



## President

### Position Description Carolinan Aviation Museum

**Organization:** The Carolinas Aviation Museum, located at Charlotte Douglas International Airport, is celebrating its 25<sup>th</sup> year as one of the South's premier aviation museums. Our nonprofit's vision is to become an internationally recognized destination for aviation history and education.

**Mission:** By telling the story of the people who shaped our aviation heritage, the Carolinas Aviation Museum inspires future generations to write aviation's next chapter.

**Annual revenue:** \$1,000,000

**Position summary:** The President, in partnership with the Board of Directors, defines the success of the Carolinas Aviation Museum. The President's role advances the Museum's mission and vision, requests and builds partnerships and investments that sustain its work, and assures its accountability and relevance across the communities it serves. Expectations for the President include the ability to:

- Plan and implement programmatic and philanthropic initiatives
- Develop and manage all elements of an effective business plan that support service priorities
- Maintain and nurture positive working relationships with all key Museum stakeholders.

#### **Responsibilities:**

##### *Strategic Leadership:*

- Cultivate and sustain transparent, effective Board member relationships that ensure optimum membership, governance, and performance
- Provide vision, planning, and leadership for the Museum's preservation and educational program objectives
- Ensure excellence around all facets of collections and exhibitions
- Assess and implement thoughtful plans that align with philanthropic advancement, changing economic development, and educational and cultural trends
- Represent CAM across the Carolinas' communities as its key ambassador who reflects and enhances the organization's profile

##### *Advancement:*

- Lead the creation, implementation, and monitoring of a comprehensive fundraising plan (operating and capital) that inspires investment from individual donors, foundations, corporations, the business community, and government agencies
- Generate, coach, and implement Board, committee, and staff activities related to all aspects of fundraising
- Personally and actively engage in key cultivation, solicitation, and stewardship activities
- Deepen and refine all aspects of communications; work closely with the Charlotte Douglas Airport, the Charlotte Regional Visitors Authority, and other partners to maximize public relations and marketing of the Museum

### *Operational Oversight*

- Ensure effective and efficient operations (programs, systems, impact evaluation)
- Create and maintain a work environment for staff and volunteers that recruits, retains, and nurtures excellence
- Ensure the continued role of an effective collections curator with capacity to display and preserve the Museum's artifacts

### *Financial Oversight*

- Direct and manage all of CAM's fiscal activities and requirements (budgeting, risk management, fund development, audit, etc.)
- Develop and manage initiatives and activities (i.e., earned and contributed revenue diversification) that ensure financial sustainability and capital campaign success sufficient to achieve the organization's goals

### *Community Relations*

- Facilitate the comprehensive integration of CAM and its brand into the fabric of the Charlotte cultural community through quality marketing, communications, and key relationship building strategies
- Serve as CAM's leading voice and advocate across public and private sectors

**Qualifications:** strong candidates will demonstrate critical competencies in each of these categories:

- *Strategic Solution Orientation:* a systems thinker, customer-focused and goal-driven; leads with active innovation, open communication, and flexibility, both as a self-starter and a team player
- *Innovative Leadership:* creative and comfortable with change management; excellent coalition building skills; a persuasive negotiator, a passionate and outgoing spokesperson, a relationship builder and fundraiser
- *Business Acumen:* knowledgeable, ethical, experienced; capable of fostering business development and philanthropic initiatives; action-oriented, entrepreneurial, and innovative
- *Motivation:* consistent, open, team-focused; adept at influencing and empowering teammates; champions the impact of attitude and action on the part of the Museum and its stakeholders

Minimum four-year college degree required and at least five years of experience leading high performance teams, creating and maintaining collaborative environments, and securing resources to sustain operations.

**To apply:** All inquiries, nominations, and applications are to be directed via email to PMA Consulting, LLC: [search@pattonmcdowell.com](mailto:search@pattonmcdowell.com). Applications should include a cover letter and resume. Please indicate in the subject line of your email the position and organization to which you are applying. No phone calls please. Please note that only those candidates invited for screening will be contacted.