



## executive search

**Organization:** Nantucket Historical Association ([NHA](#))  
**Title:** Executive Director  
**Reports to:** Board Chair, Kelly Williams  
**Location:** Nantucket, MA  
**To apply:** Please send resume and cover letter to [NHAED@pbrsearch.com](mailto:NHAED@pbrsearch.com)

The Nantucket Historical Association seeks an experienced, visionary, entrepreneurial executive director to lead the organization into a vibrant, dynamic, and sustainable future.

### Background

The Nantucket Historical Association (NHA) tells inspiring stories of Nantucket through its collections, programs, and properties. Over the past twenty years, the organization has gone through an extraordinary transformation, first with the building of the new museum and renovation of administrative offices and more recently with the creation of a wide array of public and educational programs. With a budget of \$4M, a professional staff of 30, AAM accreditation, and a stellar national reputation, the NHA is considered the premier nonprofit organization on the island of Nantucket. Visited by more than 54,000 people annually, the NHA is comprised of the famous Whaling Museum, which displays permanent and changing exhibitions; a research library; an extensive collection of objects; fourteen historic properties, including the oldest house on Nantucket; and nearly year-round public and education programs enjoyed by local residents and tourists alike.

### Position

Following on an exceptional period of growth that included the building of a new museum, the creation of dynamic public programming, and the completion of an ambitious capital campaign, the NHA seeks an executive director to work closely with the board, staff, and community to define and implement plans for the organization's future. The ED will serve as the primary face and voice of the NHA, cultivating partnerships and funder relationships with nonprofit and business leaders and year-round and summer residents. S/he will provide leadership and management to the staff, ensuring that people are working together to serve the overarching mission of the organization and that exhibits, programs, and the interpretation of physical properties enhance and amplify one another. In addition, s/he will bring rigorous business discipline to the organization, ensuring that the NHA maintains and builds upon its robust fiscal health. Finally, the ED will be a creative force aware of best practices and innovations in the field of museums and will draw on that knowledge to ensure that NHA remains a forward-thinking and acting organization.

### Key Responsibilities

- Work with the board and staff to create and implement the organization's next strategic plan. At the highest level, the strategic plan will define where the NHA wants to go and how it will get there. Key issues to be addressed are the role of technology in amplifying the organization's work and attracting audiences; the integration of public programs, education programs, exhibits and historic properties; the retention of high-quality staff in a remote location with a dearth of affordable housing; balancing the needs and interests of year-round and summer residents; and strategies for increasing the diversity of the board and engaging the next generation of donors.
- Effectively communicate the content of the strategic plan both internally and externally so that each stakeholder understands his/her role and responsibility in making the plan a reality.
- Be the organization's primary fundraiser, working closely with the board and staff to raise annual and restricted support from individuals, foundations, corporations, and government sources.



executive search

- In collaboration with the associate director and the management team, ensure the fiscal health of the organization and the proper functioning of all facilities.
- Lead and manage the staff so they are inspired to do exceptional work; be a positive and accessible presence in the office; communicate in an effective and timely manner so that staff understand board and executive decisions and can adjust their work accordingly; ensure staff members understand how their specific roles contribute to the overarching mission and purpose of the organization; set high standards for professionalism, work product, and collegiality and hold people responsible for maintaining them; and support staff in their careers, ensuring people have opportunities for professional development that enhance their growth and their work at the NHA.
- With warmth and emotional intelligence, become a valued and visible member of the Nantucket community with the ability to engage with people from a wide array of backgrounds.
- Energize those who care about Nantucket and the NHA, including members, volunteers, funders, partners, event committees, and board members.

### **Qualifications**

The ideal candidate will be a seasoned, creative, entrepreneurial leader with a passion for history and the ability to imagine NHA's future. Specifically, s/he will have:

- At least ten years of executive management experience with a track record of motivating results-oriented teams and taking an organization through its next stage of growth.
- Emotional intelligence, a winning personality, and the ability to engage with all kinds of people, from fourth generation islanders to new immigrants to summer residents.
- Extensive experience fundraising with the ability to cultivate relationships and to close contributions from all revenue sources.
- A strategic mind and the ability to balance long-term initiatives with short-term opportunities.
- An understanding of technology and how it can be implemented to help fulfill NHA's mission and attract audiences.
- Excellent management and interpersonal skills and experience leading a highly capable staff in a way that emphasizes collaboration and teamwork.
- Strong written and verbal communication skills and a persuasive and passionate communication style.
- A comfort with complexity and the ability to conceive and drive multidisciplinary projects forward.
- Past success working with a board of trustees with the ability to expand existing and develop new board member relationships.
- Unwavering commitment to quality programs and program evaluation.
- Passion, idealism, a sense of humor, integrity, a positive attitude, a mission-centric orientation, and self-directed work style.
- A BA with an advanced degree preferred; a willingness to embrace Nantucket and island living is essential.

A competitive compensation and benefits package will include housing in a just-renovated historic home within walking distance of NHA offices.