s approach is holistic and inclusive, offering [art exhibitions](#) and immersive experiences, performances, education programs, classes and workshops in the healing arts, community markets, dining, and spaces to wander and reflect—all designed to promote connection, belonging, curiosity, and growth. Zaferia is a historically under-resourced neighborhood, and founder Megan Tagliaferri designed the 15,000 square foot complex to be a place where programs are offered at low or no-cost, and art, healing, food, and culture intertwine to provide uplifting experiences for all who visit. Compound opened to the public in early 2020 and is an active participant in, and a valuable resource to, the local area. Located inside Compound, Union restaurant builds on the ethos of fostering a vibrant and inclusive community through the art of cuisine and is dedicated to reducing food disparity throughout the neighborhood. Looking ahead to its next stage of visibility and growth, Compound will continue to be driven by collaborative artistic activities with a focus on health, well-being, and belonging.

POSITION

The executive director will be an engaging, strategic leader who will partner with Compound’s founder to realize the organization’s long-term vision, while building its visibility, impact, and financial sustainability. They will be a compelling face, leading voice, and inspiring advocate for Compound’s core mission of providing space where people from all backgrounds can gather, connect, learn, and grow. With a collaborative spirit and in alignment with ambitious programmatic goals, they will oversee all aspects of Compound’s nonprofit operation, including strategic and programmatic planning, fundraising, communications, and community engagement. Working closely with the team and external partners, they will ensure Compound continues to grow and thrive as a dynamic cultural center that is deeply connected to the Long Beach community while reaching audiences across Southern California and beyond.

RESPONSIBILITIES

- Be a proactive, trusted partner to the founder, putting in place and overseeing the necessary plans and infrastructure to realize an ambitious organizational and programmatic vision.
- Effectively communicate goals and strategies so that all stakeholders – internal and external – understand their role in achieving Compound’s mission.
- Inspire, lead, and mentor the Compound team so they are motivated to do exceptional work; ensure they are clear on their long- and short-term goals and have the tools, resources, and support to meet them; provide them with opportunities for professional growth and advancement.
- Actively grow Compound’s contributed revenue; engage in donor cultivation, solicitation, and stewardship; oversee the development of robust fundraising systems and structures, ensuring that the team has the tools to effectively manage a growing base of supporters across all giving channels.
- Determine and implement a strategy for growing Compound’s earned revenue, including space rental, classes, and workshop fees.
- Work in close partnership with an external management office to strengthen organizational policies and procedures and ensure Compound operates within budget, maximizes resources, and maintains a positive financial position.

- Manage a growing board and become their trusted resource on all issues related to the administration of Compound. Help define board best practices and clarify board roles and responsibilities to increase overall effectiveness and engagement.
- Partner with the founder and guest curators to develop new concepts for exhibitions, wellness offerings, community engagement, and education programs. Ensure that all Compound programs are impactful, integrated, relevant, and outcomes driven.
- Be a positive, engaging, and accessible presence for staff, donors, patrons, and community partners, and support an inclusive and respectful work environment.
- Foster and maintain positive relationships with local partners in Long Beach, Los Angeles, and elsewhere.
- Bolster communications across the organization, developing formal and informal communications channels so all staff share information, ideas, and inspiration and cross-collaborate in productive ways.

QUALIFICATIONS

- Experience driving organization-wide initiatives and impact in a complex, entrepreneurial nonprofit arts and/or wellness-related environment with diverse programs, audiences, partners, and stakeholders.
- A track record for motivating results-oriented teams to take an organization to its next stage of growth and impact.
- Demonstrated success with both business development and fundraising. Ability to design and deliver revenue-generating programs and cultivate new donor relationships from a wide range of sources.
- Excellent executive function and business skills combined with a creative, flexible mind and outstanding problem-solving abilities.
- Ability to assess current processes and structures and make adjustments as needed to increase efficiency, effectiveness, and organizational impact.
- Strong financial acumen; experience overseeing a budget and driving financial decision-making.
- Familiarity with operational systems and structures and an aptitude for driving operations forward.
- Deep knowledge of and dedication to the arts and/or wellness.
- A strong commitment to furthering diversity, equity, inclusion, and belonging in all forms.
- A bachelor's degree is preferred.

PERSONAL ATTRIBUTES

- An instinctive, compassionate, inspirational, and strategic leader with the ability to establish priorities, set a direction, and make clear decisions that advance organizational growth and community impact.
- Highly developed interpersonal skills, with the ability to engage fluidly with a wide array of people, including artists, community leaders, Long Beach residents and schoolchildren, patrons, and anyone else who engages with Compound's programs.
- An innate understanding of hospitality and how to make people from a wide range of experiences and backgrounds feel welcome.
- A vitality that inspires donors, team members, strategic partners, and others who value Compound's mission and goals.
- The acuity to lead distinct yet complementary groups of people, be socially aware, understand differing viewpoints, and mentor an evolving staff and board.
- An entrepreneurial spirit with an ability and willingness to be hands on as needed.
- A sense of humor, flexibility, and warmth.

COMPENSATION

- Anticipated salary range \$180K to \$200K; final compensation commensurate with experience.
- Comprehensive benefits package, including paid vacation, healthcare/dental/vision/life insurance coverage and 401(k) employer contribution.

Frequently cited statistics show that women and people from underrepresented groups apply to jobs only if they think they meet 100% of the criteria. If you meet many but not all the criteria and feel you may be a good fit for the role, Compound encourages you to apply.

Compound is an Equal Opportunity Employer and does not discriminate on the basis of age, color, national origin, ethnic origin, citizenship status, disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, marital status, veteran status, or any other characteristic protected by federal, state, or local law in its employment policies. In addition, Compound will provide reasonable accommodations for qualified individuals with disabilities.