



## **Director**

### **An Exceptional Leadership Opportunity**

The Valentine seeks a visionary, collaborative leader to serve as its next Director. This is an opportunity to lead one of Virginia's premier museums and one of Richmond's most respected civic institutions at an exciting moment in its history.

Building on nearly three decades of transformational leadership, the next Director will guide an organization with a strong financial foundation, an accomplished staff, an engaged Board of Trustees, outstanding community partnerships, and a growing culture of philanthropy. As the museum's chief executive, the Director will shape strategy, inspire philanthropic investment, strengthen community relationships, and ensure the Valentine continues to tell Richmond's stories in ways that educate, connect, and inspire.

For an accomplished nonprofit executive, museum leader, or cultural institution executive, this is an opportunity to leave a lasting mark on one of America's most historically significant cities. The Director will champion the museum's mission, advance inclusive storytelling and community engagement, inspire philanthropic investment, strengthen partnerships throughout the community, and ensure organizational excellence across all aspects of the institution.

### **About the Valentine**

The Valentine is one of the nation's leading city history museums and has served for more than 125 years as Richmond's museum. Through exhibitions, collections, preservation, educational programs, tours, and community engagement, the Valentine tells the stories of the people, places, and events that have shaped Virginia's capital city. The museum is committed to preserving and interpreting Richmond's history in ways that foster understanding, encourage dialogue, and connect the past to the present.

Located in the heart of downtown Richmond, the Valentine includes the Edward Valentine Sculpture Studio, the historic Wickham House, the Valentine Garden, First Freedom Center, extensive archives and collections, and educational programs that serve thousands of students, residents, and visitors each year. The museum has earned a national reputation for thoughtful exhibitions, innovative programming, and authentic partnerships that reflect the diversity and complexity of Richmond's history.

Following nearly three decades of transformational leadership, the Valentine seeks an accomplished and collaborative executive to serve as its next Director and guide the institution into its next chapter.

## **Key Responsibilities**

### **Strategic Leadership and Governance**

- Provide visionary leadership for the museum's mission, strategic priorities, and long-term sustainability.
- Partner closely with the Board of Trustees to establish organizational priorities, monitor institutional performance, and advance strategic initiatives.
- Foster thoughtful governance, transparent communication, and strong Board engagement.
- Lead organizational planning and guide the museum through future opportunities and challenges.

### **Organizational Leadership**

- Foster an organizational culture grounded in collaboration, accountability, innovation, inclusion, and mutual respect.
- Recruit, develop, mentor, and retain an exceptional staff while supporting professional growth and succession planning.
- Empower an experienced leadership team and encourage cross-departmental collaboration.
- Maintain a workplace culture that values communication, trust, creativity, and shared responsibility.

### **Fundraising and External Relations**

- Serve as the museum's chief fundraiser and partner closely with the development team to advance annual giving, major gifts, foundation support, corporate partnerships, and capital initiatives.
- Build meaningful relationships with donors, members, volunteers, elected officials, civic leaders, and community partners.
- Articulate a compelling vision for the museum and inspire philanthropic investment in its mission.
- Work collaboratively with the Board to strengthen fundraising engagement and expand philanthropic support.

### **Community Leadership**

- Serve as the primary public representative and spokesperson for the Valentine.
- Continue the museum's role as a trusted civic institution and community convener.
- Cultivate partnerships with educational institutions, neighborhood organizations, tourism organizations, cultural organizations, businesses, and government agencies.
- Promote the museum's role in preserving Richmond's history while helping shape its future.

### **Financial and Operational Stewardship**

- Ensure sound financial management, operational excellence, and responsible stewardship of the museum's resources.
- Oversee budgeting, financial planning, facilities, collections stewardship, technology, and organizational infrastructure.
- Evaluate opportunities to strengthen earned revenue, expand audiences, and enhance organizational sustainability.
- Support innovation while preserving the values and culture that distinguish the Valentine.

### **Desired Experience and Qualifications**

We understand that each candidate will bring a unique set of skills and experiences. The successful candidate will bring many of the following qualifications:

- Demonstrated success leading a complex nonprofit or mission-driven organization.
- Significant executive leadership experience with responsibility for strategic planning, financial management, organizational development, and personnel leadership.
- A successful record of fundraising, including major gifts, board engagement, and philanthropic relationship development.
- Experience serving as a compelling public representative and building strong relationships across diverse constituencies.
- Demonstrated ability to lead, inspire, and develop high-performing teams.
- Experience working collaboratively with governing boards.
- Strong financial acumen and experience overseeing organizational budgets and operations.
- An appreciation for history, museums, education, or cultural organizations and their role in strengthening communities.
- Experience within museums, historic sites, cultural organizations, higher education, or similarly mission-driven nonprofit organizations is strongly preferred.
- A bachelor's degree is required; an advanced degree is preferred.

### **Leadership Characteristics**

The ideal candidate will be:

- A collaborative and empowering leader.
- An exceptional communicator and storyteller.
- A visible and authentic relationship builder.
- Emotionally intelligent, approachable, and an active listener.
- Strategic, innovative, and forward-thinking.
- Comfortable navigating complex community relationships with diplomacy and integrity.
- Curious, humble, and eager to become an active member of the Richmond community.
- Passionate about the Valentine's mission and committed to preserving its distinctive culture while thoughtfully advancing its future.

### **Compensation and Benefits**

The Valentine offers a competitive salary commensurate with experience and qualifications, together with a comprehensive benefits package.

**Expected salary range: \$200,000-\$240,000.**

### **Application Process**

Warren Whitney has been retained to assist the Valentine with this search.

To apply, please submit a current résumé and a letter of interest. Finalists will be asked to provide six professional references, including two direct reports, two peers, and two supervisors or board members.

<https://warrenwhitney.isolvedhire.com/jobs/1835918>

Applications will be reviewed as they are received. For best consideration, please apply by October 2, 2026.

## **Equal Opportunity Employer**

The Valentine is an equal opportunity employer and is committed to building a diverse and inclusive workplace. The museum encourages applications from individuals of all backgrounds whose experiences and perspectives will contribute to the continued success of the organization.

## **Richmond, VA**

Richmond offers an exceptional quality of life for a leader who values history, culture, and community engagement. One of the nation's oldest cities, Richmond combines a rich historical legacy with the energy of a growing, forward-looking metropolitan area.

The city is known for its vibrant arts and culinary scenes, nationally recognized museums, beautiful parks and the James River, and distinctive neighborhoods that offer an appealing mix of urban living and historic charm. Located within easy reach of Washington, D.C., the Blue Ridge Mountains, and Virginia's beaches, Richmond provides outstanding recreational opportunities while maintaining a lower cost of living than many major East Coast cities.

Equally important, Richmond is home to an engaged philanthropic, business, and civic community that values collaboration and is deeply invested in the city's future—making it an ideal place for a leader who wants to make a meaningful and lasting impact.