



Search for the President and Chief Executive Officer  
The Royal Ontario Museum Foundation  
Toronto, Ontario, Canada

## **THE SEARCH**

The Royal Ontario Museum Foundation (ROM Governors) seeks an experienced, collaborative, and results-oriented President and Chief Executive Officer (President & CEO). ROM Governors serves as a critical partner and pivotal strategic resource to the Royal Ontario Museum (ROM or the Museum), committed to supporting the long-term financial health of one of North America's most prestigious and comprehensive cultural organizations and Canada's largest cultural institution. The President & CEO will join ROM Governors at a transformative moment as it embarks on the most definitive capital campaign in its organizational history and the largest for a cultural institution in Canada.

Reporting to the Chair of the Board of Governors (the Foundation's governing board) and working in close partnership with the ROM Director & CEO, the President & CEO of ROM Governors is responsible for raising, managing, and distributing funds raised in support of the Museum's highest priorities and fostering long-term sustainable relationships of exceptional value to the institution and its donors. The President & CEO will play a critical role in leading the campaign strategy and overseeing a talented and dedicated development team to initiate, steward, and deepen prospective and current donors' and funders' commitments to the Museum. This person will work collaboratively with the ROM Director & CEO and ROM senior executive team to ensure the success of all philanthropic, sponsorship, and investment activities. As the senior staff person of the Foundation, the President & CEO will represent ROM Governors to various stakeholder communities and will personally cultivate and steward leadership donors, sponsors, and volunteers. The successful candidate will have a demonstrated track record of results, converting vision to action, cultivating government, corporate, community, and philanthropic donor relationships, successfully pacing large and ambitious capital campaigns, collaborating with boards, and managing high-performing teams in a mission-based culture.

ROM Governors has retained Isaacson, Miller, an international executive search firm, to assist in this recruitment. Please direct all confidential applications, nominations, and inquiries to Isaacson, Miller, as indicated at the conclusion of this document.

## THE ROYAL ONTARIO MUSEUM

Long recognized for its multidisciplinary collections, groundbreaking research, exceptional exhibitions, and iconic architecture, ROM is one of the preeminent cultural institutions in Canada. Home to 13 million artworks, cultural objects, and natural history specimens that are featured in 40 gallery and exhibition spaces, the Museum serves as a national landmark and a dynamic cultural destination in the heart of Toronto. ROM welcomes more than 1.1 million visitors annually and, in 2018, embarked on a new strategic direction that sets a bold course for the vision of the future ROM. This vision focuses on enhancing visitor access and engagement in a rapidly evolving landscape by leveraging the Museum's local impact, global influence, and organizational strengths. In early 2024, groundbreaking work began on a visionary initiative known as [OpenROM](#), which includes a sweeping architectural transformation of the heart of the Museum. Once complete, the reimagined main floor will feature a soaring atrium, additional gallery space, and year-round programming and live performances readily accessible and free for everyone to enjoy. This transformational work is an extension of the Museum's broader ambition to become an even more open, outward-facing, and dynamic 21<sup>st</sup>-century museum. For more information, please [explore here](#).

### Leadership & Governance

ROM is an agency of the Province of Ontario. The Board of Trustees is the governing authority for the Museum and is responsible for its policies, operational continuity, collections, and other assets that the Museum holds. The Board consists of 21 Trustees who are volunteers dedicated to public service and ROM's well-being and long-term sustainability.

### Executive Leadership

Josh Basseches became the Director and CEO of ROM in 2016. Director Basseches brings over two decades of experience transforming museums, enriching visitor experience, and guiding international initiatives. His bold vision for ROM includes taking it from one of Canada's great museums to a globally renowned innovator and thought leader. Prior to ROM, Basseches was deputy director of the Peabody Essex Museum (PEM) in Salem, Massachusetts, where he played a central role in the institution's decade-long reinvention into one of America's leading museums and in its recent capital campaign, helping to raise more than \$600 million USD. He is an active member in the museum professional community, and his research and writing focuses on international artistic and cultural exchange. Basseches is completing a PhD in the history of art and architecture at Boston University and holds an MBA from Harvard Business School, an MA from Boston University, and a BA from Amherst College.

### ROM GOVERNORS

ROM Governors is a federally incorporated charity established to support the Museum's long-term financial health, growth and management of its financial assets, including endowments, capital, and flow-through funds. With the guidance and support of a 34-member Board of Governors led by Chair, Jeff

Willner, ROM Governors' strong executive leadership team oversees the fundraising and operations of the Foundation.

## **Financial & Fundraising Overview**

Philanthropy has been at the heart of ROM since its inception 100 years ago. Financial support, patronage, donations, and acquisitions helped establish the Museum and continue to be a crucial component of ROM's success today. Thanks to the generosity of donors, sponsors, patrons, and volunteers, ROM Governors has historically supported ROM with \$8-10 million of operational funding annually, as well as tens of millions more each year for facilities, acquisitions, endowments, and new initiatives. ROM Governors raises funding for the Museum from major philanthropy, public engagement, corporate sponsorship, events, individual giving, patron circles, and legacy gifts. The 32 fundraising professionals on staff work closely with the ROM Board of Governors, ROM colleagues, and volunteers to raise and direct funds for ROM's highest priorities, including Museum programs, research, collections, galleries, exhibitions, and outreach programs.

ROM's ambitious [Strategy Plan](#) involves significant renovation to the existing Museum costing approximately \$350 million, plus additional new facilities of approximately \$300 million, and investments in Exhibition Galleries, Curatorial staff, Education programs, and Collections. Growth of ROM Governors Endowment is also a high priority, to ensure continued support to the Museum for programs. This billion-dollar campaign will be a key deliverable for the new President & CEO of ROM Governors.

## **PRESIDENT AND CHIEF EXECUTIVE OFFICER**

Reporting to the Chair of the Board of Governors, the President & CEO will provide strategic leadership and vision for the Foundation's comprehensive fundraising and philanthropic efforts in support of the current needs and objectives of the Museum, as well as its long-term financial health. The President & CEO will directly supervise the Executive Vice President of Philanthropy and the Executive Vice President of Operations and will work collaboratively with the Board of Governors' Executive Committee, Governance & Nominating Committee, Audit & Finance Committee, and Investment Committee. As a senior leader and executive team member, the President & CEO will lead, motivate, and inspire a team of philanthropy professionals and will work closely with the ROM Director and CEO to ensure that ROM Governors' efforts and objectives are aligned with the needs and objectives of the Museum.

### **Following are the specific responsibilities and duties of this position:**

#### *Strategic vision and leadership*

- Embody, by example, high-level leadership and philanthropic best practices of signature capital campaigns.

- Develop and implement a strategic vision to map and deliver successful philanthropic, sponsorship, and investment results that benefit the Museum's collections, research, exhibitions, programs, capital projects, and people.
- Ensure alignment of ROM Governors' vision, mission, and multi-year strategic plan with the strategic direction of the Museum.
- Assume overall responsibility for ROM Governors operations, including the development of annual budgets associated with fundraising costs for review and approval of the Board of Governors and overseeing day-to-day operations in accordance with Canada Revenue Agency and other government requirements and industry best practices.
- Serve as an internal and external representative for ROM Governors and an ambassador for the Museum to key stakeholders, including diplomatic and community organizations. Uphold a high degree of professionalism and sophistication.
- Manage Board of Governors relationships, including effective onboarding, integration, and retention of a dynamic and committed community.
- Craft communicative and comprehensive reports for the Board of Governors and its committees around fundraising and philanthropic efforts, sharing insights and advice to ensure effective oversight.
- Effectively and proactively communicate with the Board of Governors on all relevant matters.
- Develop and implement a 3-5-year Business Plan to complement the strategic plan that incorporates objectives and metrics to achieve the strategic mission of ROM Governors.

*Staff management and operational oversight*

- Provide strategic leadership and direction for ROM Governors' initiatives, for developing and implementing the campaign plan, and for effective engagement of the Campaign Executives (a subcommittee of the Board of Governors).
- Actively manage a portfolio of principal and major gift prospects and donors (of \$1 million and greater), developing and overseeing the implementation of individual strategies to secure maximum funding for endowment support, capital projects, key programs, and special initiatives.
- Maintain a leadership style that is adaptable and open; support, mentor, and optimally organize the philanthropy team and operation, setting clear direction and priorities; promoting excellence through well-defined goals and implementation of best practices and accountability measures; inspire, empower, and motivate staff through proactive, transparent communication and delegation; instill a sense of determination and grit.
- Foster a professional environment that recognizes and rewards performance, supports innovation and risk-taking, builds confidence, encourages teamwork, reduces silos, and retains staff; serve as an advocate for staff, representing their concerns and needs.
- Plan and carefully manage the advancement budget, ensuring that resources are deployed efficiently and effectively in support of the fundraising goals and objectives, utilizing data analytics to project, measure, and report on progress relative to goals.

*Enhance communication and collaboration between ROM and ROM Governors*

- Develop a collaborative, communicative, and supportive relationship with the Director & CEO, the Chair of the Board of Governors, and the ROM Board of Trustees to discuss strategic issues and ensure effective and efficient communications and alignment between the two organizations; plan and develop annual joint Board retreats, trips, and related social activities.
- Translate vision into action, deftly interpreting key priorities of ROM into successful fundraising opportunities that achieve an end goal by generating buy-in.
- Serve as a representative of ROM Governors at meetings of ROM Board of Trustees and Museum committees including the Museum's Executive Leadership Team.
- Review respective agendas for the Board of Governors and associated committee meetings to ensure appropriate review and approval of strategic issues (e.g., naming rights, campaign priorities, board development opportunities, etc.)
- Co-lead development and refinement of philanthropic plan assumptions with the Director & CEO (and relevant ROM Board committees and task forces) on progress achieved against philanthropic priorities.
- Support and facilitate regular meetings between the Director & CEO and top donors and provide opportunities for engagement and stewardship.

**SKILLS AND ATTRIBUTES**

- A collaborative, strategic, proactive individual with a strong vision and experience leading within a large, complex nonprofit organization.
- Ability to develop and implement a strategic plan/campaign plan with specific, ambitious, and achievable goals, integrate that plan into the overall Museum planning process, and establish operational goals that support overall Board of Governors policies and decisions.
- The credibility, maturity, and sound judgment required to effectively engage and leverage senior leaders and volunteers in the cultivation, solicitation, and stewardship of key prospects and donors.
- Superior interpersonal and communication skills; a confident, compelling, energetic, and creative leader with a strong executive presence who thrives on collaboration with other prominent senior leaders and knows when to lead and when to leverage the leadership of others; ability to create enthusiasm and engage in meaningful conversation about the Museum.
- Diplomatic, entrepreneurial, and collegial with political savvy and impeccable judgment and discretion.
- Demonstrated marketing, branding, and communications skills; ability to speak and present effectively on behalf of the Museum, hosting events, standing in for the Director & CEO from time to time, and presenting a compelling face of self-confidence and leadership to external constituencies.
- Track record of building and nurturing relationships with various corporate and individual donors.

- Ability to develop and maintain internal relationships within the Museum to foster strong support for integration with ROM Governors' activities.

## QUALIFICATIONS AND EXPERIENCE

- Demonstrated successful executive leadership, including at least ten (10) years at a senior management/executive level.
- Superior skills and experience in philanthropy, with significant exposure to capital and endowment fundraising campaigns, planned giving, and all aspects of corporate community, foundation, and individual giving.
- Proven success with leading and securing transformational gifts of \$1 million and above.
- Knowledge of the national and international charitable sector, including the regulatory environment, best-in-class policy and accountability practices, human resource talent and compensation trends, and leading-edge philanthropic business metrics.
- Evidence as a highly effective, collaborative, and inclusive leader and success in developing a team and creating a goal-oriented environment, resulting in a solid rate of retention and staff satisfaction.
- Dynamic, successful fundraiser with a high profile and a strong network within the arts, cultural, donor, and/or business communities.
- Degree in business or public/arts management and/or a suitable combination of education and experience.

## COMPENSATION

The expected salary for this role is \$380,000 – \$420,000 CAD.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and will continue until the completion of the search process. Inquiries, nominations, referrals, and resumes with letters of interest should be sent via the Isaacson, Miller [website for the search](#). Electronic submission of materials is strongly encouraged.

Sarah James, Rebecca Swartz, Hannah Moore, Harley Bartles  
Isaacson, Miller

*At ROM, we consider equity, diversity, and inclusivity foundational to our institutional success. We seek to foster a workplace that reflects the full breadth of the communities we serve and welcome applications from women, racialized persons/BIPOC, Indigenous/Aboriginal People of North America, 2SLGBTQ+, and people with disabilities.*

*ROM acknowledges that this museum sits on the ancestral lands of the Wendat, the Haudenosaunee Confederacy, and the Anishinaabek Nation, which includes the Mississaugas of the Credit First Nation, since time immemorial to today.*