

### Organization

Winnipeg Art Gallery–Qaumajuq (WAG-Qaumajuq) is one of Canada’s leading art museums, dedicated to sharing powerful artistic stories and fostering meaningful connections between artists, communities, and audiences. Founded in 1912 as the Winnipeg Museum of Fine Arts, the institution is Western Canada’s oldest civic art gallery and has evolved into one of the country’s most significant cultural institutions. It moved to its iconic purpose-built building, designed by architect Gustavo da Roza, in 1971 featuring 28,694 square feet of exhibition space across multiple galleries, including a skylit gallery, mezzanine, main hall, and rooftop sculpture garden.

In 2021, the original Winnipeg Art Gallery expanded with the opening of Qaumajuq, a landmark Inuit art centre that added approximately 14,907 square feet of gallery space across four dedicated exhibition areas. With the opening, WAG-Qaumajuq grew its overall footprint to 185,000 square feet, making it the fifth largest art museum in Canada. As a LEED (Leadership in Energy and Environmental Design) certified institution, Qaumajuq is poised to become a model for the new museum in Canada, balancing the role of art and artmaking, as well as engagement and learning, with Indigenization and reconciliation. Created in partnership with Inuit communities and cultural leaders in Nunavut and across Inuit Nunangat, Qaumajuq houses and celebrates the world’s largest public collection of contemporary Inuit art while creating new opportunities for research, preservation, and cultural dialogue in, with, and for Indigenous, settler, and newcomer communities. During this period of unprecedented growth, the profile and reputation of WAG-Qaumajuq has flourished, but there are new, post-construction opportunities for broader community engagement, impact, and relevance that align with the dynamism of Winnipeg, Manitoba, and Canada.



Located in the heart of Winnipeg, WAG-Qaumajuq serves as a dynamic cultural hub where visitors engage with exhibitions, educational programming, and public events that highlight Canadian, Indigenous, and international artistic perspectives. Its permanent collection includes more than 28,000 works, along with nearly 10,000 additional pieces on long-term loan, 75% of which come from the Government of Nunavut Fine Art Collection. The permanent collection spans centuries, cultures, and media, including historical and contemporary Canadian Art, British and European art, decorative art, and photography. WAG-Qaumajuq has the largest public collection of contemporary Inuit art in the world, which constitutes 43% of its permanent collection, as well as a core of pre-1900 (16%) and Manitoban (16%), and non-Inuit BIPOC artworks in its collection. WAG-Qaumajuq advances a mission centered on access, learning, and the celebration of diverse artistic voices with a vision to expand its collections and impacts. Its archival holdings comprise more than 305 meters of records, and its library holdings include more than 19,000 books and periodicals.



WAG-Qaumajuq’s 2024-2029 Strategic Plan is structured around four core commitments of Equity, Care, Trust, and Responsibility. They serve as guiding principles to make sure that the Plan’s objectives are aligned with its values. WAG-Qaumajuq’s goals, actions, and impacts are focused on Making Positive Change, Communicating Accountability, Modelling for the New Museum, Applying Regenerative Actions, Focusing on Community, and Thought Leadership. Its Equity Action Plan provides a framework for meaningful change and advancement in its decolonization efforts, allowing it to flourish as a beacon of artistic excellence and cultural representation for the communities it serves.

WAG-Qaumajuq has an 18-member Board of Governors and a full and part-time staff of 97 with the Director & CEO overseeing eight leadership team members, including Collections & Exhibitions, Education & Programs, Indigenous Ways & Partnerships, Engagement & Advancement, Museum Services & Building Operations, Finance &

Operations, Human Resources, and Directorate. WAG-Qaumajuq is deeply appreciative of the relationship it has with Indigenous Nations, governments, and communities. Indigenous ways, ceremony, and knowledge are integrated into the fabric of WAG-Qaumajuq, including at the governance level. Indigenous Knowledge Keepers are invited into conversations and to collaborate on projects on an ad-hoc, regular basis. Ceremonial Leaders continue to pray at WAG-Qaumajuq in accordance with the teachings and direction established by the late Dakota Elder Wanbdi Wakita. WAG-Qaumajuq is honoured to work with these Knowledge Keepers and remains deeply grateful for their expertise, guidance, and leadership.

WAG-Qaumajuq's total revenue from all sources (operating, capital, and works of art) is estimated to be approximately \$11 million for the year ending March 31, 2026. WAG-Qaumajuq's revenue reflects a combination of private sector revenue, government funding, and grants, as well as earned revenue from various activities, including a retail store. Additionally, WAG-Qaumajuq entered into an agreement with The Winnipeg Foundation to establish various funds, including the Winnipeg Art Gallery Legacy Fund, and the combined fair value of all funds exceeds \$5 million. WAG-Qaumajuq also benefits from the Winnipeg Art Gallery Foundation, a separate, fully accredited foundation with its own board of trustees and governance that has contributed approximately \$2 million.

## Community

Manitoba is a place where vast prairie skies meet vibrant cultural life, creating a province that feels both grounded and full of possibility. Manitoba's population is ethnically diverse, shaped by both Indigenous heritage and waves of European and global immigration. In Winnipeg, the largest city in the province, history and creativity intertwine from the historic streets of St. Boniface to the striking architecture of the Winnipeg Art Gallery-Qaumajuq. Beyond the city, endless landscapes stretch from golden fields, stunning freshwater lakes and cottage country to the beauty of the north.

Situated at the geographic centre of North America and located at the confluence of the Red and Assiniboine Rivers, Winnipeg is home to more than 850,000 residents and serves as the capital of the province. Winnipeg is situated on Treaty One Territory, the traditional lands of the Nehiyawak, Anishinaabeg, Dakota, Lakota, Nakota, Anishininiwak, and Dene Peoples, and on the National Homeland of the Red River Métis. The province is home to Canada's highest percentage of Indigenous peoples. Over the years, Manitoba's Francophone community has thrived and today numbers approximately 110,000 Francophones and Francophiles with more than 40 French speaking communities across the province. At its heart lies St. Boniface, a dynamic neighbourhood in Winnipeg where history and culture come alive. Known for its deep roots and enduring heritage, St. Boniface is the largest Francophone community in Western Canada.

Known as the "Gateway to the West," and more recently, the "Gateway to the North," Winnipeg is a major transportation, economic, and cultural hub with a diverse population and a strong sense of community. The city offers a high quality of life with affordable living, diverse neighbourhoods, and access to quality education, healthcare, and public services, supported by a stable economy that includes key sectors such as manufacturing, logistics, finance, and creative industries. It combines urban energy with natural beauty and historic character. Its distinct neighbourhoods, from the Exchange District, a National Historic Site known for its early 20<sup>th</sup> century architecture, to vibrant areas like Osborne Village and St. Boniface, offer a mix of cultural experiences, dining, and vibrant businesses. Residents enjoy extensive green spaces, including Assiniboine Park, The Forks, and an expansive network of trails and riverwalks. Year-round recreational opportunities that embrace both summer festivals and winter activities. The city's central location and accessibility make it a key destination within Canada's national transportation network and for international destinations.



Arts and culture are deeply embedded in Manitoba's identity, where the province has built a reputation of artistic excellence. Winnipeg is home to internationally recognized institutions such as the Royal Winnipeg Ballet, Royal Manitoba Theatre Centre, Winnipeg Symphony Orchestra, and Canadian Museum for Human Rights, as well as a thriving community of local artists and cultural organizations. Festivals include Folklorama, Winnipeg Folk Festival, and Festival du Voyageur that celebrate the city's rich cultural diversity and heritage. Strong partnerships among

municipal and provincial governments, Indigenous communities, economic development entities, nonprofit organizations, and top-notch educational institutions, such as University of Winnipeg, University of Manitoba, Université de Saint-Boniface, University College of the North, and Red River College Polytechnic, just to name a few that integrate with and support the arts, cultural programming, and community engagement. With its welcoming spirit, cultural vibrancy, and growing economy, Winnipeg offers an inspiring environment for leaders seeking to contribute to a dynamic and inclusive community.

WAG-Qaumajuq is poised to play a pivotal role in the ongoing downtown revitalization, serving as a cultural anchor and source of community pride. These ambitious redevelopment initiatives extend across downtown, from The Forks, the Centennial Concert Hall, and the famous “Portage and Main” intersection, to the University of Winnipeg and encompasses transformative projects such as the reimagining of the historic Hudson Bay flagship store (Wehwehneh Bahgahkinahgohn). The development also includes a Health Centre of Excellence, new residential developments, emerging five-star hotels, a modernized mall, expanded greenspace, and an upgraded skatepark alongside numerous other initiatives that are reshaping the heart of Winnipeg into a vibrant, inclusive, and dynamic urban hub.

Manitoba is a vibrant and thriving province that also embraces both professional and amateur sport. From grassroots competitions to world-class championships, it hosts regional, national, and international events all year that draw athletes, fans, celebrities, and visitors from across the globe showcasing not only elite competition, but also the province’s energy, hospitality, and community spirit. Manitoba’s communities are supported by exceptional healthcare facilities, recognized internationally for their groundbreaking research, innovative treatments, and commitment to patient-centred care.

Sources: [winnipeg.ca](http://winnipeg.ca); [canada.ca](http://canada.ca); [sfm.mb.ca](http://sfm.mb.ca); [cbc.ca/news/](http://cbc.ca/news/)

## Position Summary

The Director & Chief Executive Officer (Director & CEO) is a community leader who provides vision and strategic direction to uplift and expand the collection and exhibitions of one of Canada’s foremost visual art institutions. In the near-term, they are empowered to transition the organization from a phase of physical expansion to one of growth, community relevance, audience development, and impact. The Director & CEO is a champion for scaling and activating WAG-Qaumajuq’s programs by engaging the community through innovative exhibitions that uplift its permanent collection, highlight international artists, engage in inclusive educational programming, and preserve and grow its renowned collection.

As the primary ambassador of the institution, the Director & CEO also cultivates relationships with donors, government agencies, other nonprofit and cultural organizations, artists, educators, and the broader public to ensure WAG-Qaumajuq remains a vibrant, relevant, and sustainable cultural hub. Reporting to the Board of Governors, the Director & CEO leads all aspects of institutional planning, growth, impact, and operations, including curatorial vision, fundraising, governance, community engagement, financial oversight, and organizational development. Central to this mandate is fostering a strong, inclusive organizational culture and advancing people development through leadership, talent management, and employee engagement, ensuring the organization is positioned to achieve its strategic objectives and long-term sustainability. Through a deep respect and a passion for the arts, the Director & CEO ensures that WAG-Qaumajuq continues to lead nationally and internationally in the presentation, preservation, and celebration of art and culture.

## Roles and Responsibilities

### Strategic Vision and Executive Leadership

- Serve as the primary listener, convener, and spokesperson for WAG-Qaumajuq with the media, members, funders, audiences, government agencies, and the many local, provincial, national, and international constituencies with whom it engages.
- Create a bold vision and a clear and compelling strategy for sustainable growth that fosters a strong sense of community, nurtures a deep sense of belonging, and unites people in shaping an inclusive and inspired future.
- Demonstrate a staunch commitment to the values of inclusion, diversity, equity, respectful workplace behaviour, and accessibility.
- Honour, engage, and inspire the diverse communities who live, work, study, and visit Winnipeg and Manitoba.
- Transition from building (facility) to growth strategy, audience development, impact, and relevance.

- Support and elevate new voices that celebrate local, regional, and national artists who have consistently inspired the broader WAG-Qaumajuq community, as well as exhibitions that bring international acclaim to Winnipeg and WAG-Qaumajuq.
- Determine appropriate ways to design, deliver, evaluate, and reinvent programs and services to meet the needs of a rapidly developing and demographically diverse community.
- Foster authentic relationships with Indigenous peoples, settlers, and newcomers by embedding them in all organizational practices, brought to life through dynamic exhibits, storytelling, and programs.
- Develop mutually beneficial strategic partnerships and actively engage in building a deeper sense of community with other cultural organizations and tourism agencies; primary, secondary, and post-secondary educational institutions; government leaders; and non-profit partners, among many others.
- Understand and advance WAG-Qaumajuq's unique position in showcasing Inuit art, and enrich other elements of its curatorial subject matter, style, and the art movements of a multi-genre gallery.
- Refine and execute annual and multi-year work plans with the board and staff to reinforce strategic priorities, achieve organizational goals, and drive and deliver meaningful impacts.
- Embrace other strategic vision and executive leadership responsibilities as needed.

### **Community Engagement and Revenue Revitalization**

- Grow the size, scale, and diversity of members through consistent, direct engagement and meaningful dialogue with the communities that WAG-Qaumajuq serves and seeks to serve.
- Identify new earned revenue opportunities through an array of activities that increase brand awareness, on-site visitation, mission-driven events, and international participation.
- Oversee an effective communication strategy that includes regular digital presence, social media, press releases, newsletters, and other communication tools to promote the dynamism of exhibitions, programs, and special events.
- Engage in capital campaign planning and oversee significant capital initiatives.
- Secure public and private funding, including direct involvement in identifying and cultivating donor prospects with foundations, corporate sponsors, and government agencies.
- Serve as a trusted bridge between WAG-Qaumajuq and Inuit and other Indigenous partners, artists, and advisors.
- Commit to Truth and Reconciliation, including integrating Inuit and other Indigenous knowledge systems and practices into institutional frameworks.
- Proactively identify, cultivate, and solicit individual major donors by enhancing authentic relationships locally, nationally, and internationally.
- Advocate for the arts and culture sector as essential to civic and national identity with and for Winnipeg and Manitoba.
- Engage with Inuit, First Nations, and Metis communities to deepen understanding of their cultures, history, and contemporary realities grounded in respect and a collaborative culture.
- Enable growing information technology initiatives that include resources for the ongoing digitization of the collection, donor management databases, artificial intelligence, and accessible online programs.
- Embrace other community engagement and revenue revitalization responsibilities as needed.

### **Team, Governance, and Organizational Resiliency**

- Build a workplace environment that fosters employee trust, satisfaction, and an elevated level of professional performance.
- Foster a strong, inclusive organizational culture and advance people development through leadership, talent management, and employee engagement.
- Celebrate and lead a diverse team to evolve an effective departmental structure, interdepartmental collaboration, and a resilient organizational culture.
- Commit to overall mentoring, coaching, and professional development opportunities with resources allocated equitably for staff at all levels of the organization.

- Guide collection stewardship, exhibition planning, and audience development in collaboration with the leadership team that results in a welcoming patron experience and long-term engagement.
- Advise an experienced and committed team of volunteers and professionals who deliver WAG-Qaumajuq's high-quality mission expected by patrons and artists alike.
- Nurture meaningful and authentic relationships with the Board and staff to ensure deep alignment between and within governance and management functions.
- Understand and partner with the board in its governance, policy making, and community ambassadorship roles by researching and recommending best practices, procedures, and plans.
- Engage in Board prospect identification, cultivation, and recruitment activities that result in a diverse and engaged group that actively serve as community ambassadors and represent the diverse nature of Winnipeg.
- Manage and advise the activities of board committees and task forces as appropriate and in alignment with WAG-Qaumajuq goals and objectives.
- Embrace other team, governance, and organizational resiliency responsibilities as needed.

### **Financial Oversight and Organizational Sustainability**

- Deliver robust monthly, quarterly, and annual financial reporting, paired with timely, meaningful financial and non-financial insights.
- Integrate clear analytics, empower the leadership team to make informed, evidence-based decisions while equipping the Board with the transparency and clarity needed to effectively fulfill its governance responsibilities.
- Collaborate regularly with the Board and finance committee regarding critical infrastructure and operational needs with plans for board consideration, adaptation, and approval.
- Establish financial and operational policies with appropriate checks and balances between departments and with the board.
- Direct the use of capital and operating funds and identify needs for facilities, equipment, technology, and operations.
- Commit to challenging colonial narratives and advancing the decolonization of institutional structures, systems, and policies, guided by equitable and inclusive approaches to resource allocation and decision-making.
- Ensure that the necessary organizational structure, policies, system controls, and procedures are in place and regularly reviewed for effectiveness and a comprehensive commitment to transparency and accountability.
- Participate in museum industry meetings, share and implement evolving museological practices, and ensure high standards with the leadership team.
- Embrace other financial oversight and organizational sustainability responsibilities as needed.

### **Traits and Characteristics**

The Director & CEO will build connections within the community as a collaborative, balanced, trusted, and articulate public spokesperson who delivers ambitious engagement and growth results. Resourceful, strategic, and focused on creative risk taking, they will get personal satisfaction from increasing relevance, visibility, and impact of the organization they lead while understanding the inherent challenges associated with change management. Keeping in mind the critical human, financial, and technological resources needed, the Director & CEO will be a receptive and innovative thinker and community connector. They will embrace new ideas and foster continuous institutional learning and individual professional development. Grounded with both business savvy and a demonstrated commitment to public service and community impact, the Director & CEO will navigate complex cultural and political contexts with skilled advocacy and diplomacy. They will prioritize and model integrity, as well as service to, and in conversation with, the community, artists, Indigenous leaders, Board, staff, and donors. Adaptable, communicative, and driven to evolve the organization and its people to deliver positive impacts, the Director & CEO is able to lead with resilience, inspire various stakeholders and rights holders into action, and advance WAG-Qaumajuq's mission and vision with clarity and purpose. They will lead with cultural humility, recognize personal limitations, and seek continuous learning.

Other key competencies include:

- **Professional and Personal Accountability** – The integrity to be answerable for personal and professional actions while readily modifying and adapting to change with resiliency, flexibility, and humility.

- **Leadership and Conceptual Thinking** – The capacity to inspire, build trust, and lead with confidence while analyzing hypothetical situations, collecting data, and observing patterns to understand important connections, highlight critical insights, and develop a path forward.
- **Decision Making** – The acuity to analyze all aspects of a situation, proactively engage stakeholders and rightsholders, and align institutional goals through consistently sound and timely decisions as WAG-Qaumajuq reimagines its future with and for the multitude of communities it serves.
- **Diplomacy and Resiliency** – The ability to effectively and tactfully handle difficult or sensitive issues, honour different perspectives, and demonstrate the adaptability in recovering from challenging situations.

## Qualifications

A minimum of 10 years of progressively responsible senior management experience in the visual arts, higher education, or relevant government agencies is required. Proven senior leadership experience in the arts, culture, non-profit, business, or the public sector is needed. Demonstrable results in strategic and community engagement, innovative revenue generation, successful capital campaigns, exemplary team supervision, participatory facility oversight, and dynamic artist relations are expected. A master's degree (or equivalent experience) in museum studies, business or arts administration, social science, history, Indigenous studies, or related fields is preferred. A combination of education, training, and experience with the knowledge, abilities, and altruism to perform this unique leadership role are deeply valued and will be seriously considered. Canadian citizens, permanent residents, or those who otherwise have a current legal right to work in Canada are welcome to apply. Multiple language skills are deeply appreciated but not required.

## Compensation and Benefits

WAG-Qaumajuq provides a competitive and equitable compensation package with an estimated base salary in the range of \$180,000 to \$230,000. In addition to Manitoba Health coverage, supplemental benefits include employer-subsidized health and dental coverage; life insurance for employees and dependents; accidental death and dismemberment coverage; and access to long-term disability insurance. WAG-Qaumajuq also provides a defined contribution pension plan, relevant professional memberships, vacation, holidays, and other benefits equitably afforded to all WAG-Qaumajuq employees.

## Applications and Inquiries

As part of an inclusive process, interested applicants are invited to inquire and/or submit a cover letter that uplifts their qualifications for the outlined position; a resume that highlights a chronological career progression, education, and associated accomplishments; and a curriculum vitae that demonstrates how the applicant's past experience has made a meaningful contribution to visual arts, Indigenous cultures, higher education, and/or society. To submit materials (electronic submissions preferred), please click [here](#) or visit [ArtsConsulting.com/OpenSearches](https://ArtsConsulting.com/OpenSearches).

WAG-Qaumajuq is committed to creating an inclusive and equitable experience for job applicants, staff, artists, and the many communities it serves. It welcomes applications from individuals of all backgrounds, especially those from equity-deserving groups. If your experience does not align perfectly with every qualification, we still encourage you to inquire, apply, and/or share your related experience. For questions or general inquiries about, or candidate nominations for, this unique leadership opportunity, please contact:

Bruce D. Thibodeau  
 Founder & Senior Advisor



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**WAG-Qaumajuq recognizes that land acknowledgements are part of an ongoing dialogue with Indigenous Nations and is grateful to live and work on these lands and waters. Institutionally, WAG-Qaumajuq is committed to acknowledging its colonial history and is actively working to interrogate its colonial ways of being while honouring the enduring relationships Indigenous Peoples have with this land.**