

The logo consists of a solid gray square. Inside the square, the words "CHARLES & RAY EAMES FOUNDATION" are written in a bold, black, sans-serif font, stacked in three lines.

CHARLES & RAY EAMES FOUNDATION

**Charles & Ray Eames Foundation
Search for the Inaugural Executive Director
Los Angeles, California**

Any time one or more things are consciously put together in a way that they can accomplish something better than they could have accomplished individually, this is an act of design. —Charles Eames

THE SEARCH

Charles & Ray Eames Foundation (“the Foundation”) seeks a dynamic leader who is energized by the opportunity to serve as its inaugural Executive Director. Working in close collaboration with a Board of Directors and family council, the Executive Director will build, lead, generate resources for, and grow a globally recognized private nonprofit foundation that preserves and promotes one of the world's most important and diverse design legacies and champions the Eames’ spirit of innovation, openness, creativity, collaboration and fearlessness in all aspects of its programming and operation.

The Foundation, currently under development, will be dedicated to conserving, communicating, and extending all aspects of Charles and Ray Eames' groundbreaking work—through its own archives, collections, architecture, research, exhibitions, publications, and educational programs, as well as through supportive partnerships with cultural institutions, academia, and design initiatives worldwide.

The Foundation will represent Charles and Ray Eames’ artistic legacy with an expanded scope and ambition. The Foundation will integrate the mission and programs of the Charles and Ray Eames House Preservation Foundation, Inc., created as a 501(c)(3) by the Eames family in 2004 to preserve and protect the landmark Case Study House #8 “Eames House.” The Foundation will also assume parts of the cultural mission currently fulfilled by Eames Office, LLC, the studio founded by Charles and Ray Eames in 1941 and now a family business owned and run by their five grandchildren. This is a rare opportunity to steward and advance a renowned, enduring design legacy.

The Eames Foundation has retained Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications should be directed in confidence to the firm as indicated at the end of this document.

THE EAMES LEGACY

Charles Ormand Eames Jr., an architect born in St. Louis in 1907, and Bernice Alexandra “Ray” Kaiser, an abstract painter born in Sacramento in 1912, are cemented into the canon of 20th-century design. After meeting at the Cranbrook Academy of Art and marrying in 1941, Charles and Ray Eames optimistically moved to Los Angeles; once there, they experimented with molding plywood into complex furniture forms and later pivoted to support World War II manufacturing efforts. In 1941 they founded the Eames Office, a design entity responsible for four decades of design in myriad subjects. For the remainder of their lives—until Charles’ passing in 1978 and Ray’s, ten years to the day, in 1988—the pair pursued a limitless horizon of creativity. Their legacy spans art, architecture, film, design, and ideas that continue to inspire.

The [Eames Office](#) was a hub for Charles and Ray Eames’ creative output and continues to anchor their legacy. Famously housed at ‘901,’ a location on 901 W. Washington Boulevard in Venice, the Office was one of the primary spaces in which their design processes took shape. Over time the Eames’ creative output grew to include lectures, major international exhibitions, films, and even consulting work for major corporations such as IBM. Today, the Eames Office continues to operate as a family-run business dedicated to communicating, preserving, and extending this legacy. The Office works closely with the authorized manufacturers of Eames furniture; curates exhibitions about the Eames’ work and philosophies that travel worldwide; and collaborates with the current Eames Foundation in preserving the Eames House.

The [Eames House](#), also known as Case Study House No. 8, is a landmark of mid-20th century modern architecture located in the Pacific Palisades neighborhood of Los Angeles. Part of the Case Study House Program of *Arts & Architecture* magazine, it was designed and constructed in 1949 to serve as Charles and Ray Eames’ home and studio. Comprised of two glass and steel rectangular structures nestled into the hillside, the Eames House is widely recognized as one of the most architecturally significant Case Study Houses, singular in its retention of the original home’s contents and characteristics. Together the structure, collections, and landscape exemplify many of the themes of the Eames’ work. The site is recognized as a Historic Cultural Monument of the City of Los Angeles; as a National Historic Landmark; on the National Register of Historic Places; and on the California Register of Historical Resources. In 2018, the Getty Conservation Institute published the [Eames House Conservation Management Plan](#) (CMP), providing a vital framework for ongoing care and management of the House and its site.

The Charles and Ray Eames House Preservation Foundation, Inc., was created as a 501(c)(3) in 2004 by Charles’ daughter and Ray’s stepdaughter, Lucia Eames. This foundation, to be integrated within Charles & Ray Eames Foundation, aims to preserve, communicate, and extend the Eames’ legacy through the Eames House and its programs. It is currently responsible for long-range strategy for the ongoing

conservation, maintenance, display, and interpretation of the House and its contents, collections, and site. Its Board of Directors includes third-generation Eames family members Carla Hartman, Byron Atwood, Lucia Atwood, Eames Demetrios and Llisia Demetrios, and Eckart Maise, former Chief Design Officer, Vitra.

CHARLES & RAY EAMES FOUNDATION

The newly created Charles & Ray Eames Foundation will combine a strong local presence at the Eames House with a global mission. The Eames Office will be the Foundation's founding and major financial sponsor.

The Foundation will continue to preserve the Eames House, its collections, and surrounding landscape, utilizing the Eames House CMP developed by the Getty Conservation Institute and the [Master Plan](#) for phased realization developed in consultation with Architectural Resources Group. The Foundation will research, promote and foster deeper understanding and appreciation for the Eames' work and contributions, and manage the Eames House visitor and educational programs. The Foundation will generate significant financial resources to ensure the sustainability of its expansive and impactful mission.

Additional activities will include but not be limited to the management of the Foundation's own archives and collections as well as the coordination of research and exchange with other Eames archives and collections worldwide, including the Library of Congress, Vitra Design Museum, Eames Institute, LACMA, and The Henry Ford, among others. The Foundation will continue the Eames Office Oral History Project, collaborate and facilitate Eames exhibitions and publications, and manage certain intellectual property rights related to Eames photography, films, and documents.

The Foundation will develop additional educational programs to expand Charles and Ray Eames' legacy through collaborations with contemporary artists and designers, collections and museums, and academic institutions. It will communicate the vision of Charles and Ray Eames in its own media outlets and ensure consistent storytelling and authentic experiences with external partners.

Charles & Ray Eames Foundation will be located at the Eames House site and a nearby office space. The Foundation will own and manage the physical assets of the Eames House and the property. The Foundation's objectives for growth include a staff of 10-12 professionals and an initial operating budget of approximately \$1.5-2 million. The planned capital campaign for execution of the Conservation Management Plan is currently estimated to be \$20-30 million. All numbers are preliminary estimates.

ROLE OF THE EXECUTIVE DIRECTOR

Reporting directly to and working closely with the Charles & Ray Eames Foundation Board of Directors, the Executive Director will oversee all aspects of the Foundation's activities related to its property, archives and collections, programs, revenue generation, capital projects, marketing, and broad long-term

strategy. The Executive Director will be responsible for establishing best practices for operating as a private nonprofit foundation, securing financial sustainability, preparing and implementing a successful capital campaign, execution of the Eames House Conservation Management Plan, oversight of Eames House operations, financial management, staff management, Board partnership, engagement with Eames Office, LLC, and relationships with other key partners, donors, and stakeholders.

Necessary to the above will be the Executive Director and Board's efforts to develop the Foundation's strategic vision and sequenced priorities for the future, with clear and achievable metrics to ensure that it is carrying out its mission effectively and responsibly. The Executive Director will work in close partnership with the Board and staff to ensure that constituents are united under a common set of goals, and to develop new, creative ways to expand the Foundation's impact.

The Executive Director will develop and execute effective fundraising strategies to secure the financial resources required to sustain and grow the Foundation's programs, operations, and Conservation Management Plan. In partnership with board members, they will cultivate relationships with founding sponsors, members, individual donors, corporations, and other potential funding sources to support programs and initiatives. To promote the Foundation's work and impact, the Executive Director will implement a comprehensive communications and events strategy.

The Executive Director will systematically recruit and manage a talented team to support the Foundation's development, growth, programs and operations. They will work closely with staff to support the implementation of key initiatives, ensure a collegial and collaborative environment, and foster innovation and growth.

As the primary liaison to the Board of Directors, the Executive Director will develop a productive partnership with Board members in service to the Foundation's mission. They will support the Board by planning and preparing for board and committee meetings, facilitating board discussions, ensuring compliance with governance policies and procedures, and facilitating the recruitment and development of effective board and committee members.

As this is an inaugural role, responsibilities may evolve to meet the ongoing needs of the Foundation.

KEY OPPORTUNITIES AND CHALLENGES FOR THE EXECUTIVE DIRECTOR

- Secure board agreement around short-term priorities, including the purpose and mission of the Foundation.
- Design, build, and maintain an organizational and governance infrastructure as befits a world-class private nonprofit foundation.
- In partnership with the Board and family council, craft, communicate, and operationalize the Eames Foundation's strategic vision.

- Steward financial resources and cultivate diverse revenue streams to ensure the sustainability of the Foundation and realize its strategic priorities.
- Safeguard and extend the Eames' legacy through discerning management of collections, physical resources, and intellectual property. Prioritize preservation, communication and the act of discovery that renders the Eames legacy evergreen, regardless of era.
- Articulate and promote the continued relevance of Charles and Ray Eames' creative legacy to new and existing audiences, locally and globally.
- Cultivate and strengthen critical relationships and partnerships to ensure the Foundation's long-term resiliency and impact.

QUALIFICATIONS AND CHARACTERISTICS

The inaugural Executive Director role calls for an experienced, empathic, and strategic leader and proven fundraiser with knowledge of the arts and cultural landscape, preservation, and the philanthropic sector. They will ideally bring strong experience partnering with museums, academic institutions and cultural peers, a track record of fostering trust and respect in artistic and design communities and demonstrated prior success actively leading an institution or large department.

To be successful, the Executive Director will be resourceful and bring an entrepreneurial mindset and an ability to build a collaborative and supportive working environment that fosters collaboration, inclusion, and accountability. They will introduce innovative ideas while valuing the extensive institutional knowledge of the Board, staff, and those who knew Charles and Ray Eames during their lifetimes. Above all else, the next Executive Director will embody Eames' values and will tirelessly work to bring others on the journey to fulfill the Foundation's mission.

While no single candidate will likely have all the ideal qualifications, the successful candidate will possess many of the following qualifications and qualities:

- Demonstrated appreciation of Charles and Ray Eames' place within history and culture; a passion for the Eames' legacy and how their designs, art and ideals remain relevant.
- Comprehension of the art, design and preservation worlds; experience working with artists, designers and architects, and the networks to match.
- Demonstrated success developing and implementing a compelling organizational vision and growth strategy.
- Past success working with a board of directors and the ability to cultivate relationships that will ensure the board is deeply engaged in its fiduciary, stewardship, and strategic roles.
- Experience managing a staff and complex budget associated with tangible and intangible assets.
- Successful record of nonprofit revenue development, including earned revenue and individual, institutional, and endowment fundraising.

- Demonstrated ability to recruit and cultivate top talent, develop leadership capacity and organizational structure, and foster an internal culture of collaboration and respect.
- Exceptional communication and interpersonal skills, with the ability to act as a credible and compelling spokesperson, rally constituents, and build a brand and relationships regionally, nationally, and internationally.
- Leadership style that is consensus-seeking but decisive; diplomatic and confident; self-reflective and self-aware.
- Ability to motivate a team behind a vision, sharing the spotlight and team recognition.
- Patience and passion.

LOCATION AND COMPENSATION

The Executive Director position is a full-time, exempt, permanent position based in Los Angeles. There is limited opportunity for work-from-home; some domestic and international travel will be required.

The expected salary range for this position is \$200,000-\$250,000. A competitive compensation package, including comprehensive benefits, will be offered commensurate with experience.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Charles & Ray Eames Foundation has retained Isaacson, Miller, a national executive search firm, to assist with this search. Please direct all inquiries, nominations, and applications electronically and in confidence to:

Sarah James, Aku Ammah-Tagoe, Siobhan Hanley
Isaacson, Miller

<https://www.imsearch.com/open-searches/eames-foundation/executive-director>

The Foundation encourages applications from individuals with diverse backgrounds and experiences.