



MARBLES SPARKS  
imagination, *discovery* AND  
LEARNING THROUGH PLAY.



## CHIEF EXECUTIVE OFFICER POSITION ANNOUNCEMENT February 18, 2022

**Marbles Kids Museum  
201 East Hargett Street  
Raleigh, NC 27601**

*Marbles Kids Museum seeks a visionary and dynamic CEO to lead our next stage of growth and innovation, building on the museum's strong regional and national reputation as a playful learning destination and vibrant community hub. The next CEO will succeed Sally Edwards, who is stepping down from the role later this year after successfully leading Marbles through our first 15 years.*

The consulting firm of [moss+ross](https://mossandross.com) has been retained to assist with the search. Please send nominations or cover letter and resume to:

[MarblesSearch@mossandross.com](mailto:MarblesSearch@mossandross.com)

Position open until filled, with application review beginning February 28.

## Marbles Kids Museum

Position Description: Chief Executive Officer  
Hiring range is \$180,000-\$200,000 plus benefits.  
Applications will be accepted until the position is filled.

### Executive Summary

Marbles Kids Museum seeks a visionary and dynamic new CEO to lead our next stage of growth and innovation, building on the museum's strong regional and national reputation as a playful learning destination and vibrant community hub.

Marbles operates from a position of financial strength, with positive program momentum and emerging opportunities for growth. The museum has rebounded from the pandemic closure thanks to an outpouring of community support, federal COVID relief programs, leadership of an active and engaged Board of Directors and talent from the group of playful and innovative professionals called "Team Marbles."



The new CEO of Marbles will advance the museum mission to spark imagination, discovery and learning through play, while fulfilling our vision as an increasingly thriving organization that enriches, engages and inspires our community through one-of-a-kind playful experiences for kids and kids-at-heart.

### The Opportunity

The CEO is responsible for the strategic leadership and engaged management of Marbles Kids Museum's staff and resources to advance our organization's FUNdamental values, core initiatives and strategic goals.

#### Marbles FUNDAMENTAL VALUES

**We Play.** Marbles delivers powerful play experiences that spark joy in learning.

**We Learn.** Marbles pursues knowledge, seeks input, tests ideas and takes risks.

**We Grow.** Marbles embraces change and strives to achieve greater impact.

**We Inspire.** Marbles evokes happiness and energizes the human spirit.

**We Share.** Marbles welcomes everyone with an open, inclusive and collaborative approach.

The CEO will provide leadership for all aspects of Marbles Kids Museum, including fundraising and revenue generation; financial stewardship; organizational and programmatic leadership; and external engagement with the broader civic and educational community.



Now is a pivotal and promising time to lead the organization, as Marbles continues a robust rebound from the pandemic, with exciting opportunities for growth on the horizon.

Working with a dedicated Board of Directors, senior staff and key partners, the CEO will be responsible for the development and oversight of strategies to sustain and strengthen organizational health and impact, while uniting stakeholders in support of a compelling vision for our future.

### Essential Job Responsibilities

#### *Strategy*

- In partnership with the Board of Directors and staff, lead the development and implementation of future strategies and vision for Marbles to achieve increased impact in a financially sustainable and innovative manner.
- Initiate, cultivate and support innovation and change to provide unique and fresh experiences that anticipate and respond to the needs and interests of guests, staff, educators and community leaders.
- Oversee the strategic allocation of financial, physical and intellectual resources to drive organizational growth and impact efficiently and effectively.

#### *External Relations*

- Engage key stakeholders and generate widespread community support to strengthen and sustain Marbles' role as an anchor institution locally, an integral part of the regional cultural and educational landscape and a prominent player nationally in our field.
- Act as Marbles' chief spokesperson, serving as a leader among peers in the field and an ambassador to the public, government, media, education and business leaders.
- Influence the organization's promotional platforms and strategies to help deepen audience engagement, build brand equity and achieve visitation and revenue goals.

#### *Financial Health*

- Assume a critical role in fundraising efforts, in partnership with the Board and the development team to ensure ongoing and increased financial support through cultivation of private and public partners and strategic grant opportunities.

- Spark new ideas that leverage core competencies to introduce innovative and cost-effective revenue programs and partnerships.

#### *Organizational Leadership and Development*

- Actively champion and foster a culture of inclusion, collaboration, innovation and professionalism; prioritizing structures and policies that attract, motivate, support and retain diverse and talented team members.
- Provide expertise and resources to ensure Marbles' business practices and operational functions are leading examples of best practices in nonprofit management and financial stewardship.
- Encourage program innovation and team collaboration to advance strategic goals while fostering creativity and risk-taking.
- Lead and equip senior staff to prioritize and accomplish key initiatives while regularly measuring and analyzing the return on investment of talent and resources.
- Steer improvement in physical facilities, systems and technologies to support the Marbles mission, enhance the guest experience, prepare for future growth and provide a healthy, appealing work environment.

#### **Experience and Skill Requirements**

- A record of senior-level management in complex environments, with knowledge of the nonprofit sector and experience engaging and working with a Board of Directors.
- A proven innovator and visionary with the ability to lead and inspire staff, engage and effectively utilize volunteers, and create a broad base of support for mission-based work.
- A highly creative thinker who can translate strategic insights and vision into executable business plans with measurable results and can clearly communicate strategic direction to internal and external stakeholders.
- Demonstrated commitment to cultural competency and learning to foster an organization that values diversity, equity, inclusion and belonging.
- Demonstrated ability to integrate a culture of innovation and calculated risk-taking with successful business operations and strong financial performance.
- A track record of attracting, retaining, and motivating talent in a culture that values idea-generation, innovation, and fun.
- Ability to be decisive in setting priorities, able to delegate responsibilities, foster accountability, and allocate resources to ensure results and drive impact.
- A track record of being engaged, accessible, and committed to maintaining a visible presence as a hands-on, approachable leader.



- An exemplary public speaker with equal capacity to engage in one-on-one communications.
- An ability to resonate with a diverse range of funding sources including individual donors, foundations, corporations, and government funders with a record of success creating and growing earned revenue opportunities.

### **Personal Characteristics**

- Dynamic leader who can create a compelling growth vision with a positive “can do” mindset.
- Advocate for the Marbles mission with a spirit of entrepreneurship, innovation, creative problem-solving and the motivational skills to drive change.
- Engaged risk-taker who derives energy from generating and inspiring ideas with a talented and imaginative team.
- Inspiring communicator and insightful coach with the clear capacity to command the respect of the organization at all levels.
- High energy, charismatic, focused, and driven leader with a strong work ethic and willingness to lead by example.
- A person of sound judgment and confidence, with humility and commitment to continuous personal and organizational development and improvement.
- A playful professional with a sense of humor.

### **About Marbles Kids Museum**

Marbles Kids Museum is a vibrant nonprofit children’s museum and IMAX theater in downtown Raleigh, NC. Marbles provides award-winning, play-based learning experiences, with one-of-a-kind exhibits, creative programs, spectacular special events and larger-than-life movies on NC’s only certified 3D giant screen.



Marbles opened in 2007 with a mission to spark imagination, discovery and learning through play. An outpouring of community support and desire for a new children’s museum helped transform a former museum building into a fresh, vibrant destination for hands-on, minds-on learning. Today, Marbles ranks among the top family destinations in North Carolina and is recognized nationally for our bold approach to play-based learning. Pre-pandemic, Marbles welcomed nearly 704,000 annual guests across museum visitation, summer camps, field trips, special events, IMAX movies and *Marbles Full Circle Access* programs. Closed for six months in 2020 due to the pandemic, Marbles pivoted to provide widespread digital and at-home play resources, while also hosting onsite remote school support programs. Since reopening in September 2020, Marbles has rebounded in visitation, program enrollment and event participation, successfully navigating the complexities of operating during the pandemic thanks to dedicated staff and community support.

Marbles serves a diverse population of children, families, community organizations and school groups. Our work is grounded in the knowledge that play is an essential part of childhood development, and we maintain a bold commitment to access and inclusion to ensure every child has the chance to experience our positive and uplifting learning environment. Core museum exhibits and programs are designed for children 0-10 and their caregivers; museum and IMAX field trips serve students pre-K through grade 8; and our award-winning youth volunteer and leadership development programs serve middle- and high-school students. Marbles IMAX educational documentaries and feature films attract a variety of moviegoers, and our stunning facilities play host to spectacular special events.

Marbles is led by a dedicated and experienced team of creative educators, designers and nonprofit professionals responsible for overseeing a FY2022 annual budget of approximately \$6 million (with expectations to return to pre-pandemic level of \$9M as public health conditions improve.) As a 501(c)3 nonprofit, Marbles is governed by an active and diverse 30-member Board of Directors with broad functional expertise. Committees of the Board of Directors serve as working groups to advance organizational initiatives in the areas of finance, fundraising, facilities, communications and learning programs.



Prior to the pandemic, Marbles conducted extensive master planning with the goal to renovate and expand our facilities. The future holds excitement as we revisit expansion goals at our current vibrant downtown location while also considering community-driven desire for Marbles to consider new and/or multiple locations.

### **About Raleigh, NC**

The City of Raleigh is the capital of North Carolina, home to several colleges and universities, as well as abundant arts, culture and recreational opportunities. Fueled by an impressive mix of education, ingenuity and collaboration, Raleigh and the surrounding “Research Triangle” region routinely rank among the nation’s best places to live, work and play. Yet while our region continues to grow and offer a superior quality of life, our cost of living remains below the national average.

As the state capital, Raleigh is home to several outstanding museums. Marbles Kids Museum operates as a private 501c3 nonprofit in partnership with Wake County government, while the other three large museums (Art, History and Natural Sciences) are chartered and funded by the state and operate as government entities.

Education is a priority in Wake County. As a result, our K-12 schools, colleges and universities are rated as some of the best in the nation. Approximately 50% of the population over the age of 25 holds a bachelor's degree or higher, easily placing us as one of the most highly educated communities in the country. With three major medical systems, including two top-rated teaching hospitals, within 30 minutes of each other, Wake County also offers access to some of the best healthcare in the country.



### **Compensation and Benefits**

Hiring range for the Chief Executive Officer is \$180,000 - \$200,000 commensurate with experience and abilities. Marbles Kids Museum provides a generous benefits package that includes comprehensive medical care and a 401K retirement savings program with an employer match.

### **Applications**

In one document please submit a cover letter, resume and how you found out about the position. Applications will be reviewed beginning February 28 and accepted until the position is filled. Send via email to:

Mr. Douglas Driver, Search Committee Chair

[MarblesSearch@mossandross.com](mailto:MarblesSearch@mossandross.com)

A short presentation and writing samples may be required from semi-finalists who will be notified after the application deadline. At least five references will be required for finalists. Background checks will be conducted before a final offer is made.

### **Equal Employment Opportunity Statement**

Marbles Kids Museum is an Equal Opportunity Employer and prohibits discrimination and harassment of any type. Marbles Kids Museum does not discriminate against any employee or applicant for employment opportunities because of race, color, religion, sex, national origin, age, sexual orientation, gender identity, status as a veteran, disability, genetic information or any other federal, state or local protected class.