

Organization

The Museum of Latin American Art (MOLAA) is the only American Alliance of Museums (AAM) accredited museum in the United States dedicated to modern and contemporary Latin American and Latino art. It recently announced that it is planning a \$65 million expansion thanks to a \$10 million grant to support education, culture, and career growth opportunities within modern and contemporary Latin American and Latino Art. The overall project will add a second story to the main building and expand the facility's footprint and services. The changes will also enlarge MOLAA's education space, create a new theater, a new storage and research center for MOLAA's nearly 1,600-piece art collection, create new garden spaces, and incorporate water and energy efficiency into the design, among others.

MOLAA's mission is to expand knowledge and appreciation of modern and contemporary Latin American art through its collection, groundbreaking exhibitions, stimulating educational programs, and engaging cultural events. MOLAA's vision is to be the leading museum for Latin American and Latino art in the United States and a movement builder internationally. This vision transcends specific goals to ensure renowned curatorial experiences and world class exhibitions, robust touring and travel programs, and a dynamic national and international board of directors.

Founded by Dr. Robert Gumbiner in 1996, since its inception, MOLAA has doubled its size and added a 15,000-sq. ft. sculpture garden which also serves as a community gathering space. In recognition of its outstanding educational programming and artistic quality, MOLAA was designated as one of only 140 Smithsonian Affiliate museums nationwide. In 2017, MOLAA successfully recruited Lourdes I. Ramos-Rivas, PhD as its President & CEO to lead the museum's expanded vision and future.

The museum's founder established a vision for the organization: to educate the American public about modern and contemporary Latin American fine art through the establishment of a significant permanent collection and the presentation of dynamic exhibitions and related programs. In 2014, MOLAA's board of directors approved an expanded scope of the museum's mission to also include Latino art. MOLAA attracted approximately 65,000 visitors annually to its exhibitions, festivals, educational, and other programs.

MOLAA's commitment to its community and to its educational partners is evidenced by its robust roster of opportunities to welcome and engage educators, students, and art lovers of all ages. Through its Dia de los Muertos celebration, plein air and family art workshops, All Rhythms Latinx Music programming, Evenings for Educator trainings, festivals, and bilingual summer art and culture camp, MOLAA touches the lives of thousands of people every year. Expanding its commitment to visual media, MOLAA established *Cine con Sentido*, designed to raise awareness issues of accessibility and inclusion for those with sensory disabilities. Partnerships with Help Me Help You food pantry, LA Library Foundation, Los Angeles Contemporary Exhibitions (LACE), and many others, MOLAA expands its scope and reach while serving and enhancing its community.

MOLAA's location is in its second iteration as a cultural institution. Between 1913 and 1918, the site was the home of Balboa Amusement Producing Company and later a silent film studio before becoming the Hippodrome roller-skating rink in the 1920s after the film studio departed, and finally as MOLAA's exhibition galleries, administrative offices, and store.

MOLAA is governed by a 13-member board of directors and operates with a staff of 45 employees. MOLAA is in strong financial shape with substantial reserves. It's \$4.2 million 2024 budget includes \$1.4 million derived from its \$24 million endowment, a contributed revenue goal of \$1.7 million raised from a variety of sources, and \$1.1 million in earned revenues from admissions, café, and other revenues.

Community

MOLAA is a diverse and vibrant community located in the eclectic and rapidly growing East Village Arts District of Long Beach, California — one of six business improvement districts in Long Beach. The City of Long Beach is the seventh most populous city in California and the third largest in Southern California, behind Los Angeles and San Diego. Long Beach boasts a thriving arts community with its own opera company, symphony, and numerous theater companies and museums. In addition to MOLAA, Long Beach hosts cultural institutions such as The Queen Mary, Long Beach Museum of Art, and Aquarium of the Pacific. Shops, galleries, festivals, and street fairs in the East

Village Arts District hold monthly art openings. On the second Saturday of every month, East Village spills into the street during Art Walk which invites artists, performers, and musicians to share their diverse, eclectic talent on the streets of Long Beach. The City of Long Beach and Arts Council of Long Beach continue to partner in support of the local cultural economy providing community project, artist, and recovery grant funding to ensure Long Beach's commitment to the arts and culture sector.

Sources: visitlongbeach.org; artslb.org

Position Summary

The Vice President of Development (VPD) will join a passionate and energized team and have an authentic dedication to the advancement of MOLAA's mission. Reporting to the President & CEO, the VPD will collaborate with and support the board of directors in building engagement, identification, cultivation, and solicitation of major donors annually and will direct fundraising initiatives to support the future expansion of MOLAA and its recently announced \$65 million campaign. As an integral member of the seven-person senior management team, the VPD will be a thought-partner in conceptualizing and implementing MOLAA's overall expansion plan with a focus on philanthropic support from individuals, corporations, foundations, and government agencies as well as through MOLAA's annual Gala event. In addition to building and mentoring the development team, the VPD will be responsible for developing and establishing strong relationships with a diverse array of donors, stakeholders, and professional peers in Long Beach, Southern California, nationally, and internationally.

Roles and Responsibilities

Public Visibility and Donor Relations

- Serve as one of MOLAA's primary ambassadors and solicitors, stewarding and nurturing existing relationships, as well as establishing and building new relationships with an eye toward broadening MOLAA's sphere of influence and donor base.
- Ensure that MOLAA's capital campaign and stewardship programs meet expectations, inspire investment, and build strong retention and high satisfaction via donor recognition and engagement opportunities.
- Engage, inspire, motivate, and mentor the board of directors, MOLAA colleagues, and President & CEO in their fundraising roles, creating a culture of philanthropy that drives activity and expands both internal and external investment in MOLAA's mission.
- Establish strong relationship management protocols and donor portfolios for the President & CEO, board members, and other relationship managers with the goal of cultivating and soliciting increased major gifts, especially for MOLAA's capital campaign.
- Spearhead strategies and implementation focused on building membership, as well as the annual fund, special events, exhibition sponsorships, and special programs.
- Collaborate with the CEO, Chief Curator, and curatorial staff to participate in planning for future exhibitions and strategic revenue models.
- Support earned revenue strategies across the museum and ensure excellent management of MOLAA members with the goal of converting members to high-level donors. annual fund, special events, exhibitions, expansion projects, and special programs.
- Embrace other public visibility and donor relations responsibilities, as needed.

Contributed Revenue and Membership Expansion

- Create, implement, and manage a comprehensive development plan strategically designed to significantly increase contributed revenue.
- Develop and manage fundraising activities and events associated with MOLAA's capital expansion project and in collaboration with outside fundraising counsel and an effective campaign plan.
- Build a strategic vision for foundation and government grant writing including compelling case statements for support that articulate MOLAA's mission and its commitment to Latin American and Latin contemporary art, education, and community investment.
- Inspire the development committee to explore new contributed revenue sources, create and monitor revenue and expense budgets, and provide accurate reporting and analysis for contributed revenue.
- Guide all aspects of membership and patron benefit programs, including stewardship, special events, cultivation, benefits fulfillment, donor interactions, and volunteer management.

- Embrace other contributed revenue and membership expansion responsibilities, as needed.

Team Resourcing and Technological Capacity

- Mentor, motivate, and manage the development team, building capacity and ensuring strong professional development and high workplace satisfaction.
- Utilize technology and systems to build a strong donor research platform, ensuring that MOLAA clearly understands the motivation, relationships, and philanthropic priorities of its donors and donor prospects.
- Ensure diversity of thought, action, and team in demonstrating the core values of MOLAA and the inclusive communities it serves.
- Establish data entry protocols that ensure the accurate integration of data; and oversee the maintenance and integrity of membership, donor, and prospect records.
- Assess current technology needs and refine development practices to ensure maximum operational efficiency and results.
- Embrace other team resourcing and technological capacity, as needed.

Traits and Characteristics

The VPD will be goal-oriented and highly self-motivated, balancing autonomy and collaboration with finesse. This individual will be inspirational, as well as both highly accountable with strong attention to detail and exceptional follow-through. In partnership with the CEO, the VPD will be a passionate visionary, focused on outcomes and confidently addressing and overcoming adversity driven by the desire and ambition to support MOLAA's growth. Serving as a skilled and articulate ambassador, the VPD will entrench themselves in the community, building connection to MOLAA's mission and skillfully navigating changing community dynamics as the City of Long Beach continues to grow. An experienced leader, the VPD will invest in the development team, energize colleagues, and impact a positive culture overall. Demonstrating collaboration, mentoring, and coaching as part of building a culture of philanthropy within the organization, the VPD will actively participate in the creation of high-functioning, results-oriented teams.

Other key competencies include:

- **Diplomacy and Influencing Others** – The dexterity to utilize tact to address sensitive issues while also affecting the way in which others form opinions and make decisions.
- **Problem Solving and Resiliency** – The capability to identify and analyze challenges and define solutions coupled with the ability to quickly recover from adverse circumstances.
- **Goal Orientation and Teamwork** – The acuity to identify and pursuing goals while collaborating with others to achieve them.
- **Futuristic Thinking** – The ability to envision ideas, concepts, and plans and bring them to life.

Qualifications

A strong track record of significant accomplishments in the identification, qualification, cultivation, and solicitation of donors and potential donors at all levels, particularly major gifts donors, are necessary. Experience with high-level major gift fundraising and capital campaign management is expected. Prior exposure to a museum setting or other arts and culture organization, along with bilingual fluency (English/Spanish), are strongly preferred, however MOLAA encourages all candidates with comparable experience in meeting the majority of the roles and responsibilities to explore this role. This individual must exhibit a passion for understanding and communicating the vibrant nature and diversity of Latin American art and be able to inspire stakeholders to invest in the mission of the organization. Strong computer skills, including Microsoft Office (Word, Excel, PowerPoint), donor database software, electronic and social media, and advanced tools for donor prospecting and research, are necessary.

Compensation and Benefits

MOLAA offers a comprehensive benefits package that includes an annual salary estimated to be between \$175,000 and \$210,000, commensurate with experience and accomplishments. Additional benefits include medical, vision, dental life, and long-term disability insurances, which are fully sponsored. Simple Individual Retirement Account with 3% matching which is 100% fully vested from time of enrollment. Long Beach offers an extraordinary quality of amenities and a dynamic Southern California lifestyle.

Applications and Inquiries

To submit a letter and resume with a summary of demonstrable accomplishments in arts and culture leadership and management (electronic submissions preferred), please click [here](#) or visit artsconsulting.com/opensearches. For questions or general inquiries regarding this job opportunity, please contact:

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MOLAA is committed to embedding the principles of diversity, equity, accessibility, and inclusion in all aspects of its work and organizational culture. Since its founding in 1996, the MOLAA has been grounded in the belief that art and learning are for everyone. Today, as communities across the nation focus on addressing systemic racism and inequality, MOLAA reaffirms its dedication to cultivating a welcoming space for all visitors across race, age, ethnicity, abilities, sexual orientation, gender identity, gender expression, political affiliation, religion, geography, and culture.