POSITION PROFILE
President & CEO
Museum of Science and Industry
Chicago, Illinois
ABOUT THE MUSEUM OF SCIENCE AND INDUSTRY

The Museum of Science and Industry (MSI or the Museum) is one of the best known and most loved science and technology museums in the world. The largest institution of its kind in the Western Hemisphere, MSI is the place where generations come to see what’s next.

As the museum for the future, MSI aspires to excite people to envision the future through engaging experiences, programming, masterful storytelling and exciting exhibitions. MSI has welcomed more than 180 million guests from around the globe since opening in 1933. Since then, it has been a home for curiosity and innovation, putting science in visitors’ hands through interactive exhibits, engaging educational programs and community outreach. Its mission is to inspire the inventive genius in everyone by presenting captivating and compelling experiences that are real and educational. Even bigger than MSI’s mission is its vision—to inspire and motivate our children to achieve their full potential in the fields of science, technology, engineering and medicine. The organization’s 400 employees are inspired by and live MSI’s vision and mission.

MSI is housed in the only remaining building from the 1893 World’s Columbian Exposition. It was built as the Palace of Fine Arts by Burnham & Root architect Charles Atwood. In 2020, facilities include over 400,000 square feet of exhibit space, Chicago’s only five-story Giant Dome Theater, restaurants, four gift shops, a student and teacher e-learning center with videoconferencing capability, an 800-seat auditorium and two smaller theater spaces, 14 Learning Labs for education programming, connected indoor parking and myriad other guest services.

The major exhibits of MSI are world renowned. Its permanent exhibits—Science Storms, U505 and Numbers In Nature which features the Mirror Maze math exhibit and YOU! The Experience—are the most interactive and hands-on in the world and have won 28 international design awards, including every top award in the museum field. Future exhibits include Pixel Studio—an 8k resolution immersive environment that will take digital experiences to a new level. This unparalleled platform is a powerful tool to keep pace with a rapidly changing world. Other initiatives include plans to build the leading youth-focused hub of innovation in Chicago—an 8,000 square foot launchpad for a robust and diverse new generation of thinkers, creators and game-changers. MSI is also in the initial phase of committing an entire wing of the institution to improving the relationship humans have with Earth and exploring the solutions needed to combat climate change.
More than a museum, MSI is also a leading educational institution that is revolutionizing science education through its robust array of education programs. Impacting over 700,000 children per year—within the Museum, in the city and suburban schools through teacher training, and in the afterschool space throughout the city’s neighborhoods—MSI is the single largest provider of STEM education support for the City of Chicago youth and educators. The nationally recognized Welcome to Science Initiative helps children achieve their full potential in science by creating learning experiences both inside and outside the classroom and removing barriers that exclude them from participating. The Initiative develops and facilitates a number of programs including science teacher education courses; youth development programs; student Learning Labs; after-school science clubs; making and design thinking; STEM career pathways; engaging guests in science at the museum; and conducting research and evaluation. Together, these are the ways MSI brings science to life for children and all those who are essential to their success, including their families, teachers, schools and communities, all while pursuing its larger vision.

It is a Museum priority to be at the forefront of inclusive strategies to increase the accessibility of high-quality educational programming. MSI believes providing access is critical. Targeting underserved and underrepresented youth, MSI has 52 free days each year and welcomes more field trip students than any other Chicago museum. In 2019, 39% of the nearly 1.3 million guests visited for free.

Students and teachers from Chicago Public Schools make up the largest percentage of MSI’s Welcome to Science participants. MSI works with educators and administrators at various levels in the district to ensure alignment and foster participation. To date, MSI has trained over 1,200 middle school science teachers who had no professional background in teaching science. Nearly 60% of all Chicago K – 8 public schools have MSI trained teachers in them. Serving the third largest school district in the country, with a 90% minority and 80% low-income student population, MSI’s program firmly establishes it as a major force in STEM education.

The Museum for the Future

MSI is positioning itself as a provocateur and futurist Museum. In this next chapter, the goal of the Museum is to create breakthrough programs and experiences that advance MSI’s mission and vision in powerful new ways resulting in radical new access to science education, reaching a greater, more diverse audience.

To achieve its goal, MSI has laid out the following objectives:

• Develop and grow MSI’s audiences even further by embracing opportunities for experimentation and collaboration to create new methods of engaging guests and communities.
• Building upon a growing internal body of expertise and connections with world-class technology partners, pioneer new digital platforms and experiences that inspire and excite guests and students.
• Create an exceptional guest experience through all of the moments and ways guests encounter MSI, including guest-facing opportunities (e.g. website, ticketing, parking garage, staff engagement, retail), education programs and behind-the-scenes operations.
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• Value and engage a diverse workforce that seeks collaboration and demands inclusion in all of MSI’s work, ensuring that they hear from people with different experiences, abilities, backgrounds, cultures, and perspectives.

• Involve the entire staff in the effort to fundraise for MSI’s future in order to support the world-class exhibits, nationally recognized Welcome to Science Initiative programming and historic facility.

• Ensure optimal use of MSI’s resources, including staff, budget, facility, technology and equipment.

In recent years, the Museum launched Limitless, a successful $380 million capital campaign designed to modernize MSI’s historic building, grow its endowment, and support a new generation of cutting-edge experiences and programs. In its final stages, the campaign has been a resounding success, and includes a $125 million gift from the Kenneth C. Griffin Charitable Fund, the largest single gift in the history of the Museum.

MSI is located on Lake Michigan at 57th Street and Lake Shore Drive in the beautiful Hyde Park Neighborhood. The University of Chicago and the neighborhood are going through a renaissance of new growth—expanded student body, beautiful new dorms and apartment buildings, new hotels, expanded restaurant and retail establishments, and the soon to break ground Obama Presidential Center across the park from the Museum.

In 2020, as part of a planned succession to President & CEO David Mosena, who has led the Museum for 22 years, MSI will welcome its next leader.

For more information on the Museum of Science & Industry, please visit msichicago.org.
THE OPPORTUNITY

The President & CEO role is a rare opportunity to take the helm of a vibrant, healthy, world-renowned organization and steer it into the future.

Under the current leadership, the Museum has successfully established a wealth of staff and volunteer talent, partnerships, a strong, supportive and engaged Board of Trustees and a broad base of donor support. The next President & CEO will have the unique opportunity to build on this strong foundation.

The President & CEO will assume responsibility for articulating MSI’s mission, vision and values to all constituencies. Reporting directly to the Board, the President & CEO will lead overall strategic, operational, financial and managerial responsibility for MSI.

Key responsibilities of the President & CEO include, among others:

**Strategic Leadership:**
- Ensure the continued position of MSI as a leading cultural organization and world-class destination.
- Serve as a creative thought leader providing innovative leadership to grow and guide the Museum’s relevance and impact in its next chapter.
- Lead the Board and staff in identifying and implementing strategic initiatives that expand the Museum’s capacity to serve the community.
- Facilitate ongoing conversations and develop organizational steps toward a continued commitment to equity and diversity.

**Operations Leadership:**
- Provide ultimate leadership for all aspects of operations of a major, complex institution, including financial oversight of a $50+ million annual operating budget, facilities, public relations, staff oversight, exhibitions, education and special events.
- Ensure that long-range plans are in place and that institutional resources are efficiently deployed to meet the Museum’s mission.
- Work with staff to ensure the quality, scope and suitability of education programs that reflect the programmatic focus of the Museum.
THE OPPORTUNITY

Fundraising & Revenue Generation:

- Serve as the leading voice and external face of the Museum.
- Cultivate long-term relationships to ensure the financial viability of the Museum.
- Ensure successful fundraising from individuals, corporations, and foundations, as well as other sources.
- Cultivate new sources of revenue by creatively and strategically expanding and deepening the existing donor and visitor base. Expand and develop fundraising opportunities through new and ongoing strategic partnerships.

Board Relations:

- Ensure the continued development of the Board of Trustees by identifying and cultivating new and existing members.
- Facilitate governance best practices through effective communication and collaboration with the Board.
CANDIDATE PROFILE

The ideal candidate will have the following professional and personal qualities, skills and characteristics:

A Visionary

The President & CEO is a strategic and influential leader who is able to develop and articulate an innovative vision for the next chapter of a complex, iconic institution. S/he can work closely with a wide variety of constituents to develop and deliver a strategic plan’s implementation and evaluation. S/he actively and strategically seeks out partnerships and builds coalitions to advance the mission and strategic priorities. The President & CEO will recognize the uniqueness of MSI’s position in its local neighborhood, Chicago and the broader cultural landscape nationally and globally, proactively seeking out opportunities to increase its reputation and impact.

A Leader

The President & CEO is an executive with strong staff, operational and financial management experience. S/he has the ability to set clear priorities, delegate and guide investment in people and systems. The President & CEO has a track record of financial planning, oversight and accountability of large and complex organizations and will ensure fiduciary responsibility and sound financial management practices and accountability to the Board. With the ability to clearly communicate with a Board and staff, the ideal candidate is skilled at building and leading high-performing teams of the highest degree of professionalism and guiding team members’ growth and development. The President & CEO has keen analytic, organizational and problem-solving skills which support and enable sound decision-making and empower others to contribute to the overall success of the institution.

A Passionate Ambassador

The President & CEO will bring a proven record of engagement to the role and be a natural ‘ambassador’ for the institution. The ideal candidate is creative, ambitious and experienced in establishing strong working relationships in furtherance of an organization’s mission. This leader is humble, has strong ‘people skills’ and outstanding communication abilities. The President & CEO exemplifies leadership and inspires trust and confidence across a diverse range of stakeholders. Importantly, s/he enjoys fundraising and can enthusiastically convey the importance of MSI’s work to existing and potential new funding sources including major donors, foundations and other sources. As the lead spokesperson for MSI, the President & CEO will inspire trust and confidence and excel at developing strategies to amplify MSI’s brand and reputation in the field.
A Relationship Builder

The President & CEO will have the ability to inspire staff, Board of Trustees and the communities MSI serves to achieve new heights for the institution. This leader will have an inspirational approach to building a culture of collaboration and buy-in and generating support from a variety of stakeholders. The President & CEO will always ensure that the Museum remains vibrant, engaging and thriving. With a fundamentally positive personality and disposition, the ideal candidate will be a charismatic leader who can establish rapport and open communication with all constituents and successfully convey MSI’s mission and objectives. The President & CEO will exhibit a ‘servant leadership’ style and will strengthen and retain an empowered team that will implement the course of action for achieving the vision. An engaging and supportive leader, the President & CEO will have a track record of motivating and inspiring others to achieve impact through creativity, teamwork and by leveraging individual strengths to meet organizational goals.

Passion for the Mission

Fully embracing the mission of MSI, the President & CEO will be a bold thinker, curious by nature and have an unwavering commitment to achieve the goals of the institution. The President & CEO will bring expertise around promoting diversity on numerous levels as part of the work of MSI and will promote inclusion to represent the population of Chicago. A museum advocate and enthusiast, the President & CEO will have a consistent focus on the future and how to best adapt and grow MSI. This leader will be driven by the legacy of the Museum, and by the opportunity to expand its impact in the local community and beyond. The ideal candidate is an individual of unquestioned integrity, ethics and values; someone who can be trusted without reservation.
Koya Leadership Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Alison Ranney, Cheryl Stevens and Alison Salisbury are leading this search. To make recommendations or to express your interest in this opportunity please email msiceo@koyapartners.com. All nominations, inquiries, and discussions will be considered strictly confidential.

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