

Director of Hancock Shaker Village

Position Description

Hancock Shaker Village

Hancock Shaker Village (the “Village” or “H.S.V.”) is one of the most comprehensively interpreted Shaker sites in the world. Founded in the 1780s, it thrived as an active Shaker community until the 1950’s. H.S.V. is listed on the National Register of Historic Places and was declared a National Historic Landmark District in 1968. The Village celebrates and demonstrates the life, history, values and traditions of the Shakers and their contribution to the American way of life. Known for their philosophy of pacifism, gender equality, community, spiritual devotion, consecrated labor, and simplicity, they are identified with the saying “Hands to work, and hearts to God.” Their belief that beauty emerged from utility inspired a design philosophy characterized by clean lines, exceptional craftsmanship, and practical elegance -- an aesthetic which over time has inspired artists, craftspeople, and architects, around the world.

Located on 750 acres in the Berkshires of Massachusetts, the Village comprises 20 restored historic buildings, a working farm (the oldest continuous one in the Berkshires), gardens, galleries, and a collection of over 22,000 objects ranging from furniture to textiles to world-renowned “gift drawings”. A newly renovated Visitor Center & Center for Shaker Studies opening this summer will enhance all the Village has to offer.

The Position

Hancock Shaker Village seeks a dynamic and visionary leader to serve as its Director. Reporting to the Board of Trustees, the Director will be responsible for advancing the Village’s resources and expanding its reach, leading it to the next phase of its growth and impact.

The Director will be a thoughtful, energetic, mission-driven collaborative leader, and will bring strategic judgment, organizational and financial acumen, fundraising capability, and a passion for history, preservation, and public engagement. They will be a resourceful and entrepreneurial leader who can leverage the Village’s assets to preserve the Shaker legacy and increase its impact and reach.

Responsibilities

Strategic and Financial Leadership

- Contribute to and implement the five-year strategic plan, enhancing the mission and reputation of H.S.V. while ensuring its financial and operational stability

- Identify and implement initiatives which will contribute to operating revenues – including imaginative programming, increased membership, and leverage of H.S.V. physical assets to create new and annuity revenue streams
- Prepare the annual budget for the Board's adoption
- Analyze financial performance against the budgets and adjust and act as needed

Advancement and Development

- Conceptualize, establish, and implement a robust fundraising strategy encompassing foundation grants, government support, corporate sponsorship, events and individual giving
- Identify, cultivate, and solicit individuals and organizations capable of making significant gifts
- Secure foundation and institutional funding to support operations, programs, conservation, and preservation initiatives

Communications and External Relations

- Develop and implement a broad-based marketing and communications strategy
- Enhance the “brand” awareness of H.S.V. through creative use of both conventional and social media
- Serve as the Village's spokesperson in philanthropic and community settings
- Cultivate strong relationships with community, local and relevant national leaders in the arts and cultural history fields
- Maintain positive relationships with key government officials and agencies in greater Berkshire County, the Commonwealth of Massachusetts, and other public sector players as appropriate
- Actively cultivate the Village's relations with Shaker collectors, scholars, and craftspeople

Programming and Education

- Conceive, develop, and execute creative programs to attract new audiences and increase attendance, as well as encourage repeat visitation
- Leverage the Village's land resources, as well as the development and maintenance of farm and garden programs, to create distinctive visitor experiences
- Provide opportunities and resources to educate the public and visitors – ranging from local schoolchildren to scholars – about the Shakers, their history, values and legacy

Collections and Exhibitions

- Oversee and maintain a high standard of excellence for the collections and exhibitions
- Oversee the acquisition, maintenance, preservation, and de-accession of collection items, ensuring that appropriate curatorial guidelines and best practices are followed
- Protect the collection, and expand it with masterpiece objects

Human Resources and Administration

- Recruit, develop, manage, motivate, and retain a high-performing team including staff and volunteers
- Ensure staff are assessed regularly against agreed performance goals, and that issues are addressed timely
- Ensure the Village follows federal and state guidelines for hiring and workplace safety
- Lead the day-to-day operations of the Village including staff management, buildings, and facilities maintenance, and administrative functions

Board Relations

- Collaborate closely with the Board of Trustees
- Provide regular updates on strategic initiatives, engagement, development, and financial performance
- Work with the Board to recruit new board members

Required Skills

- High level of energy and enthusiasm
- Excellent communication skills, both written and oral
- Proven ability to work cooperatively, diplomatically, and effectively with Boards, staff, volunteers, and in community relations
- Superb planning, time management, and decision-making skills
- Emotional intelligence, empathy, and a sense of humor
- Willingness to work a variable schedule, including weekend and evenings when needed

- Demonstrated knowledge of standards and best practices for museums, non-profits or similar organizations
- Preferred – knowledge of and passion for the history and legacy of the Shakers

Education and Experience

- Bachelor's degree; advanced degree in history, art, or a related field preferred
- 5+ years in a senior management position leading, managing and developing teams
- Proven ability to successfully manage the operations of non-profit organization
- Demonstrated ability to supervise, as well as work successfully with, staff, volunteers and diverse public constituencies
- Experience developing and implementing strategic plans
- Business management skills in developing and managing an annual operating business
- Strong record of success in fundraising and audience development

Additional Information

The annual salary range for this position is \$150,000 - \$200,000

Hancock Shaker Village is an equal opportunity employer and considers all candidates for employment regardless of race, color, sex, age, national origin, creed, disability, marital status, sexual orientation, or political affiliation.

Hancock Shaker Village has retained Claremont Search Advisors to support this recruitment. To apply, please send an email with a resume and cover letter to hancockshakervillage@claremontsearch.com. The search process will unfold with the utmost attention to candidate confidentiality.