

## Organization

Located in Palm Beach, Florida, THE INNOVATE is a new state-of-the-art waterfront cultural arts center and flagship community destination promoting the understanding and enjoyment of arts and ideas for all. Currently being planned with construction to begin in the fall of 2022, THE INNOVATE is set to debut in late 2023 as a year-round venue spanning a broad range of exceptional performing arts, educational, and community events, as well as business meetings, conferences, social occasions, and private events. Located in the historic Royal Poinciana Playhouse and completely modernized for the 21<sup>st</sup> century, the mission is to inspire, educate, entertain, deepen human-to-human connection, and generate economic growth for Palm Beach and its neighboring communities.

THE INNOVATE will be a cultural arts center that is flexible at its core, with multi-purpose spaces spanning almost 24,000 square feet on an unparalleled waterfront location. Plans for the cultural arts center include a 400-seat theater and a stage with a retractable backdrop wall, transforming the space into an indoor/outdoor special event venue. The newly designed theater will host music, dance, film, theater, and spoken word programs. THE INNOVATE's programming will be developed in partnership with key local, regional, and national organizations with a focus on both excellence and inclusion. Both arts and educational partnerships will be central to the annual calendar of events, and there will be a commitment to family programming and children's arts training. THE INNOVATE will also house educational, meeting, and hospitality spaces and feature a full-service infrastructure for catering and event support, with the ability to host seated dinners for up to 400 guests.

The Royal Poinciana Plaza surrounding THE INNOVATE was originally designed in the 1950's by architect John Volk in his "Palm Beach" style, distinctive to the area. The venue opened in 1958 and became an important cultural hub and center for high profile gatherings of global leaders, artists, and celebrities for many years. Artists that participated in events at the playhouse included Burt Reynolds, Jackie Gleason, Bing Crosby, and Bob Hope. And its schedule of activity hosted many storied guests including the Kennedy's and the Duke of Windsor.

INNOVATE Corp., listed on the New York Stock Exchange with the symbol "VATE," is a platform of best-in-class assets in three key areas of the new economy: Infrastructure, Life Sciences, and Spectrum. THE INNOVATE is dedicated to promoting an inclusive culture based on innovation, excellence, integrity, loyalty, and merit.

INNOVATE Corp. is redeveloping the former Royal Poinciana Playhouse, now called THE INNOVATE. The Royal Poinciana Plaza and WS Development will break ground in the fall of 2022, and the redevelopment will preserve the landmark's storied history while creating a welcoming and exciting contemporary arts, education, and event space for today's community. The project includes plans to develop the neighboring intracoastal waterfront restaurant, along with the expansion of distinctive retail and gallery properties that give the plaza its unique and cherished place in the community.

INNOVATE Corp., chaired by Palm Beach resident Avie Glazer, is committed to instilling its passion for the arts and education. Glazer stated, "INNOVATE expects to develop a world-class multi-purpose cultural and performing arts space that will be a tremendous addition to the entire Palm Beach community."

## Community

Situated on lands originally home to the Jaega people and incorporated in 1911, Palm Beach is a barrier island community located in southeastern Florida. The town has been known for many decades for its exceptional beauty, warm climate, and influential community of global leaders in government, business, and philanthropy. Since the late 1800's, Palm Beach developed as a beautiful winter resort, experiencing substantial expansion during the early 20<sup>th</sup> century, a period of growth during which many distinctive buildings and residences were established. Home to almost 10,000 year-round residents and 20,000 seasons visitors, the town is governed by an elected Mayor and a five-member Council. Palm Beach has an active historic preservation program, a dedication to public works and services, exceptional public beaches, and award-winning golf and tennis facilities. The 2020 census survey indicated over 90 percent of the town's population was non-Hispanic white, with that population close to 55 percent for Palm Beach County and for Florida overall. The town has a robust cultural scene with numerous art galleries and almost 200 charity events, many focused on the arts. The historic Society of the Four Arts, founded in 1936, presents exceptional seasonal artistic programs in addition to its library, children's library, and sculpture gardens.

Active performing arts ensembles and organizations and flourishing arts education programs work year-round to create a distinctive calendar of cultural experiences in the community.

The region, with neighboring West Palm Beach, Lake Worth, and South Palm Beach, is also home to exceptional arts and educational organizations including the Norton Museum of Art, the Kravis Center for the Performing Arts and Armory Art Center. Palm Beach Atlantic University, Palm Beach State College, and Florida Atlantic University in Boca Raton are the regional higher education organizations serving the growing community.

Sources: [townofpalmbeach.com/343/History-of-Palm-Beach](http://townofpalmbeach.com/343/History-of-Palm-Beach), [census.gov/data.html](http://census.gov/data.html)

## Position Summary

The inaugural Executive Director of THE INNOVATE will be an engaged leader who will build and establish the organization's role as a premier venue for performances and events at the heart of the community. A committed advocate for innovation in the arts and inclusive communities, the Executive Director will establish THE INNOVATE as a dynamic town asset and create inaugural partnerships and collaborative relationships within the community. They will be a vital team builder, a leader hiring a highly skilled staff, and a strategic thinker who can align resources with organizational priorities. The Executive Director will be comfortable cultivating and soliciting high net-worth prospective donors, foundations, and other sources of annual and capital funding. This individual will also build bridges and develop programs with local and regional organizations to achieve THE INNOVATE's strategic, programmatic, and financial goals. Most importantly, the Executive Director will be committed to advancing diversity of programs, audiences, governance, staffing, and other areas that foster an equitable and inclusive organization.

## Roles and Responsibilities

### Strategic Leadership and Programming Vision

- Guide all aspects of THE INNOVATE project launch and business model, building a shared vision for the future of THE INNOVATE through the creation of a comprehensive strategic and annual operational plan.
- Translate mission and vision into realistic goals and objectives ensuring that annual operating plans, benchmarks, and evaluative processes are developed in coordination with the board.
- Champion Equity, Diversity, Inclusion, and Access (EDI&A) strategies both internally and externally and support a culture that welcomes all.
- Serve as the primary spokesperson and ambassador for the organization maintaining a positive professional reputation in the local community.
- Cultivate effective relationships with key community businesses and organizations, participate in professional organizations, and develop strategic alliances.
- Monitor local, regional, and national initiatives and legislation that will have an impact on the operations and future plans of THE INNOVATE.
- Strategize with presenters, promoters, and producers to ensure that THE INNOVATE has the most effective mix of program offerings.
- Engage with board members to take on appropriate advocacy activities regarding relevant issues that impact THE INNOVATE.

### Revenue and Resource Development

- Develop and implement comprehensive earned and contributed revenue plans for individual and foundation grant funding, ticket sales, sponsorships, and rentals that support current and future organizational goals and community needs.
- Seek out public funding opportunities and strengthen relationships with local, state, and federal community and arts agencies.
- Oversee marketing and communication strategies that maximize ticket sales, concessions, program fees, rentals, and other earned revenue opportunities.
- Develop innovative partnerships with businesses and other institutions that enhance THE INNOVATE and its impacts.

## Organizational and Fiscal Management

- Guide the selection of all productions, programs, events, and educational activities in alignment with the organizational mission and community engagement goals.
- Oversee capital management within the approved budget to ensure maximum resource utilization and deliver safe and comfortable facilities.
- Provide a welcoming performance environment with appropriate amenities that maximize the audience experience.
- Ensure appropriate policies and systems are in place to facilitate all aspects of rentals and day-to-day operations.
- Provide overall fiscal management within the approved budget to ensure maximum resource utilization and maintain a positive financial position.
- Hire, mentor, and support qualified senior staff and maintain a cohesive team environment. Inspire staff to engage deeply with the local community to advance the mission of THE INNOVATE.
- Supervise administrative staff, mobilize volunteers, and oversee the effective use of financial and technological resources needed to achieve the organization's goals and objectives.
- Comply with all applicable intergovernmental and other laws governing the organization.
- Establish an administrative environment and decision-making process that promotes a positive working atmosphere and collegial staff relations.

## Traits and Characteristics

The Executive Director will be a self-starter, collaborative leader, and passionate advocate for performing arts and community engagement. This individual will be an excellent communicator who is able to engage with diverse people and build strategic partnerships. An innovative thinker who is receptive to new ideas and approaches, the Executive Director will be aware of emerging trends in the performing arts, as well as the critical nature of EDI&A. They will prioritize activities to achieve organizational success while being versatile, flexible, and adaptable to changing circumstances. A sincere leader and genuine listener, this individual will be committed to building authentic internal and external relationships.

Other key competencies include:

- **Goal Orientation** – The tenacity to achieve inspirational and attainable goals while building trust and demonstrating the ability to lead, motivate, and organize a diverse group of internal and external stakeholders.
- **Problem Solving** – The ability to define, analyze, and diagnose key components of a problem to formulate a solution.
- **Project Management** – The efficiency to identify and oversee all resources, tasks, systems, and people to obtain results on complex, deadline-driven project.
- **Resiliency and Conflict Management** – The capacity to understand, address and resolve conflict constructively and quickly recover from adversity.
- **Personal and Professional Accountability** – The ability to self-evaluate by utilizing and analyzing feedback and data and to take responsibility for actions and results.
- **Time and Priority Management** – The ingenuity to prioritize and complete tasks while meeting deadlines, creating an environment that is results-oriented and conducive to effectiveness.

## Qualifications

At least seven to ten years of progressive senior management experience in the creative industries, a performing arts organization, theatrical venue, or other cultural institution is required. A demonstrated commitment to EDI&A and familiarity with current trends and ideas within the performing arts field are essential. Qualified candidates will have a bachelor's degree (or equivalent experience) in business, arts administration, nonprofit management, or a related field. Demonstrated experience increasing revenues in a multi-disciplinary programming environment is needed. Excellent speaking, writing, and public presentation skills are essential. A proven record of a strong, entrepreneurial business acumen is also preferred.

## Compensation and Benefits

THE INNOVATE provides a competitive and equitable compensation package, with a salary estimate from \$240,000 to \$270,000 annually, and benefits that include paid vacation, sick leave, personal days, and holidays; health insurance, short- and long-term disability, and AD&D insurances; and an employee funded retirement plan. THE INNOVATE is committed to a comprehensive employee benefit program that helps employees stay healthy, feel secure, and maintain a work/life balance.

## Applications and Inquiries

To submit a cover letter and resume with a summary of demonstrable accomplishments (electronic submissions preferred), please click [here](#) or visit [artsconsulting.com/employment](https://artsconsulting.com/employment). For questions or general inquiries about this job opportunity, please contact:

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Email [TheINNOVATE@ArtsConsulting.com](mailto:TheINNOVATE@ArtsConsulting.com)

**THE INNOVATE is committed to equity, diversity, and inclusion throughout the organization and all aspects of its work, recognizing this commitment as essential to realizing its mission. THE INNOVATE believes in each individual's value and encourages applications from people of any age, gender identity, sexual orientation, race, ethnicity, religion, disability, veteran status, and any other characteristic or identity.**