

## **Gabriele Haberland Director Position Profile**

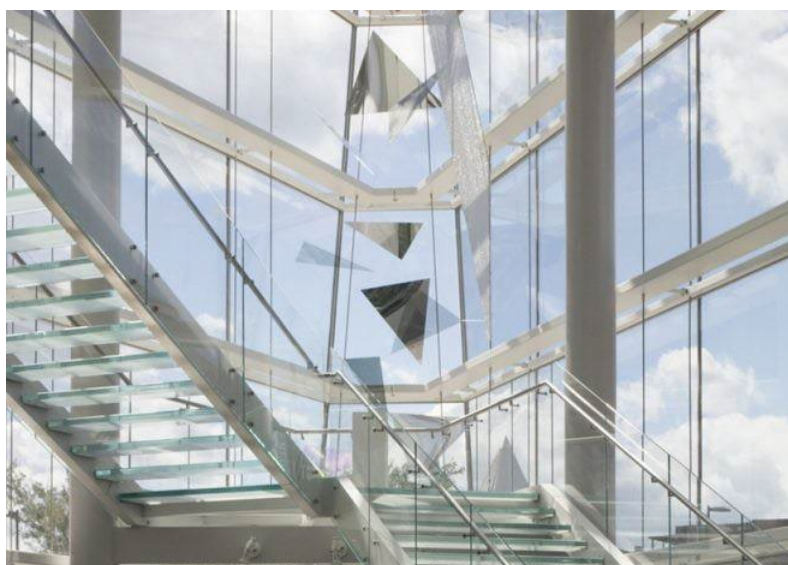
### **ABOUT THE MADISON MUSEUM OF CONTEMPORARY ART**

The Madison Museum of Contemporary Art (“MMoCA” or “Museum”) is an independent, nonprofit organization that presents exhibitions by local, regional, national, and international artists. MMoCA exhibits, collects, and preserves modern and contemporary art to provide transformative experiences that educate, reflect, and inspire us as individuals and as a community and is guided by a commitment to diversity, equity, and inclusion

MMoCA plays a critical role in the arts community in Madison and beyond: it fosters the exchange of ideas and creates experiences that inspire a wide audience; it creates a nexus for the work of emerging and established artists, presenting compelling new works and existing pieces in a dynamic and extraordinary space; it serves as a catalyst for the continued development of a vigorous community of artists; and it provides a forum for visitors and artists to experience, reflect on and make connections between art and the world around them.

Following 105 years of presenting exhibitions and education programs in borrowed and refurbished spaces, the Madison Museum of Contemporary Art opened to the public on April 23, 2006, in a brand- new facility connected to Overture Center for the Arts.

Designed by world-renowned architect Cesar Pelli, the Museum’s exhilarating facility offers 51,500 square feet of interior space, as well as a 7,100-square-foot rooftop sculpture garden. Public amenities include spacious galleries, a 230-seat lecture hall, a children’s classroom, a new-media gallery, and a study center for drawings, prints and photographs. The facility was made possible by the extraordinary generosity of W. Jerome Frautschi, a long-time friend of the Museum.



Dynamic programming includes some 12 exhibitions a year: those organized by MMoCA, borrowed offerings and exhibitions drawn from the permanent collection. A permanent collection of more than 5,500 works of art is maintained and enlarged through gifts and purchases. The Museum’s education department presents programs to increase public awareness and appreciation of modern and contemporary art.

Led by diverse scholars and artists, MMoCA offers gallery talks, artist talks and performances that create opportunities for a deeper understanding of and connection to works on display. To further engage with the local community, MMoCA sponsors additional events, primarily the Art Fair on the Square, which is the museum's largest single fundraiser and a major economic driver for the City of Madison, and Gallery Night, among others. The Museum also organizes two cinema series annually that feature independent and experimental film and video.

In keeping with its mission to be as accessible as possible to diverse audiences, the Museum maintains a free admission policy and presents programs aimed at broad as well as targeted audiences. Specific MMoCA programs are designed to serve families, underserved populations, school groups and adults.

MMoCA is located in the heart of downtown Madison, Wisconsin. Madison is a mid-sized city that perfectly blends urban sophistication and charm with natural beauty and small-town ease. Located one hour from Milwaukee and three hours from Chicago, Madison is the second largest city in Wisconsin and home to the state capitol and the Big Ten University – University of Wisconsin Madison. The quality of life that Madison provides with its access to arts, culture, music, parks, and lakes offers a wide variety of things to do that is hard to beat. An early adopter of Farm-to-Table philosophy, Madison's weekly year-round Farmers' Market and access to artisanal meats, cheeses, micro-distilleries, and breweries make the dining scene a favorite among foodies. Madison consistently ranks as a top city to live, work, play and raise a family.

For more information on MMoCA, please visit [www.mmoca.org](http://www.mmoca.org).

## THE OPPORTUNITY

This is a rare opportunity to take the helm of a vibrant and healthy organization and steer it into the future. Under the current leadership, the Museum has established a wealth of staff and volunteer talent, community involvement, partnerships with numerous organizations, a fully vested Board of Trustees, and a broad base of donor support. The next Gabriele Haberland Director will have the unique opportunity to build on this success.

The Director of MMoCA will assume responsibility for articulating its mission, vision, and values to all constituencies. Reporting directly to the Board Chair and Executive Committee, the Director will lead all Museum operations and activities, and implement policies, programs and procedures in a manner that is fiscally responsible and consistent with the organization's values and strategic goals.

The Director oversees the Museum's staff and inspires professionalism in all facets of the workplace. With assistance from staff, the Director shapes the exhibition and education programs; supervises marketing and community relations, special events, and fundraising strategies; develops and implements long-range plans and policies; and oversees all facets of the Museum's operations.

The Director acts as the primary spokesperson and represents the Museum as it engages with local cultural organizations, educational institutions, political bodies, civic groups, and the media. The Director fosters the development of sound and enduring relationships with Museum volunteers, serving the Museum and with individual, foundation, and corporate donors. The Director also acts as a liaison between the Museum and the communities of artists working locally, regionally, nationally, and internationally including individual artists, arts organizations, and educational institutions.

Key responsibilities of the next Director include:

- Re-envision the Wisconsin Triennial as a diverse and inclusive state-wide tradition.
- Engage in all aspects of Museum operations including fundraising, facilities, public relations, staff oversight, collections management, exhibitions, education, and special events.
- Be the leading voice and persona of the Museum.
- Work to ensure the continued position of the Museum as a leading cultural organization in the region.
- Act as artistic director to ensure that exhibitions adhere to the Museum's mission and focus, generate community interest, and explore directions in contemporary art.
- Cultivate new sources of revenue by creatively and strategically expanding and deepening the existing donor and visitor base.
- Expand and develop fundraising opportunities through new and ongoing strategic partnerships.
- Ensure successful fundraising from individuals, corporations, and foundations, and secure grants from federal and state government for both operating and campaign (capital and endowment) support.
- Cultivate long-term relationships with donors to ensure the financial viability of the Museum.
- Facilitate governance best practices through effective communication and collaboration with the Board.
- Ensure the continued development of the Board of Trustees by identifying community members to serve as committee and Board members.
- Lead the Board and staff in identifying and implementing strategic initiatives that expand the Museum's capacity to serve the community.
- Ensure Museum activities and offerings evolve along with the city's changing demographics.
- Facilitate ongoing conversations and develop organizational steps toward a greater commitment to equity and diversity.
- Work with staff to ensure the quality, scope and suitability of education programs that reflect the programmatic focus of the Museum.
- Direct the development and management of the permanent collection in conjunction with the Board's Collections Committee.
- Ensure that long-range plans are in place and that institutional resources are efficiently deployed to meet the Museum's mission.
- Lead a workforce of 15 full-time and 35 part-time employees who support the care of the institution and serve 175,000 annual visitors

## CANDIDATE PROFILE

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

### STRATEGIC AND VISIONARY LEADER

The Gabriele Haberland Director is a strategic, tactical, and entrepreneurial leader able to develop and articulate a vision for the Museum's next chapter. This leader is capable of developing and promoting the strategies needed to advance the work of a mission-based organization, from funding to mission delivery. The Director can successfully leverage the skills and talents of a Board to execute a strategic plan, while working closely with the Museum's various constituents on the plan's implementation and evaluation. The Director actively and strategically seeks out partnerships and builds coalitions. The ideal candidate is innovative, creative, and skilled when it comes to building partnerships with national institutions and leaders in the field to enhance the Museum's impact and advance its mission and strategic priorities. The Director has the drive and passion to remain at the forefront of the contemporary art world and continues to develop new and unique opportunities to serve the mission.

### AMBASSADOR AND FUNDRAISER

The Gabriele Haberland Director is an "Ambassador" for the Museum, sharing the mission and vision with the outside world and helping to expand the institution's role and visibility more broadly. The ideal candidate will bring a propensity for engagement to the role. The Director exemplifies leadership and inspires trust and confidence across a diverse range of stakeholders. The Director is flexible, energetic, positive, creative, and ambitious and experienced in establishing strong working relationships in furtherance of an organization's mission. This leader has exceptional interpersonal skills with the ability to build and sustain strong support across a wide range of stakeholders including staff, Board, donors, volunteers, and the public. The Director develops a powerful sense of shared purpose in others and motivates them to engage in the opportunities and future of the Museum. The Director inspires confidence in donors, builds collaboration and buy-in and generates support from existing and new stakeholders. The ideal candidate enjoys fundraising and can successfully convey the objectives of the Museum to potential donors. The Director is fluent in communicating the value of the organization on a local, regional, and international level to a broad range of constituents. The ideal candidate is a media savvy communicator who brings passion for the Museum's mission as its spokesperson. The Director is politically astute and attuned with a sophisticated personal presence.

### EXPERIENCED MANAGER

The Gabriele Haberland Director is an executive with strong staff, operational and financial management experience. This leader has a track record of sound financial planning, results, oversight, and accountability, with the ability to clearly communicate financial status to the Board. The Director will bring experience building and leading high performing teams of the highest degree of professionalism and guiding team members' growth and development. Adept at facilitating decision-making, the Director solicits input from varied sources, facilitates robust dialogue, successfully navigates divergent opinions and is skilled at making decisions/bringing the dialogue to closure. The ideal candidate will understand and implement best nonprofit management practices and planning, including compelling communication messages and effective marketing strategies, management succession, and most importantly, ensuring that overall day-to-day operations are aligned with strategic goals. The Director understands the importance of a robust partnership with the Board and will ensure fiduciary responsibility and sound financial management practices and

accountability to the Board. The Director will also possess the knowledge and ability to ensure that the Board is achieving its primary responsibilities of best practice governance and fundraising.

## **PASSION FOR THE MISSION**

The Gabriele Haberland Director has a sincere passion for the mission of the Museum and a commitment to bringing its mission to the residents of Madison and its surrounding communities, and far beyond. The ideal candidate brings an understanding of how the arts, and museums specifically, enhance a community and the lives of its citizens. The Director is innovative with the goal of helping the Museum expand its brand and reach and deepen its work. The ideal candidate has a deep appreciation for the Museum and exhibits an open mind, a capacity to listen, a sense of humor and dedication to the mission. It is imperative that the Director treats others with respect and always stays true to the values of the Museum. Moreover, the ideal candidate is an individual of unquestioned integrity, ethics, and values; someone who can be trusted without reservation.

## **CONTACT**

For consideration please submit a resume and cover letter to [hr@mmoca.org](mailto:hr@mmoca.org) by January 31, 2024. All inquiries and discussions will be considered strictly confidential.

MMoCA is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.