



Search for the Director and CEO
The Newark Museum of Art
Newark, NJ

THE SEARCH

The Newark Museum of Art (NMOA) seeks a dynamic, compelling, and accomplished leader to serve as its next Director and CEO (Director). This is an opportunity to lead a major museum with a powerful connection to its community and a national and international reputation. Founded in 1909 on the radical belief that art is for everyone, the Museum engages with the public to build a more equitable, kinder, and sustainable world.

The Director will build on the strong legacy of the Museum and continue its record of innovation, excellence, and impact. The Director will guide the organization with a vision that amplifies NMOA as a destination museum and the center for cultural and community engagement. Building on NMOA's singular strengths encompassing art, culture, and science, the Director will help to chart a novel path for transdisciplinary practices at the Museum. Working with the board and staff, the Director will provide strategic vision, energetically and broadly engage with the community, and serve as a persuasive advocate and spokesperson for the Museum. This individual must also have a commitment to equity and NMOA's inclusive vision, and the ability to develop sources of financial support for the Museum's strategic ambitions.

NMOA has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of its next Director. Please direct all applications, nominations, and inquiries to Isaacson, Miller, as indicated at the end of this document.

THE NEWARK MUSEUM OF ART

The Newark Museum of Art was founded with the belief, radical among museums in 1909, that art and learning are for everyone. Today, New Jersey's largest fine art museum is a vibrant center for the arts and community and places special emphasis on public programming that engages local artists and audiences.

As a leading cultural institution for more than a century, NMOA stewards [collections](#) of more than 130,000 artworks and 170,000 artifacts in science and natural history – together the 12th largest museum collection in the nation. The collection contains some of the most important and highly regarded art in the nation, within the areas of American Art, Arts of Global Africa, Arts of Global Asia, Arts of the Americas, Arts of the Ancient Mediterranean, Decorative Arts, and Numismatics. Known as the first institution to give sustained support to modernism in America, NMOA continues to pursue new definitions of cultural innovation.

The Newark Museum of Art devotes a substantial portion of its resources to youth, family, and school programs, serving an audience with diverse interests, ages, and backgrounds. The Museum has consistently been cited for excellence in exhibition and education initiatives. In 2024, NMOA programs served over 28,000 students and 2,550 teachers across 72 school districts. Through the [Explorers Program](#), NMOA has mentored and supported future leaders in college and career success in STEAM fields since 1995. The Museum also partners with the community to preserve and advocate for the arts, history, and culture, and to host [special events](#) such as the Newark Black Film Festival, the longest-running Black film festival in the United States, and the Newark Arts Festival, a four-day catalyst for the collaborative power of the arts in the city.

The Museum's 3.1-acre campus offers a range of settings to explore, wonder, and create, including the National Historic Landmark Ballantine House (1885); the Ward Carriage House (1860); the Old Stone School House (1784); the Dreyfuss Memorial Garden; and the Dreyfuss Planetarium (1954), New Jersey's first planetarium. In February 2025, NMOA joined developers LMXD and MCI Collective to break ground for the Museum Parc project. Funded by public and private sources, the estimated \$94 million project includes a six-story building at the corner of Central Avenue and Washington Street with 90 apartments and will include new museum spaces such as a 4,000-square-foot glass-enclosed art gallery and programming space at street level along with an outdoor sculpture park and two large-scale murals. A second 12-story building will provide an additional 160 apartments. The apartments will be owned and operated by the developers and provide a direct new local audience for the Museum. The partnership of mixed-use space will serve as a cultural destination designed to heighten the relevance, visibility, and accessibility of the NMOA campus.

Organizational Capacity and Finances

The work of the Newark Museum of Art is enabled by over 84 full-time staff, 49 part-time staff, and 120 volunteers. The senior team reporting to the Director includes the Chief Financial Officer, the Chief of

Staff, and the Deputy Directors for Collections and Curatorial Strategies; Learning and Engagement; People, Culture and Operations; and Philanthropy and External Engagement.

The annual operating budget for the Museum is approximately \$17 million. As of 2024, the Newark Museum of Art had over \$45 million in endowment funds.

Leadership and Governance

In May 2025, Linda C. Harrison stepped down as Director after leading the Museum for six years. Among Harrison's numerous accomplishments during her tenure at New Jersey's largest museum were establishing the Museum as a visitor-centric cultural anchor, leading NMOA through the COVID-19 pandemic, establishing a downtown Arts and Culture District with Newark's Mayor, Ras J. Baraka, and developing the \$112 million Master Campus Transformation Plan - Museum Parc - that included the restoration and reinterpretation of The Historic Ballantine House. The Museum is currently overseen by two interim co-directors: Sayaka Araki, Chief Financial Officer and Catherine Evans, Deputy Director, Collections and Curatorial Strategies.

The Newark Museum of Art is governed by a 21-member board of trustees. The board exercises general strategic oversight for the Museum and approves the annual budget and all major policies. The current chair of the board is Peter Englot.

For more information, visit newarkmuseumart.org

ROLE OF THE DIRECTOR

As the head of a large and complex museum, the Director plays a strategic and unifying role. The Director provides inspiring leadership while communicating the work and mission of the organization internally and externally. This individual must also mobilize support and ensure that the Museum is represented and included in pivotal local, regional, and national conversations.

This leader will advance the organization's mission through strong engagement with the board, staff, art supporters, civic leaders and partners, educators, and the community in Newark and areas across the state, while eagerly championing inclusion and belonging of all audiences.

KEY OPPORTUNITIES AND CHALLENGES

The next Director will address the following key opportunities and challenges:

Shape the strategic vision and drive impactful outcomes.

The Museum is currently operating under a 3-year strategic plan through 2027. The goals of this plan position NMOA for the future by being a focal point for community and cultural engagement. With the priorities of raising the visibility of the Museum, investing in internal capacity building, and deepening

community connection, the Museum will continue to be an innovative leader in modeling the future of museums as it has been since its founding. These steps are in conjunction with developing new funding streams and strategies for audience growth. The next Director will help to define these goals and champion an exciting vision for the Museum to cultivate support among the board, staff, and stakeholders.

Ensure long-term financial sustainability through exceptional management and fundraising.

The Director will initiate and drive discussions within the organization about how best to strengthen the financial base of the Museum. There is ample opportunity and need for the Museum to increase contributed and earned revenue through fundraising and entrepreneurial activities. The Director will partner with the board and staff, serving as the Museum's lead fundraiser. For long-term sustainability, the Museum will seek to grow its endowment and evaluate opportunities for legacy giving. The Director will have the imperative to continue important relationships in the community with civic and cultural leaders and grow the base of philanthropic supporters both locally and beyond. Furthermore, the Director will lead a strategy that maximizes programs, events, admissions, membership, rentals, and other earned revenue opportunities.

Invest in the Museum's deep community ties and expand its regional, national, and international reach.

NMOA has played a leading role in the life of its city; today, the momentum generated in Newark is palpable, and the Museum serves as a vital anchor in the community. The Director will understand, respect, and embrace this role in the greater Newark community and the museum's role throughout the state and region. The Museum's leader will situate the institution, socially and culturally, at the center of activities and initiatives in the city, and advocate for the Museum's involvement in the community as intrinsic to its purpose. The Director will guide marketing and communications strategies to raise the Museum's profile as a destination and increase attendance. The Director will have the energy and aptitude to seek, create, and deepen relationships, working with the Mayor's Office, state officials, Rutgers University-Newark, the New Jersey Performing Arts Center, and the Newark Public Library, among others, to promote the continued vibrancy of the community.

The Director will advance strategies in outreach to expansively reach audiences and welcome new visitors into the Museum. While maintaining vital connection to the city, it will be important to lead the Museum to engage with the statewide community and foster audiences throughout the region. Building upon a strong reputation, the Director will raise the Museum's profile nationally and internationally.

Partner to execute projects connected with the successful opening of Museum Parc.

Museum Parc is an exciting new development that will bring residential units, public art, and gardens to the Museum's campus, creating a vibrant cultural hub for future generations to live, work, and thrive. The Director will have the opportunity to help shape the new sculpture garden and glass gallery to attract visitors in new ways and establish a more welcoming and appealing campus. Working with staff and

stakeholders, the Director will help ideate how to maximize this unique collaborative space and manage the execution of the artistic projects.

Lead, develop, and empower a high performing team.

The Newark Museum of Art is home to a team of dedicated and highly motivated professionals. The Director will be responsible for nurturing, building, and mentoring the staff. The Director will be a values-driven leader who maintains clear communications, including through delegation of specific responsibilities and appropriate authority, maintaining transparency in decision-making, and regular supportive engagement with the team. With a commitment to collaboration, the Director will help to promote a shared culture of engagement across departments in support of overall Museum goals.

In addition to close engagement with staff, the Director must maintain a strong partnership with board members, connecting with them individually and as a group in discussions about the Museum's present and future. The Director will work to increase opportunities for even deeper and meaningful engagement, and strengthen the financial base of the Museum, supporting the current board and positioning NMOA to attract new board members.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will possess many, if not all, of the following professional qualifications, skills, and experiences:

- Experience and proven success as a senior leader of a museum or similar cultural organization;
- A record of successful executive leadership, including strategic planning and implementation, board and community engagement, program assessment, and personnel management;
- A record of substantial results in and enthusiasm for fundraising and relationship cultivation;
- An ability to engage and build rapport with key stakeholders, including donors, collectors, artists, corporate sponsors and partners, and community leaders in Newark and beyond, in part through active participation and involvement in the Newark community and the surrounding area;
- The ability to attract support from and advance the interests of the Museum with policymakers, business leaders, peers, art enthusiasts, and the media;
- A significant reputation and network within the art world and an ability to relate and appeal to arts supporters;
- Strong financial and operational acumen and experience overseeing complex budgets;
- Commitment to inclusion and belonging across an organization, both internally and externally;
- 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, communicative, collaborative, and forward-thinking leadership approach.

COMPENSATION

This position has a target salary range of \$400,000–\$425,000 commensurate with experience. Residing within daily commutable distance of Newark is essential.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website:

<https://www.imsearch.com/open-searches/newark-museum-art/director>

Anita Tien, Partner

Ben Tobin, Partner

Ryan Leichnauer, Managing Associate

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Isaacson, Miller

The Newark Museum of Art is an Equal Opportunity Employer.

Upholding this commitment, NMOA prohibits discrimination and harassment of any type and afford equal employment opportunities to employees and applicants without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law. This commitment applies to all aspects of employment, including but not limited to recruitment, hiring, compensation, training, promotion, placement, transfer, layoff, recall, leaves of absence, and termination.