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# Art Gallery of Alberta

## Deputy Director and Chief Operating Officer

Photo: Robert Lemermeyer



## Position Summary

The Deputy Director and Chief Operating Officer (Deputy Director & COO) will be an innovative yet practical leader who embraces a vision for the Art Gallery of Alberta (the AGA) that focuses on the diverse community it serves. In close partnership with and reporting to the Executive Director & Chief Curator, the Deputy Director & COO will oversee all financial, facility, technology, marketing, communications, and human resource aspects of the AGA, as well as streamline operational activities that best meet both community and organizational needs. This includes reassessing and reinvigorating retail, restaurant, art sales, art rentals, events, venue rentals, and other revenue generating enterprise initiatives while ensuring the highest caliber visitor experience and market visibility for the AGA. The Deputy Director & COO will also collaborate closely with Exhibitions & Collections, Education & Learning, and Development & Donor Engagement, all of whom report to the Executive Director & Chief Curator, to integrate all areas of the AGA with a unified team that is focused on the AGA's long-term capital needs embedded in a solid strategic direction.

## Organization

The Art Gallery of Alberta is dedicated to excellent and innovative practice in programming, stewardship, and presentation of visual arts in Western Canada and throughout the nation. Located in downtown Edmonton, the AGA is adjacent to Sir Winston Churchill Square and City Hall Plaza, home to many world-class festivals and community events. Serving audiences across Alberta and beyond, the AGA creates a welcoming and engaging environment where people are motivated to transform their understanding of the world by connecting with visual arts. It envisions a future in which it will be the creative hub of Alberta, inspiring imaginations, engaging generations, and transforming people's lives through art. The AGA's strategic priorities are focused on sustainability, engagement, and inspiration as a destination cultural attraction.

Founded in 1924 as the Edmonton Museum of Arts Association, the organization was established by influential Edmonton citizens who viewed the AGA as a means to "promote the knowledge and enjoyment of, and cultivation of the fine arts and to preserve historical relics." Over the course of its history, the AGA occupied several locations, including the Hotel Macdonald and Secord House, where it became known as the Edmonton Art Gallery. In 1969, the AGA opened its first purpose-built facility on Sir Winston Churchill Square, designed by Edmonton architect Don Bittorf. The building received national and international recognition and marked a major milestone in the AGA's evolution as a modern art museum.

As the AGA grew, so did its permanent collection, which expanded through significant acquisitions and donations from artists, collectors, and supporters across Canada. The collection came to include important works by notable Canadian and international artists such as Emily Carr, Lawren Harris, Maxwell Bates, David Milne, Jack Bush, Kenneth Noland, and Frederick Verner, alongside a substantial photography collection featuring both Canadian and American photographers. By the early 2000s, the AGA's growing collection and aging facilities demonstrated the need for a larger, state-of-the-art building capable of meeting international museum standards and supporting a contemporary vision for public engagement with the arts.

In 2005, Los Angeles-based Randall Stout Architects was selected from an international competition to design the AGA's new facility. That same year, the Edmonton Art Gallery was officially renamed the Art Gallery of Alberta in recognition of a \$15 million contribution from the Province of Alberta. Construction on the new building began in 2007, and the reimagined Gallery officially opened to the public on January 31, 2010. Today, the AGA has approximately 20,000 square feet of exhibition space over six galleries and serves as one of Canada's premier visual arts institutions housing a collection of more than 6,500 works of art of Albertan origin (40%), Canadian origin (37%), and international original (23%). Approximately 25% of these works are pre-WWII, 37% from 1946-1980, 31% from 1981-2000, and 7% in the 21<sup>st</sup> century, and the collection encompasses a wide range of media ranging from paintings & drawings (36%) to printmaking (32%) to photography (25%), among others. The AGA has approximately 3,800 members and presents local and touring exhibitions, educational initiatives, and public programs that engage diverse communities and inspire generations through art.

The AGA has an 18-member Board of Directors led by Co-Chairs Peggy Garritty and Sheila O'Brien, and Catherine Crowston serves as Executive Director and Chief Curator in overseeing approximately 29 full-time employees in addition to a variety of part-time employees and volunteers. For the fiscal year ending December 31, 2025, the AGA reported total operating, endowment, and capital revenues of \$8.1 million, with 47% from contributions, membership, and special events; 36% from government grants; 9% from admissions, public programs, retail, art sales, art rentals, and catering; and 8% from investments and other income.



## Community

Located in the heart of Treaty 6 Territory, Edmonton (Amiskwacîwâskahikan) is one of Canada's youngest and fastest-growing cities and serves as the fifth largest in the country. The Edmonton region continues to evolve as a dynamic centre for arts, culture, and innovation, with communities representing Indigenous Nations, long-standing cultural communities, and newcomers from around the world. Edmonton's diversity is reflected through its festivals, organizations, artists, and major cultural events, including the Edmonton International Fringe Theatre Festival, Cariwest, the Edmonton Folk Music Festival, and year-round programming led by local arts organizations and collectives.

As Alberta's capital city and a metropolitan hub, Edmonton offers residents and visitors a wide range of cultural amenities, including post-secondary institutions, museums, galleries, theatres, libraries, and an expansive river valley park system. The city continues to invest in public spaces, creative industries, and community-building initiatives that support quality of life and civic engagement.

Known as "Canada's Festival City," Edmonton is home to a vibrant arts ecosystem that spans theatre, music, dance, visual arts, literary arts, film, and multidisciplinary practices. Community arts programs, artist-run centres, festivals, and cultural institutions contribute to a strong sense of belonging and identity across the region. The Edmonton Arts Council serves the entire community to bring art to a public that agrees that arts and culture make communities better places to live. A further 85% of surveyed Edmontonians agree that participating in arts and cultural activities builds a shared sense of community identity.

Sources: [edmontonarts.ca](http://edmontonarts.ca); [exploreedmonton.com](http://exploreedmonton.com); [Edmonton.ca](http://Edmonton.ca); [regionaldashboard.alberta.ca](http://regionaldashboard.alberta.ca); Photo: benedek

## Roles and Responsibilities

### Ideation, Strategic Direction, and Implementation

- Serve as a thought leader and collaborative partner to the Executive Director & Chief Curator, Board, and senior leadership team in assessing, recommending, and implementing clear short- and long-term plans that balance strategic objectives, capital needs, team cohesion, financial outcomes, and community impact.
- Reassess and reinvigorate admissions, memberships, and revenue generating enterprises based in a welcoming and inclusive visitor experience and market visibility.
- Engage in a collaborative and comprehensive change management process where all voices are welcomed, heard, and included in a cross-functional leadership team and community-focused organization.
- Focus on a visitor-centered plan in thoughtful dialogue with curatorial, education, marketing, and other senior leaders to support increased attendance and brand awareness.

- Cultivate partnerships and opportunities that expand revenue opportunities, both earned and contributed, that build financial resilience for ongoing programs, education activities, facilities, and the visitor experience.
- Oversee the writing and reporting of grants for departments and operational areas (i.e. capital, building, technology, human resources) with support from Finance and Administration, Executive Director & Chief Curator, and other departments as needed.
- Nurture authentic relationships with Indigenous peoples, settlers, and newcomers by including them in equitable organizational practices and policies.
- Ensure the vitality of a strategic plan that attains the vision to drive responsible growth, achieves sustainable financial success, and meets visitor expectations.
- Embrace other ideation, strategic direction, and implementation responsibilities as needed.

#### **Human, Financial, Technological, and Facilities Vibrancy**

- Oversee financial operations, including the preparation of the annual operating and capital budgets in collaboration with the Executive Director & Chief Curator, Head of Finance & Administration, Board Audit & Finance Committee, and senior leadership team.
- Monitor operating, endowment, and capital revenues and expenditures, as well as their impacts on the balance sheet and cash flow, and guide delivery of regular updates to Board and department leaders to ensure the most effective use of financial, human, and technological resources.
- Develop appropriate facility repair and replacement plans, in collaboration with the Head of Facility Operations and Head of Finance & Administration, and communicate priorities to the Head of Development & Engagement, as well as the Board's Building and External Relations Committees.
- Deliver transparent, comprehensive, concise, relevant, and timely information to the Executive Director & Chief Curator and the Board, so that they can effectively fulfill their policy-setting and community ambassadorship responsibilities.
- Manage Human Resources, ensuring that the overall staffing, structures, policies, systems, and procedures are in place, equitably distributed, and reviewed for effectiveness within a positive organizational culture.
- Inspire, mentor, evaluate, and guide a high-performing team that supports a culture of inclusion, growth, and continuous improvement in alignment with the AGA's values.
- Advocate for digital innovation and strengthen the IT and financial infrastructure of the AGA and capabilities to ensure effective and efficient operations.
- Embrace other human, financial, technological, and facilities vibrancy responsibilities as needed.

#### **Mission-Oriented Partnerships, Public Visibility, and Community Engagement**

- Develop an active community presence and build strong, positive relationships with business, university, tourism, and civic leaders to foster opportunities for ongoing support, new initiatives, and partnerships throughout the community.
- Guide Enterprise & Visitor Experience team with engaged alignment and increased revenue opportunities that benefit those who interact with the AGA in person, virtually, or otherwise.
- Oversee Marketing & Communications in developing and executing a comprehensive plan that will raise public visibility, engage the community, define the brand proposition, build trust, enhance reputation, and deepen loyalty.
- Commit to Truth and Reconciliation Commission recommendations, including integrating Indigenous knowledge systems and practices into organizational frameworks and resource allocations.
- Deepen and refine all aspects of communication to support and strengthen the AGA's brand and visibility.
- Embrace other mission-oriented partnerships, public visibility, and community engagement responsibilities as needed.

### **Traits and Characteristics**

The Deputy Director & COO will be an innovative and resourceful leader who is motivated by achieving visitor experience and revenue results, advancing organizational priorities, and maximizing the impact of the AGA with and for Indigenous communities, settlers, and newcomers alike. They will embody integrity and respond quickly to evolving operational, capital, and strategic needs while maintaining a strong focus on accountability.

Highly interactive and collaborative, the Deputy Director & COO will thrive in a visible leadership role that requires frequent communication, relationship-building, and cross-departmental coordination while contributing to a supportive and team-oriented environment. The Deputy Director & COO will be receptive to new ideas and adapt comfortably to changing circumstances. Embracing new ideas and guiding others to understand the importance of new opportunities, they will bring a forward-thinking approach with data-driven information and instinctive knowledge in their decision-making. The Deputy Director & COO will draw upon experience, insight, and sound judgment to navigate complex situations and support the AGA's continued growth and community impact.

Other key competencies include:

- **Visitor, Donor, and Community Focus** – The dexterity to anticipate, meet, and/or exceed a broad range of stakeholder and rightsholder needs and expectations in a welcoming and inclusive environment.
- **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.
- **Project, Priority, and Time Management** – The capacity to manage, prioritize, and deliver upon complex goals, align competing yet complementary priorities, mobilize team and financial resources, and achieve desired outcomes within allotted time frames.
- **Self-Starting** – The ingenuity to be creative, take initiative, analyze complex aspects of a situation, and make consistently sound and timely recommendations.
- **Leadership and Teamwork** – The ability to inspire and build trust, lead with confidence, act with integrity and authenticity, respect team members' perspectives, and make equitable decisions.

### Qualifications

A bachelor's degree (or equivalent experience) with at least 10 years of demonstrable senior management experience in revenue generating enterprises, finance, facilities, and operations in a multi-faceted visitor- and community-facing organization is needed. Candidates from galleries, museums, cultural institutions, or destination-based entertainment organizations are encouraged to apply. Strong financial management experience, including budgeting, analysis, and reporting that enables timely data-driven decision making with limited risk, is essential. A track record of decisive decision-making and effective judgment in complex organizational settings, including both internal and external interfaces, is a plus.

Experience with strategic planning, retail operations, rentals, food services, and process improvement methodologies and culture building is desired. Expertise with capital projects, ideally in a museum or cultural setting, as well as building relationships with government entities, universities, business, tourism, and commerce partners, is preferred. A proven mindset of continuous improvement, relying upon knowledge of evolving contemporary organizational practices and industry standards, both functional and sector specific, is appreciated. A candidate who does not meet all the qualifications but possesses transferable or equivalent skills, relevant leadership experience, and/or education is encouraged to apply.

### Compensation and Benefits

The AGA provides a competitive and equitable compensation package with an estimated base salary in the range of \$160,000 to \$200,000. Benefits include having access to extended health and dental coverage, life and disability insurance, travel assistance, and a range of wellness support options, including paramedical services and mental health resources. The plan also includes access to online health and wellness tools through EquitableHealth.ca and coverage options that support employees and their families through all stages of life and work.



## Applications and Inquiries

To submit a cover letter and resume, including demonstrable initiatives and accomplishments (electronic submissions preferred), please click [here](#) or visit [ArtsConsulting.com/OpenSearches](https://ArtsConsulting.com/OpenSearches). For questions or general inquiries about this unique opportunity, please contact:

Bruce D. Thibodeau  
Founder & Senior Advisor



52 Church Street, Suite 217  
Toronto, Ontario M5C 2B5  
Tel (888) 234.4236 Ext. 201  
Email [AGA@ArtsConsulting.com](mailto:AGA@ArtsConsulting.com)

[Click Here to Apply](#)

**The Art Gallery of Alberta is committed to promoting diversity and representativeness within our organization. We strive to provide and maintain a fair and equitable environment for all by valuing and respecting individual differences for our enrichment and that of the community we serve. The AGA respectfully acknowledges that we are located on Treaty 6 Territory, the traditional land of diverse Indigenous peoples, including the Cree, Nitsitapi / Blackfoot, Metis, Nakota Sioux, Iroquois, Dene, Ojibway/ Saulteaux/Anishinaabe. We also acknowledge all the Indigenous, Inuit, and Metis peoples who make Edmonton their home today. The Art Gallery of Alberta is an equal-opportunity employer serving diverse communities.**