



**Search for the Executive Director
Bruce Museum
Greenwich, Connecticut**

The Bruce cultivates discovery and wonder, engaging a broad audience through the power of art and science.

THE SEARCH

The Bruce Museum seeks a transformational and charismatic leader to serve as its next Executive Director. Working closely with the Board of Trustees and staff, the Executive Director will promote the Bruce's goal to be "a center for inspiration and learning, where extraordinary art and science spark conversation, connection and creativity."

The Bruce Museum is an American Alliance of Museums accredited institution that highlights art, science, and natural history in numerous permanent and changing exhibitions. Ahead of its time for taking this multidisciplinary approach over a century ago, the Bruce is a leader in bringing together art, science, technology, and creativity to generate moments of discovery and dialogue. The Bruce plays an integral role in the cultural life of area residents and attracts approximately 100,000 visitors annually.

In April 2023, the Bruce opened an expanded facility following a transformative \$68 million capital campaign. The three-story, 43,000-square-foot addition more than doubles the size of the Museum and includes cutting-edge exhibition galleries and new education and community spaces.

The Bruce is primed for its next chapter. The ideal candidate will be committed to the strategic plan developed by the board and staff, with a proven ability to work collaboratively. The Executive Director will lead and support an innovative exhibition and public events programming schedule of the highest quality. Serving as an ambassador and key spokesperson, the Executive Director will be a visible leader in the community, representing the museum in Greenwich, the region, and beyond.

The Bruce Museum has retained the executive search firm Isaacson, Miller to assist in this search. All applications, inquiries, and nominations, which will remain confidential, should be directed to the search firm as indicated at the end of this document.

THE BRUCE MUSEUM

The original part of the Bruce Museum was built as a private home in 1853 and was purchased in 1858 by Robert Moffat Bruce, a textile merchant and New York Cotton Exchange member. In 1908, Mr. Bruce deeded his property to the Town of Greenwich, stipulating that it be used as “a natural history, historical, and art museum for the use and benefit of the public.”

The Museum served as a home base for the Greenwich Society of Artists, with the first exhibition at the Bruce taking place in 1912 and featuring works by these local artists, several of whom were members of the Cos Cob School. The Cos Cob School was an important part of the history of American painting, and works by its members form the nucleus of the Museum's holdings. Other collection strengths include Ancient Chinese sculpture, Native American art, modernist works on paper, and photography. The Museum has also pursued its mission through a parallel focus on the natural sciences, building particular strengths in the mineral and avian collections. Over the years, the community, through its generosity, has built the Museum's collection to over 32,000 objects representing the arts and sciences. To learn more, please visit <https://brucemuseum.org/>.

First expanded in 1993, the Museum recently completed a major expansion and renovation, creating significant additional exhibition spaces in a beautiful new building and bringing the entire museum up to the highest modern standards for displaying and maintaining objects regardless of size or fragility. This new, architecturally distinguished facility and the Museum's experienced and talented staff represent major assets and provide an incoming Executive Director with the means to achieve amazing success.

THE COLLECTION, EXHIBITIONS, AND PROGRAMS

The Bruce uniquely presents exhibitions highlighting art, science, and natural history with permanent galleries featuring minerals, a marine tank, and displays that explain the environmental and historical development of the area. Its art collection of approximately 3,200 works includes 291 paintings and 182 sculptures; just over two-thirds of these holdings are represented by photography and works on paper. Spanning chronologically from the seventeenth century to the present day, the collection is predominated by nineteenth- and twentieth-century American art, along with some examples of nineteenth-century European art and arts of the Americas more broadly. With the building expansion, an important goal of the Museum is to increase the size of its collections to be more commensurate with the spectacular exhibition spaces now available at the Bruce. The collection plan will continue to emphasize the trajectory of modernism from 1870 to the present day, with a special emphasis on its evolution in the Americas. Other priorities include amplifying local artists and narratives, addressing intersections of art and science, and increasing the diversity of artists represented in the collection.

Educational programming through a diverse array of lectures, films, activities, and special events for members, students, and visitors of all ages is important to the Bruce, which now serves over 35,000 students annually. The [Bruce Museum Seaside Center](#) is a beachside environmental education center focused on the ecology of Long Island Sound and its environmental challenges set in Greenwich Point Park, Old Greenwich, about 6.5 miles from the main museum, located in the Floren Family Environmental Center at Innis Arden Cottage. Annually, the museum hosts [two popular outdoor festivals](#) that feature original work by some of the best artists and craftspeople from around the country.

GREENWICH, CONNECTICUT

Greenwich, Connecticut features outstanding cultural and recreational offerings, an active restaurant scene, charming shops, and scenic beauty, providing an enriching experience to Greenwich residents and making it an ideal destination for visitors from New York City and surrounding towns. Known as the “Gateway to New England,” Greenwich is a picturesque 50-square-mile town of over 60,000 on the shores of Long Island Sound in Fairfield County. In recent years, with the rise of work-from-home arrangements, Greenwich has experienced an influx of New Yorkers and others relocating to the community for its unique blend of suburban charm, vibrant Greenwich Avenue retail and restaurant district, and outstanding schools, all a short train ride from New York City.

ROLE OF THE EXECUTIVE DIRECTOR

Reporting to the Board of Trustees, the Executive Director will provide innovative leadership, champion a positive staff culture, and ensure the success of the newly expanded Bruce Museum by continuing to build on the Museum’s relationships within the philanthropic and corporate community of Greenwich, Fairfield and Westchester counties, and the tri-state region and diversifying earned revenue sources. Direct reports to the Executive Director currently include the Director of Audience Engagement, Director of Exhibitions, Curator of Art, Curator of Science, Director of Collections Management & Registration, Chief Development Officer, and a Chief of Staff. The Bruce is governed by a 36-member Board of Trustees.

The Bruce’s strategic plan, the result of a professionally guided, months-long process and approved by the Board in 2024, has enabled the Bruce to embark on a program to build upon its current strengths. The five priorities under that plan include developing programming, building financial sustainability, increasing museum awareness and engagement, cultivating effective and efficient systems and operations, and fostering a welcoming culture of collaboration.

This leader will develop, motivate, and lead a growing team in fundraising, operations, finance, marketing, art and science exhibitions, education and events programming and embrace the complexities and opportunities of running a multidisciplinary art, science, and educational organization. They will advance the organization’s mission through strong engagement with the board, staff, artists, scientists, collectors, museum professionals, corporate sponsors and partners, educators, and the community in Greenwich and surrounding areas, while readily championing the Bruce’s DEAI initiatives, internally and externally.

KEY OPPORTUNITIES AND CHALLENGES FOR THE EXECUTIVE DIRECTOR

The next Executive Director will join the Bruce Museum at a time of transition and increased potential to continue building its new identity following the expansion and will address the following opportunities and challenges:

Continue to evolve and guide the Bruce’s strategic goals

The Executive Director will work with stakeholders, including the Board, staff, and community supporters, to continue to develop and advance the organization’s strategic plan and ensure the organization’s goals and outcomes are consistent with its mission, vision, and values. This leader will articulate clear goals that are ambitious, measurable, and achievable. The Executive Director will empower the senior leadership

team and will create collaborative and efficient decision-making processes that enable execution and accountability.

Advance and enhance the Museum's collection

With its recent expansion, the Museum now has for the first time a significant capacity to display artworks from its permanent collection and can mount more frequent and larger temporary exhibitions as well. This pivotal development marks a new era for the Museum, providing an unprecedented opportunity to enhance its offerings. The Executive Director will work with the team to refine its strategy for the permanent collection and loan collections and take the lead role in enhancing relationships with knowledgeable collectors and the greater art world to build a world-class collection. This concerted effort will enrich the Museum's holdings, providing a more comprehensive narrative of art and science for future generations.

Raise the visibility and recognition of the Museum

With the recent expansion, the Bruce has an exceptional opportunity to increase its stature. The Executive Director will be the chief storyteller and spokesperson for the Museum, advancing the Bruce's mission to reach diverse and broadening audiences and expand participation and support for the arts, science, and education. The Executive Director will guide marketing and communications strategies to raise the Museum's profile as a destination and increase attendance. Efforts to champion the excellence of the programming and new facilities will increase the reputation and prominence of the Bruce in the region and the greater museum field.

Augment philanthropic support and steward resources

The Executive Director will serve as chief fundraiser, increasing revenue diversification and inspiring individual and foundation support, corporate sponsorship, government grants, and special campaigns. Partnering with the Development team and Board, the Executive Director will play an important leadership role in the soon-to-be launched Endowment Campaign and will help set fundraising goals, including annual and long-term goals, and will significantly increase the Museum's investments, endowment, and collections and enhance visitor, member, and revenue growth.

Due to the recent expansion of the Bruce, operational expenses have increased significantly, and additional funds are needed for annual operations. Efforts are underway to ensure financial resiliency into the future and to chart a sustainable course forward. The Executive Director will continue to cultivate increasing financial support from the Town of Greenwich, documenting the positive impacts of the Museum on the town and region. Success will come from exciting programmatic and educational projects developed in collaboration with the executive team that broaden the Museum's reach throughout the region. The Executive Director will lead a strategy that maximizes program, event, admissions, membership, rentals, and other earned revenue opportunities.

Lead, develop, and inspire a high-performing team

The Executive Director will develop, motivate, mentor, and equitably lead a growing staff across departments. This individual will be a leader in the search for a Chief Operating Officer, who will report to the Executive Director. The Executive Director will be a passionate advocate for diversity, equity, inclusion,

and access, and invest in a culture that demonstrably exhibits it. The Executive Director will review the organizational structure, policies, system controls, and procedures to foster collaboration, amplify teamwork, and reward creativity in implementation. Finally, the Executive Director will build a partnership with the Board, engaging with the trustees to encourage active participation and support.

QUALIFICATIONS AND CHARACTERISTICS

The Executive Director will be a creative and strategic leader who can bring together multiple constituencies to achieve a common vision. This decisive individual will be committed to the highest ethical standards and will lead in a transparent and accountable manner, with a vision and commitment that motivates others. The Executive Director will be compelling and value frequent interaction and collaboration with the internal team and external community. This individual will easily build rapport with a wide range of stakeholders and expand the Bruce's reach. The leader will be receptive to new ideas, opportunities, and innovation while effectively leveraging organizational human, financial, and technological resources. This individual will have the capacity to discern and manage competing priorities and be able to recognize and act on opportunities. The search committee understands that no single candidate will have all the ideal qualifications, but it seeks candidates with the following experience and abilities:

- Experience and proven success as a senior leader of a museum or other multidisciplinary cultural organization
- A significant reputation and network within the art world and an ability to relate and appeal to art collectors and cultivate donations of art
- A deep understanding of and interest in art and science
- Proven results in and enthusiasm for fundraising
- An ability to engage and build rapport with key stakeholders, including donors, artists, collectors, corporate sponsors and partners, and community leaders in Greenwich and beyond, in part through active participation and involvement in the Greenwich community and the surrounding area
- The ability to attract support from and advance the interests of the Museum with policymakers, business leaders, peers, arts and science collectors, artists, and the media
- Exceptional interpersonal and problem-solving skills, the ability to make compelling presentations to groups of all sizes, and a dynamic personality
- Strong financial and operational acumen and experience overseeing multiple budget functions
- An ability to make decisions, prioritize initiatives, and create a clear sense of direction for the team, board, and public
- A record of managing and motivating a team through an inspiring, genuine, collaborative, and forward-thinking leadership approach
- A track record as a champion of diversity, equity, inclusion, and access across an organization

COMPENSATION AND LOCATION

Salary range: \$350,000 - \$450,000

Location: Residing within daily commutable distance of Greenwich is essential.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Inquiries, nominations, referrals, and CVs with cover letters should be submitted to the attention of:
Bruce Museum - Executive Director at <https://www.imsearch.com/open-searches/bruce-museum/executive-director>.

Sarah James, Ben Tobin, Ryan Leichenauer, Arianna Williams of Isaacson, Miller

The Bruce is governed and administered in a manner welcoming to all who embrace its Mission and Vision. In all its dealings, The Bruce shall not discriminate against any individual or group for reasons of race, color, religion, sex, gender identity, gender expression, age, ethnicity, national origin, marital status, sexual orientation, economic status, disability, or any category protected by state or federal law. The Bruce is dedicated to advocate for increased diversity, equity, and inclusion in all its activities including but not limited to, staff, partners, volunteers, subcontractors, vendors, members, and exhibitions.