



# Director for the North Carolina Museum of History and Division of State History Museums Position Announcement



**September 11, 2024**

To apply, please click [here](#).

Salary: \$225,000-\$350,000 plus benefits

**Applications requested by October 11, 2024  
and accepted until the position is filled.**

## The Opportunity

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The North Carolina Department of Natural and Cultural Resources seeks the next Director for the North Carolina Division of State History Museums (DSHM), which includes the North Carolina Museum of History (NCMOH) in Raleigh, and seven regional museums across the state.



The flagship NCMOH, founded in 1902 by Frederick Olds, is embarking on a transformational \$180 million physical renovation that will occur over the next 36 months. The incoming Director will have the unique opportunity to contribute to the reimagining of a centrally located museum that welcomes more than 450,000

visitors and 80,000 schoolchildren annually to learn about 14,000 years of inhabited history in the State of North Carolina. The NCMOH's updated, modernized design and refreshed programming will usher in a new era for the Museum and the Division (NCMOH/DSHM). Capitalizing on the redesign, the talented NCMOH/DSHM team of 120+ employees will have a new canvas on which to present the rich and complex history of the Old North State in a compelling way.

The scope of this role differentiates it from many others in museum leadership. Few museum leaders across the United States have an opportunity to craft a shared vision and high-performing culture throughout a division comprising multiple locations across a state's entire footprint. In this position, the Director leads the flagship NCMOH in close collaboration with seven Division components: the Museum of the Albemarle in Elizabeth City; the Museum of the Cape Fear in Fayetteville; the Tobacco Farm Life Museum in Kenly; the Mountain Gateway Museum in Old Fort; the Maritime Museum in Beaufort; the Graveyard of the Atlantic Museum in Hatteras; and the Maritime Museum in Southport.

The combined DSHM and NCMOH Director position presents a civically minded servant leader a once-in-a-career opportunity to guide a vital public institution through dynamic change. The role will appeal to entrepreneurial individuals who have a passion for preserving and presenting history in thoughtful, creative, and inclusive ways; setting direction for and unifying a diverse and talented staff of museum professionals; and

expanding the audience and, with it, the sustainability of the NCMOH and its seven sister institutions.

## The Organization

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North Carolina is fortunate to value public investment in arts and culture. The state's many publicly funded, freely accessible resources help to connect its residents to one another.

Together, the NCMOH and DSHM promote an understanding of how the past influences the present. The museums preserve and present artifacts and other historical materials relating to North Carolina in local, regional, national, and international contexts. The museums also interpret the state's history through curated exhibitions, diverse educational programs, and publications that are available to onsite visitors and through online content and programming. Accredited by the American Alliance of Museums since 1972 and affiliated with The Smithsonian Institution since 2006, the NCMOH's artifact collection consists of more than 150,000 items and represents six centuries of North Carolina history. The NCMOH is located on Raleigh's downtown government mall flanked by the State Capitol and Legislative buildings and across from the NC Museum of Natural Science and State Archives of North Carolina.

The NCMOH's vision is *"to illuminate the future and help people understand how much influence history can have on current and future events."* In May 2024, the NCMOH announced the start of the exciting \$180 million transformation that will redefine how visitors connect with the vibrant tapestry of North Carolina's past. To



prepare for the renovation, the NCMOH's third-floor exhibits closed in June 2024 to be followed by the first-floor exhibits and the physical museum building in October 2024 (the Museum Shop will remain open to the public until December 29, 2024). Expected to span two to three years, this museum renovation promises an extraordinary journey deep into the heart of North Carolina's past. The project is made possible through funding authorized by the North Carolina General Assembly and Governor, plus private funds being raised.





During this metamorphosis, the museum’s dedication to education and the public stands firm. Students and educators statewide will continue to enjoy a bounty of digital resources, virtual programs and live events spanning the length and breadth of North Carolina. Enhanced online services are in the works, set to deliver immersive digital experiences ensuring that the quest for knowledge never pauses during the renovation. The next Director’s creative thinking

and bold visioning will inform how the NCMOH remains relevant to the public while its physical location is reimagined. The Director’s empathetic and supportive leadership style will also help fortify a staff who will be simultaneously preparing for the launch of the new museum and working to maintain public involvement with the NCMOH during the renovation closure – all while working from multiple locations.

In addition to state funding, which covers only the museum’s operational and staffing costs, two independent 501(c)(3) organizations—the North Carolina Museum of History Foundation (“The Foundation”) and the North Carolina Museum of History Associates (MOHA)—provide essential financial backing to the NCMOH. Each organization has its own board of directors that supports both the organization and the Museum’s mission.

The Foundation, established in 2004 as a nonprofit, raises financial resources to enable the North Carolina Museum of History to preserve and interpret the history and culture of the Tar Heel State through dynamic exhibitions, educational programming, artifact acquisition, and object conservation. Committed to advancing its mission, the Foundation undertakes strategic initiatives, including a Capital Campaign and Endowment. The Foundation also collaborates closely with a lobbyist firm to secure legislative funding and sponsors an annual Distinguished Lecture Series and Philanthropy Award Dinner to honor local philanthropists.

MOHA, established as a nonprofit statewide membership organization in 1975, initially played an instrumental role in the construction of the NCMOH on its present site. Over the years, MOHA has focused on supporting the museum’s exhibitions, education and programming outreach across the state. MOHA raises funds through membership, event, and Museum Gift Shop revenue. Each of the regional museums are also supported by various Friends groups. The museums of the Division embrace their commitment to be free to the public, charging only for special exhibitions.

## The Location

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The City of Raleigh is the capital of North Carolina and hosts several colleges and universities, as well as abundant arts, culture, and recreational opportunities. Fueled by an impressive mix of education, ingenuity, and collaboration, Raleigh and the surrounding “Triangle” region are home to more than two million people and routinely rank among the nation’s best places to live, work, and play. The Research Triangle has attracted hundreds of companies helping to make it the largest research park in the United States. Perfectly positioned midway between the Atlantic coast and the Appalachian Mountains, the Triangle offers residents a beautiful place to call home. And while the region continues to grow and offer a superior quality of life, the cost of living remains reasonable.

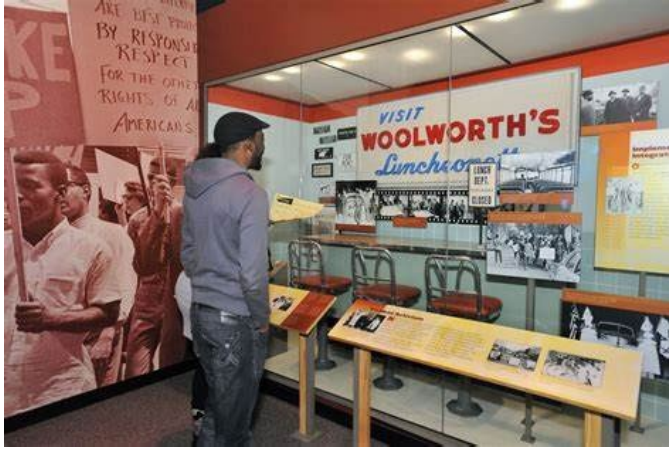


## The Position

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At this critical juncture in their history, North Carolina Division of State History Museums require an experienced leader who has achieved extraordinary results in prior roles. Possessing a broad set of executive-level skills, the next Director must be (i) a skilled manager of large teams with exceptional communication skills that promote a healthy organizational culture, (ii) a proven leader who has collaborated with an institution’s stakeholders to set a vision and then positioned its team members for successful implementation, and (iii) a willing and capable fundraiser who can cultivate relationships

with donors, legislators, and local and state officials in ways that ensure the long-term sustainability of the NCMOH and DSHM.



The Director serves as a senior staff leader within the North Carolina Department of Natural and Cultural Resources. In this capacity, the Director helps to set goals and policy in conjunction with the Secretary and Deputy Secretary for Archives and History, to whom they will report. The ideal candidate for this position will embrace the public nature of the role. The Director makes contact with a wide

variety of people around the state, including museum donors and supporters, staff of other government agencies, elected or appointed governmental officials including the General Assembly and the Governor's Office, teachers, school children, museum visitors, and members of the media and the press. As such, the Director must be diplomatic, persuasive, engaging, and politically astute while representing and advancing the interests of the museums.

The functions of the Director's position can be grouped in three major categories:

### **Organizational Leadership**

- Leads development of mission, goals, and strategies for long- and short-term direction of the museums.

It is expected that the new Director will coordinate the efforts of all eight museums to align with best professional museum practices and meet diverse public expectations. Within the realm of state government, the Director will collaborate with other divisions within the Department of Natural and Cultural Resources and other state agencies, and report to committees and/or individual members of the General Assembly. Opportunities exist for the incoming Director to eliminate existing silos within the Division and Department to promote greater collaboration and programmatic synergies. Similarly, as the museums seek greater relevance, a task for the new leader will be to ensure that NCMOH/DSHM's exhibits are not only historically accurate and engaging but also technologically innovative and accessible to all audiences.

The Director will oversee program development and implementation in partnership with senior staff including the deputy director, an associate director for Regional Museums, an associate director for Maritime Museums, four Raleigh section chiefs (collections, curation,



design, education), head of administrative services, chief financial officer, administrative assistant, and two regional museum administrators.

Given the complexity of the organization, the Director will need to be a skilled operational and financial manager. Evaluating existing organizational structures and processes—both within the NCMOH/DSHM and among the Division, Department, and various Friends' groups—will be an early focus for the new Director. Such evaluation, undertaken in collaboration with staff and stakeholders, should lead to improvements in communication, workflow, and systems that increase efficiency and effectiveness.

Preparation of the museum budget involves accounting for revenues and expenditures (including funds raised by support organizations and from public and private sources), in accordance with state and departmental policies. Additionally, a priority in the immediate future will be capable oversight of capital projects. It will be critical that the new Director oversees the museum's renovation and expansion plans with a focus on long-term sustainability and adaptability.

In addition to the significant renovation at the flagship NCMOH, the Director will oversee capital projects at several of the Division's sites (including an \$85 million construction of a new North Carolina History Center on the Civil War, Emancipation, and Reconstruction adjacent to the Museum of the Cape Fear in Fayetteville).

### **Development and Outreach**

- Spearheads the efforts to procure local, state, and national support and funding for the goals and programs of the Division through support groups, government and private agencies, corporations and foundations, and the public.

The Director will have responsibility for the public and professional image of the NCMOH and DSHM and, in this capacity, lead the efforts to prepare and present successful funding proposals at all levels. It will be expected that the new Director has achieved success as a generator of funds – as both a willing and accomplished fundraiser and a skillful and persistent lobbyist of state, local, and federal governmental entities.

The ideal candidate will be a “people-first” leader, one who recognizes that the employees and the public make the institution what it is. Personable, energetic, and positive, the incoming Director will be an individual who connects with people across the broad spectrum of society and, in doing so, makes working for and visiting the state's history museums an uplifting experience.

## Professional and Community Activities

- Promotes the historical and multidisciplinary character and cultural relevance of the NCMOH/DSHM.

The Director is expected to participate in state, regional, and national professional organizations such as the North Carolina Museums Conference, the Southeastern Museums Conference, and the American Alliance of Museums. Engagement at the local level with leading civic organizations will help advance the visibility and mission of the museums.

As the Division enters a new era, it is essential to “cultivate museums of belonging.” As such, the incoming Director should respect and endeavor to learn more about the interesting cultural differences one finds across the regions of North Carolina. Similarly, as the NCMOH and DSHM seek to heighten their relevance both locally and nationally, it will be imperative that the new Director brings a vision for how the museums’ spaces, exhibitions, and programming share the voices and tell the stories of a wider range of communities – including those who have been underrepresented in the past. The incoming Director should articulate a sincere interest in consistent and representative community engagement, the kind that will help the diverse constituents of North Carolina see themselves in the history museums across the state and help inform what a history museum needs to be at the present moment and for the generations to come.

## Required Skills and Characteristics

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### Required Skills, Characteristics, and Qualifications

NCMOH/DSHM is a great fit for a skilled public servant who values and is committed to excellence in historical preservation and interpretation, education and scholarship, inclusion, and public service. Candidates should possess strong strategic planning skills, financial acumen, and an entrepreneurial mindset. Ideal candidates will also have demonstrated success in the management and growth of large, complex organizations, building and empowering teams, innovative use of technology, and stewarding the mission of publicly funded institutions.

1) Required skills and characteristics include:

- Demonstrated experience in strategic planning and execution.
- A commitment to inclusion as seen in developing a diverse and welcoming workplace, and in leveraging technology to broaden programming so as to amplify the voices and stories of historically marginalized and underrepresented communities.



- Experience building and leading successful teams.
- Record of leadership in a community context, preferably with museums, public historical institutions, or government programs.
- Capable of leading the museum's efforts to modernize its physical and virtual spaces, ensuring that it remains relevant and engaging to a diverse and tech-savvy audience. The successful candidate will have experience in creating dynamic, interactive exhibits that resonate with all generations.
- Experience with and success navigating complex governmental systems.
- A coalition builder who can galvanize a wide range of constituents to achieve goals.
- Entrepreneurial mindset with skills in leveraging technology to improve operational efficiency and technical innovation.
- Ability to plan, manage, and supervise complex projects spanning diverse disciplines.
- Ability to plan and implement policies and procedures for effective museum programming.
- Ability to establish and maintain effective, respectful, and collaborative working relationships with staff members, department personnel, museum visitors, and the public.
- Ability to plan, oversee, and direct budgetary and fiscal matters.
- Proven high-level fundraising skills, including effective and engaging presentations for large audiences.
- Ability to grow museum membership, annual and project-based support, and long-term funding resources.
- Demonstrated self-starter and delegator.
- A courageous leader willing to adhere to and advocate for the museums' mission in the face of public and political pressure.
- Ability to inspire others through exceptional written and verbal communication.
- Strong analytical, problem-solving, and decision-making capabilities.
- Thoroughness, accuracy, and attention to detail.
- Careful adherence to the regulations and policies of various accrediting organizations, commissions, and governmental entities.
- Personal and professional integrity, humility, honesty, generosity, and sound judgement.
- Personally value the role of history and a mission of educating and serving the public.

2) Other specific qualifications and experience include:

- Master's degree or higher in History, Education, Business Administration, Public Administration, Marketing, Management, or a related field from an appropriately

accredited institution. Ph.D. in History, American Studies, or related humanities discipline preferred.

- Seven or more years of progressively responsible executive-level experience in planning, directing, and managing all aspects of a museum, a public historical program or institution; a business; a governmental program; or an equivalent combination of education and experience, or a proven background in executive-level business management, fundraising and/or marketing.

### **Salary/Benefits**

The Department of Natural and Cultural Resources is committed to attracting an extraordinary leader for this position through a comprehensive package that includes a competitive salary in the range of \$225,000 to \$350,000 commensurate with experience. As a state government institution, the Division offers a generous employee benefits package that includes health, dental, and vision plans, flexible spending accounts, and other benefits; vacation, sick days, and holidays totally 38 days annually; civil, personal observance, and paid parental leave among other leave options; and enrollment in the North Carolina Teachers' and State Employees' Retirement System, which includes an automatic pre-tax 6% contribution from the employee with the state also contributing towards the plan, and the opportunity to participate in NC Total Retirement Plans NC 401(k) and NC 457 defined contribution plans.

**To Apply:** Please send a cover letter and resume in one attachment by [clicking here](#). Applications will be accepted until October 11.

**Questions:** [MOHsearch@mossandross.com](mailto:MOHsearch@mossandross.com)

### **North Carolina Museum of History**

919-807-7900

[www.ncmuseumofhistory.org](http://www.ncmuseumofhistory.org)