



**DIRECTOR OF ARTS AND CULTURE – CITY OF MESA, ARIZONA and
EXECUTIVE DIRECTOR – MESA ARTS CENTER**

www.mesaaz.gov/jobs/acdirector.aspx

ORGANIZATION

The Department of Arts and Culture in the City of Mesa, Arizona encompasses a broad array of performing and visual arts programs, facilities, and educational activities. Its annual \$15.3 million budget encompasses the operations of the Mesa Arts Center, Mesa Contemporary Arts, Arizona Museum of Natural History, and Arizona Museum for Youth, as well as strategic partnerships with a variety of arts and cultural organizations in the community.



MESA ARTS CENTER

www.mesaartscenter.org

The \$99.5 million Mesa Arts Center, including \$4.7 million raised by the Mesa Arts and Entertainment Alliance, is the culmination of more than a century of support for arts and arts education in the Mesa area, and the result of more than six years of planning and design involving hundreds of members of the community. Quickly achieving critical national and international acclaim for the breadth and depth of its programs, the Mesa Arts Center is 212,755 square-foot performing arts, visual arts, and arts education facility, the largest and most comprehensive arts center in the state of Arizona, consists of three buildings on a seven acre campus.

Located in the heart of downtown at Center and Main Streets, MAC reflects the city's rich tradition of family, community, and pride. An inviting oasis by day and a luminous beacon by night, this central gathering place is designed to showcase a world of arts and culture - everything from art exhibitions to world-class performances to state-of-the-art studios for art education. The design of Mesa Arts Center was inspired by the unique character of the Sonoran Desert - a rich desert, mountain and canyon environment. The campus includes a complex of four theaters, Mesa Contemporary Arts' galleries and exhibition space, two Art Studios buildings with visual and performing arts studios and classrooms, informal performance areas, administrative support space, and a 700-foot Shadow Walk that creates an inviting, shaded outdoor oasis plaza.

- *Theaters Complex (4 theaters):* 1,600-seat Tom and Janet Ikeda Theater; 550-seat Virginia G. Piper Repertory Theater; 200-seat Nesbitt/Elliott Playhouse; 99-seat Anita Cox Farnsworth Studio Theater; Additionally box office, continuous lobby, concessions areas, 17 dressing rooms, back-of-house, and technical support spaces.
- *Mesa Contemporary Arts:* 5,500 square feet of exhibition space in five galleries - Wilson and Ruby Dobson Main Gallery (2,400 s.f.); South Gallery (1,400 s.f.); Dr. Ruth Tan Lim Project Room (500 s.f.); SRP Permanent Collection Gallery (500 s.f.); North Gallery (700 s.f.); Meeting space, lecture hall, lobby atrium for artwork, sculpture courtyard, back-of-house, and collection storage spaces (5,500 s.f.).
- *Art Studios:* 14 visual and performing arts studios and classrooms - Ceramics, Painting, Printmaking, Glass, Jewelry and Metals, Sculpture, Photography, Multimedia, Children's/Multipurpose, Acting, Drama, Dance, Music, as well as informal performance spaces and administrative offices.
- *Shadow Walk:* Outdoor gardens, sunken courtyards, private gathering places, informal performance areas.

The Mesa Arts Center Foundation seeks to advance Mesa Arts Center by providing counsel, advocacy and financial support for the programs and services offered by Mesa Arts Center. It provides support for programs and services of the Center and together they present an annual gala, *Art on the Move*, undertake an annual fundraising campaign and membership drive, identify sponsors and grant opportunities, and host various member and donor events. Funds raised by the Foundation supports Mesa Arts Center's award-winning visual and performing arts programs for youth and other services that bring the arts to the broader community.

The Mesa Arts Center also maintains formal relationships with several Mesa-based arts organizations that perform regularly at the facility. These organizations were instrumental in helping realize the vision that is the Center and directly assisted in making it become a reality. The Center is committed to providing technical, marketing, and box office assistance to help assure the success of these important and vibrant partners, including: Ballet Etudes, East Valley Children's Theater, Mesa Encore Theater, Metropolitan Youth Symphony, Sonoran Desert Chorale, Southwest Shakespeare Company, Symphony of the Southwest, and Xico, Inc. Additionally, its ongoing partnerships with the Mesa Arts and Culture Festival (MacFEST), Mesa Historical Museum, and other arts and cultural organizations add depth and breadth to the cultural offerings in and around the community.



www.mesaartscenter.org/mca.aspx

Mesa Contemporary Arts (MCA) provides local, regional, national and international artists the opportunity for the presentation of a broad variety of visual art within its galleries and is committed to encouraging the creation and exhibition of new high-quality work. The Wilson and Ruby Dobson Main Gallery is Mesa Contemporary Arts' largest exhibition space at 2,400 square feet and is used for curated solo, group, and juried group exhibitions of national and international artists. MCA's permanent collection contains nearly 200 objects in all media including paintings, sculpture, works on paper, photography, and decorative arts objects, and is presented in a series of exhibitions in the SRP Permanent Collection Gallery. The South Gallery is used for installations of curated solo, group, and juried group exhibitions in all media, from national and international artists. The Dr. Ruth Tan Lim Project Room is an experimental 500-square-foot gallery available to artists for exhibitions of site-specific and/or new media installations, including film/video, sound, digital and/or Web-based works. MCA's North Gallery is a 700-square-foot space dedicated to exhibiting works from Arizona artists with emphasis given to artists in the Greater Phoenix metropolitan area, artists living in Arizona, or who have a significant presence within the state. This space is a venue where both artists and community members have the opportunity to view and learn about a wide variety of media, culture and issues that impact the arts in Arizona.



www.azmnh.org

The Arizona Museum of Natural History (AzMNH) is the premier natural history museum in Arizona dedicated to inspire wonder, respect and understanding for the natural and cultural history of the Southwest. The museum holds substantial collections in natural history, anthropology, history and art, and it obtains most of its paleontological and archaeological collections from the museum's field research programs. The Arizona Museum of Natural History Foundation is a non-profit 501(c)(3) organization dedicated to supporting financially the mission of the AzMNH to inspire wonder, understanding and respect for the natural and cultural history of the Southwest

AzMNH explores Arizona and the Southwest from the creation of the earth 4.5 billion years ago to the present where attendees can see the origins of life on earth, meteorites and minerals. Where else in Arizona can you see a flash flood cascading down a three-story mountain inside a museum, Elvis the American alligator, and a live Gila monster. AzMNH

fans experience a real territorial jail, pan for gold in the History Courtyard, and wend their way through the Lost Dutchman's Mine. AzMNH is also renowned for its field research programs and provides the public with opportunities to work on archaeological and paleontological digs. In addition to excavations such as at Riverview, Park of the Canals, Pew Site and Rowley Site, AzMNH cares for and has plans to develop Mesa Grande, an ancient Hohokam temple mound site in Mesa, as a cultural park open to the public. AzMNH, assisted by the Southwest Paleontology Society (SPS), conducts paleontological research throughout Arizona.



www.arizonamuseumforyouth.com

Housed in a refurbished 1950's grocery store, the Arizona Museum for Youth (AMY) contains over 20,000 square feet of public exhibition space featuring two art galleries, *ArtVille*, *ArtZone*, *Family Zone*, and three classrooms. AMY introduces children to the visual excitement and cultural enrichment provided by the fine arts. Its environment is especially designed to spark the imagination, stimulate the mind, and captivate the eye. Its mission is to inspire children of all ages to experience their world differently through art, creativity, and imagination with a vision to become the premier interactive art museum for families. The museum hosts 6 world-class exhibitions annually, and features ArtVille, a special art township for kids under 4 years of age. As part of the exhibitions, a dynamic array of art classes, fun workshops, and family programs are available to teach basic art principles and techniques.

The Arizona Museum for Youth Friends, Inc. is a 501(c)3 nonprofit organization that supports AMY's educational programs, exhibitions, and operations. Its mission is to enhance the quality, expand the capacity, and further the vision of the museum, so that AMY may continue to fulfill its mission of introducing children and families to the arts.

COMMUNITY

Mesa, Arizona is the 38th largest city in the United States and the 3rd largest in Arizona with a population of 466,000. It is a vibrant city offering an eclectic mix of museums, arts, culture, and heritage set in a Sonoran desert oasis. Mesa is one of the nation's fastest-growing cities, with a population that increased by more than 37% between 1990 and 2000. The reasons for Mesa's growth include its skilled and well-educated workforce, low crime rate, superior schools, affordable housing, low cost of doing business, reasonable tax structure, and an excellent quality of life. Mesa offers a unique blend of urban excitement set in natural surroundings with warm weather, delicious food, world-class golf, fabulous shopping, and many other exciting activities.

. The City of Mesa's planning focuses on five key strategic areas, including:

- *Economic Development* – Innovative and business-friendly that includes a variety of strategic tools, redevelopment of older and vacant areas, and a focus on high-value job creation and employment centers.
- *Quality of Life* – Safe and clean neighborhoods and parks, transportation options, arts and cultural amenities, and excellent educational opportunities which should all be sustainable and environmentally responsible.
- *Community Engagement* – Builds pride, encourages, and develops a wide range of civic leadership, including the involvement of neighborhoods, non-profits, and faith-based organizations, and direct communications with citizens.
- *Financial Stability* – Provides proactive leadership that considers all financial factors in order to achieve stable revenues, responsible budgeting, and organizational efficiencies.
- *Regional Leadership* – Addresses challenges that require regional cooperation which are innovative, sustainable, and inclusive.

POSITION SUMMARY

The Director of Arts and Culture serves on the Executive Team as the cultural diplomat for the City of Mesa and provides leadership, arts education advocacy, and strategic direction for the department, articulating the positive impacts of the arts and culture in and for the City. The Director maintains a visible presence in guiding the overall strategic thinking, partnerships, program and policy development, and oversight of the City's visual and performing arts programs and facilities, including the Mesa Arts Center, Mesa Contemporary Arts, Arizona Museum for Youth, and Arizona Museum of Natural History. Also serving as the Executive Director of the Mesa Arts Center, the position directs its program planning, marketing, fundraising, and overall operations. The Director of Arts and Culture establishes short- and long-range goals and objectives, oversees the preparation and administration of department budgets, and monitors related expenditures and revenues to provide effective, efficient and economical fiscal management of department facilities and programs. The position also provides philosophical direction, mentors, and evaluates various department administrators to ensure organizational vibrancy and integrated cultural branding for the community. The Director works closely with the Mesa Arts Foundation, Museum and Cultural Advisory Board, AzMNH Foundation, and AMY Friends, and serves as an arts and culture advisor to the City Council, City Manager, and the public-at-large.

TRAITS AND CHARACTERISTICS

The selected individual will have a well-rounded set of competencies that sets him or her apart from others in the field as a results-oriented leader with the ability to set, pursue, and reach goals with a can-do attitude. Leading candidates will establish goals that are relevant, realistic and attainable and will identify and implement required plans and set milestones to achieve specific goals. A champion of new ideas, this entrepreneurial leader will exhibit honesty, integrity, and fairness, and will value differences to deliver high quality services. Additionally, the Director will have a commitment to excellence throughout the department and possess the following competencies:

- *Self Management* – Pursues objectives in an organized and efficient manner, prioritizes activities, maintains high level of quality work and professional accountability.
- *Diplomacy and Tact* – Treats others fairly in dealing with numerous stakeholders throughout the community and the region.
- *Results Orientation & Problem Solving* – Identifies key components of problems and associated solutions, and pursues the actions necessary to complete tasks timely and achieve exemplary results.
- *Interpersonal Skills* – Interacts with internal and external stakeholders in a positive manner, listening to different points of view, and communicating effectively.
- *Leading Others* – Motivates and gains commitment from the team to achieve desired results. Analyzes others' opinions and leads them to understand and willingly accept desired alternatives and strategic direction that are mutually beneficial.

PRIMARY RESPONSIBILITIES

Management and Operations

- Oversee all day-to-day operations of the Department of Arts and Culture, its programs, facilities, and educational activities to ensure that patrons and community members have a safe and high quality experience.
- Direct and manage all aspects of the operations of the Department, including produced and presented professional productions, temporary exhibitions, permanent collection shows, education and outreach programs, fundraising, marketing, and community uses of various facilities.
- Supervise and integrate all departments of the Department of Arts and Culture, including box office, theater and ancillary space rentals, education, programming, technical production, facilities maintenance and management and all department staff.
- Oversee all aspects of the facilities, including the City's maintenance, improvements and capital projects related to its arts and culture facilities.
- Interview, hire and mentor staff, assign work, and provide performance appraisals on a regular basis.
- Oversee all administrative and production planning support, including input into arts and culture programs and educational activities.
- Maintain an organization with the highest ethical standards.

External Relations, Development, and Marketing

- Serve as the public “face” of the Department of Arts and Culture at various community events and represent them in a manner that enhances the City’s reputation and standing in the broader community.
- Guide the creation of a comprehensive development program and assume a leading and active role in fundraising in consultation and cooperation with various boards and community volunteers.
- Effectively cultivate and maintain strong relationships with individual, corporate, foundation, and government funders locally and develop comprehensive plans that maximize contributed income.
- Develop marketing and public relations programs that achieve earned income goals from ticket sales and class registrations while enhancing brand awareness.
- Work with all members of the community to develop appropriate strategic partnerships and seek to include members of the community’s various multicultural groups and people of all ages.
- Interact with, and stay abreast of developments in, the regional arts and culture community.
- Guide marketing staff to develop promotions for productions, including those events performed by Mesa Arts Center affiliated groups.
- Coordinate with all city, county and regional government agencies, as needed.

Strategy, Finance, and Governance

- Maintain sound financial management practices including developing an annual budget and business plan for presentation to the City on a regular and timely basis.
- Provide concise, relevant and timely information to the City, so that it can fulfill its policy and decision making responsibilities.
- Guide, direct and support the advisory and community boards in their duties in fundraising, governance, and as community ambassadors for the Department, its facilities, programs, and educational activities.
- Identify, cultivate, and assist in recruitment of board and advisory committee members whose skills, experience, financial connections, diversity, and capacity meet the needs of each of the institutions that make up the Department of Arts and Culture.

Note: Responsibilities are subject to change as the needs of the City and requirements of the position evolve.

QUALIFICATIONS

Qualified applicants must have a Bachelor's degree with a Master’s degree preferred from an accredited college or university. A minimum of 7-9 years of progressively responsible senior management expertise in the arts and culture sector, including leadership in fiscal management, facilities, marketing/public relations, fundraising, personnel, and board/volunteer relations in multi-faceted institutions with high quality and regionally impactful programs. Enthusiasm for and experience with a variety of cultural disciplines and arts education activities, in non-profit administration and institutional leadership, and with demonstrated success in revenues from multiple sources.

Strong written communication and verbal presentation skills, and an innate ability to build consensus and effectively interact with Board, staff, donors, patrons, volunteers, city employees, and the entire community in a positive, cooperative, and inspiring manner. Proficiency with standard computer programs and electronic communication tools with exemplary public relations, negotiating, project management, and planning skills is needed.

COMPENSATION AND BENEFITS

Competitive salary and excellent benefits as outlined at www.mesaaz.gov/jobs/acdirector.aspx

APPLICATIONS AND INQUIRIES

Send letter and resume with a summary of demonstrable accomplishments to:

Mr. Bruce D. Thibodeau, President
Arts Consulting Group, Inc.
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Los Angeles, CA 90069-4120
Tel (323) 936.0626 Fax (323) 936.1196
E-mail mesaaz@artsconsulting.com

The City of Mesa is an Equal Opportunity Employer.