



**Search for The Executive Director and CEO
The Amon Carter Museum of American Art
Fort Worth, Texas**

THE SEARCH

The Amon Carter Museum of American Art (“the Carter”) seeks an exceptional Executive Director and CEO to lead the institution into its next chapter of excellence, visibility, and impact. This visionary leader will guide one of the nation's premier museums of American art through a period of strategic evolution, strengthening its national presence, deepening community engagement, and ensuring long-term financial sustainability.

Located in the heart of Fort Worth’s Cultural District, and free to the public thanks to the vision and generosity of its founder, the Amon Carter Museum of American Art is a dynamic cultural resource that provides unique access and insight into the history and future of American creativity through its expansive exhibitions and programming. The Carter’s preeminent collection includes masterworks by legendary artists such as Ruth Asawa, Alexander Calder, Frederic Church, Stuart Davis, Robert Duncanson, Thomas Eakins, Georgia O’Keeffe, Jacob Lawrence, Frederic Remington, Charles M. Russell, and John Singer Sargent, as well as one of the country’s most important collection of American photography with 45,000 exhibition-quality prints and 250,000 photographic objects; the Museum also houses the archives of major photographers including Erwin E. Smith, Laura Gilpin, Eliot Porter, Nell Dorr, and Carlotta Corpron. In addition to its innovative exhibition program and engagement with artists working today, the Carter’s primary research collection and leading conservation program make it a must-see destination for art lovers and scholars of all ages nationwide.

The ideal candidate will bring a forward-looking mindset and the ability to articulate and execute a compelling institutional vision. This individual will unify and expand a multifaceted community of stakeholders, including a committed Board of Trustees, enthusiastic and talented staff, the Amon G. Carter Foundation, and members of the founding family, around shared priorities that advance the Museum's mission and position the Carter as a cultural destination and leader locally, regionally, and nationally.

The Amon Carter Museum of American Art has engaged Isaacson, Miller, a national executive search firm, for this recruitment effort. All applications, inquiries, and nominations should be directed in confidence to the search team as indicated at the end of this document.

MUSEUM HISTORY AND CURRENT CONTEXT

Founded in 1961 through the energy and vision of Ruth Carter Stevenson in honor of her father, Amon G. Carter Sr., the Amon Carter Museum of American Art was established to share Mr. Carter's art collection with the public free of charge. Originally focused on Western art, particularly the work of Frederic Remington and Charles M. Russell, the Museum has since expanded into a premier institution for American art from the late 18th century to today.

Under founding director Mitchell A. Wilder, the Museum's early identity centered on the idea of "westering America," situating Western art within the broader narrative of the nation's artistic development. This vision led to a major expansion of the Museum's collecting scope, reflected in the institution's renaming as the Amon Carter Museum of American Art in 2010. The Museum also maintains a 150,000-item research Library, originally based on Carter Sr.'s personal collection, now serving as an affiliated research center of the Smithsonian's Archives of American Art. Its resources include artist archives, the Roman Bronze Works records, and the Gentling Study Center (opened in 2020). The Library participates in the Cultural District Library Consortium, offering broad access for scholars and the public.

ROLE OF THE EXECUTIVE DIRECTOR AND CEO

The Executive Director and CEO will serve as the strategic and inspirational leader of the Amon Carter Museum of American Art, guiding the institution's mission, culture, and direction in close partnership with the Board of Trustees, the Foundation, and the Leadership Team. They will bring the artistic sensibility, executive acumen, and public presence needed to elevate the Carter's

standing as a regional and national cultural destination while embodying the values and aspirations at the heart of the Museum's mission.

As the Museum's principal executive, the Executive Director and CEO will articulate and advance a compelling concept for the Carter's future grounded in its unique and generous legacy. They will bring fluency in American art and the ability to speak confidently about the field, while empowering curatorial leaders to excel in scholarship, exhibitions, acquisitions, and interpretive strategy. Working collaboratively with the Board and Leadership Team, the Executive Director and CEO will increase the Museum's resources and impact by shaping programs and community connections that deepen engagement and distinguish the Carter locally and nationally.

An enthusiastic collaborator, the Executive Director and CEO will build and leverage partnerships across the cultural and civic sectors, nurture relationships with established donors, and cultivate new supporters to broaden the base of philanthropic investment. Reporting to the Board of Trustees, the Executive Director and CEO will oversee all operations and lead the Museum's strategic direction, managing a staff of approximately 130 [68 FTE, 55 PTE] and a \$23 million budget. The next leader will focus on attracting both first-time and returning visitors, enhancing the Carter's visibility and reinforcing its position as a destination for American art, exceptional programming, and meaningful community connection.

KEY OPPORTUNITIES AND CHALLENGES

Enhance the Museum's Brand Visibility and Provide Strategic and Visionary Leadership:

The next Executive Director and CEO will elevate the Carter's profile, increase attendance, and membership, and raise institutional awareness in Fort Worth and the broader North Texas arts ecosystem. Through the development of a clear, compelling brand story rooted in the Carter's legacy and present-day impact, strategic programming, targeted marketing, and community partnerships, they will expand the Museum's reach, relevance, and national recognition as a premier destination for American art designed to engage diverse audiences and supporters.

The Executive Director and CEO will bring strategic, future-focused leadership to the Carter's next chapter. This leader will unify a complex organization, including the Board of Trustees, staff, the Amon G. Carter Foundation, and founding family stakeholders, around shared priorities, long-term financial sustainability, and a strengthened position as a leading institution for American Art. They will steward the Carter's founding story and significant collection while fostering purposeful innovation across programs, partnerships, and operations to ensure the Museum remains relevant and resilient. The Executive Director and CEO will translate vision into

measurable goals, align resources with strategy, and communicate progress transparently to cultivate trust and alignment across the institution.

Cultivate and Maintain Fundraising, a Culture of Philanthropy and External Relations While Navigating a Changing Funding Landscape:

A deep commitment to and proven expertise in fundraising is essential. The Executive Director and CEO will devote significant time to inculcating a culture of philanthropy across the Museum and in concert with the Board, cultivating donors, stewarding major gifts, managing campaigns, and expanding regional and national philanthropic networks. They will strengthen trustee engagement, broaden community investment beyond historic reliance on the Amon G. Carter Foundation, and build a durable base of champions among individuals, corporations, and foundations. As the Museum's chief advocate, the Executive Director and CEO will compellingly communicate impact, demonstrate the Carter's value to Fort Worth and the broader field, and leverage mission-aligned programming and partnerships to attract new supporters.

The Executive Director and CEO will adeptly manage complex budgets, capital and operational planning, and data-informed decision-making that aligns resources with strategy. They will navigate a shifting funding environment, steward the Museum's evolving relationship with the Amon G. Carter Foundation, and diversify revenue through memberships, admissions strategies, earned-income initiatives, and strategic partnerships. The Executive Director and CEO will also pursue selective entrepreneurial opportunities, digital, onsite, and community-based, that reinforce the Carter's mission, expand audiences, and enhance long-term sustainability.

Lead and Develop a Talented and Committed Staff and Strengthen Internal Culture Under a Shared Vision:

The Executive Director and CEO will set clear priorities, align people and resources, delegate effectively, and uphold accountability without micromanaging. They will foster a culture of professionalism, transparency, and shared ownership, ensuring employees have a voice and clarity in decision-making. They will invest in staff growth through coaching, cross-departmental projects, and equitable development pathways; strengthen the senior Leadership Team; and implement succession planning to sustain institutional vitality. The next leader will break down silos by promoting collaborative planning, structured information flow, and shared metrics across departments. They will champion professional development, leadership pathways, and inclusive management practices that enhance morale and retention.

The Executive Director and CEO will model humility, respect, and curiosity and advance and ensure diverse perspectives are welcome in decision-making hiring, leadership development,

Board engagement, collections and exhibitions, visitor experience, and community partnerships to ensure excellence and strengthen trust, access, and relevance. The Executive Director and CEO will bring a transparent communication style and champion shared accountability, reinforcing a culture in which staff and stakeholders see themselves as part of the Museum's mission.

Steward Collections, Advance Scholarship, and Support Curatorial Excellence:

The Executive Director and CEO will bring credible knowledge of American art and Museum best practices, demonstrating fluency sufficient to represent the Carter's collections and scholarship to donors, partners, and the broader cultural community while empowering curatorial leaders in their scholarly and artistic authority. In partnership with the Chief Collections and Exhibitions Officer, they will help refine the strategic aspirations for the permanent collection, including new directions in collecting and updates to Collection Policy across all categories of the Museum's holdings.

The Executive Director and CEO will review and strengthen current exhibition programs, contributing creatively by leveraging a robust network of contacts across the Museum field. Working with staff and leadership, they will develop a systematic plan to enhance the Carter's collection through thoughtful acquisitions and by nurturing relationships with collectors that may lead to meaningful gifts. They will identify and champion opportunities to originate traveling exhibitions and produce original scholarship that elevates the Carter's reputation nationally.

QUALIFICATIONS AND CHARACTERISTICS

- Collaborative and team-oriented, able to connect departments and people across the institution
- Transparent communicator who engages staff, trustees, the Foundation, founding family, and community partners openly
- Ambitious and forward-thinking, capable of setting direction and inspiring alignment
- Relationship-centered, building trust with staff, donors, partners, and trustees
- Decisive and action-oriented while remaining a good listener
- Empathetic and attentive to staff morale and the human side of change
- Supports and empowers staff expertise, especially curatorial and programmatic leaders
- Hands-on, visible, and present both inside the Museum and in the community
- Calm and steady under pressure, maintaining composure through transitions and challenges
- Authentic, ethical, trustworthy, and committed to the Carter's mission and values

- Culturally competent and aligned with the Museum’s purpose
- Diplomatic and skilled in negotiation and collaboration
- Effective advocate for the arts and for the institution
- Creative, flexible, thoughtful, and adaptive to changing circumstances
- Proactive, anticipating opportunities and challenges
- Clear and effective communicator across audiences and settings
- Strong judgment and problem-solving abilities
- Experienced in Museums or cultural institutions with credible knowledge of American art
- MA or PhD preferred, MBA desirable. Broad education background in American art; fluency in the language of American art with an area of expertise.

Salary Range: \$380K-\$450K

Applications, Inquiries, and Nominations

Screening of complete applications will begin immediately and continue until the search process is complete. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/amon-carter-Museum-american-art/executive-director>

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This document has been prepared based on the information provided by the Amon Carter Museum of American Art. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by The Carter would supersede any conflicting information in this document.