

The Avenue Concept Seeks an Executive Director

About The Avenue Concept

The Avenue Concept (TAC) was born in 2012 with the belief that underutilized spaces could be transformed into vibrant places through public art and community connectivity. The initial idea was to bridge the gap between artists and public and private sectors by creating infrastructure and interest in public art.

Since then, TAC has connected hundreds of artists, civic and business leaders, advocates, and property owners to execute high-quality public art experiences that connect people to their communities, evolving into a trailblazing leader in Providence and in the public art sector. TAC has produced over 300 public artworks and experiences, dramatically changing the look, feel, and engagement with the Providence cityscape. TAC has developed a reputation for authentically engaging with artists and community voices in the artistic process. As a result, the organization has contributed to and is uniquely positioned to respond to the growing demand for public art in Providence and beyond.

TAC's mission is to produce exceptional visual public art and experiences with artists and communities designed to inspire joy, dialogue, and inclusion. The organization operates a \$1m annual budget and is collaboratively run by a staff of 8 (6 full-time, 2 part-time) and a contract bookkeeper. TAC's Executive Director reports to a highly engaged eight-member Board of Directors. For more information about TAC's mission, values, impact, and team, please visit the [website](#).

Opportunity Going Forward

As founder Yarrow Thorne offers, the first ten years were the proof of concept to show that public art could provide a compelling backdrop for vitality and connection. In 2022, TAC embarked on a strategic planning process focused on exploring new possibilities for the organization and public art. The team spent the year talking with neighbors, leaders, business owners, artists, and others in the community, asking big questions, sharing complex and vital conversations, testing new project models, and documenting and critiquing the organization's approach.

This effort helped refine the organization's focus and laid the foundation for a new strategic plan. TAC's future will be guided by the principles of Excellence, Pathways, and Access and involve multi-faceted efforts to realize these three pillars:

- Engage in conversation and respond to the world around us
- Develop talent and capacity for future success
- Expand and strengthen avenues using public art

By enacting this strategic plan, TAC will build avenues to share ideas and histories, celebrate pride, improve safety and business activity, and provide real, measurable value. The team will lean into new ways to lead, execute, and provide opportunities for the next generation of arts leaders. Finally, the organization will deepen relationships with organizations and individuals to give voice to what, who, and how art is made in neighborhoods.

The new Executive Director (ED) will lead these efforts in collaboration with the staff and board, holding responsibilities that include overall management of the organization, strategic and fiscal planning, advocating for the organization's mission and goals, and overseeing fundraising activities. The ED will succeed founder

Yarrow Thorne and report to the board of directors. Yarrow remains committed to the success of TAC and looks forward to supporting the new executive as she/he/they deem appropriate.

Desired Credentials/Profile of the Ideal Candidate

There are innumerable ways to learn, grow, and excel professionally. We respect this when we review applications and take a broad look at each applicant's experience. We will most likely be interested in your candidacy if you demonstrate most of the qualifications listed below.

- Deep commitment to the mission, vision, and values of TAC
- Connection to and/or experience with art, preferably in public/community-driven settings
- At least 5 years of leadership experience at a nonprofit of similar or larger size, ideally including:
 - Staff management responsibilities
 - A proven track record of success as a fundraiser for an organization(s) with a budget > \$1m
 - Experience advancing Diversity, Equity, Inclusion & Belonging principles/practices
- Prior successful experiences in community engagement, including effectively navigating partnerships with cities, municipalities, community leaders, and partner organizations
- Professional or lived experience within Black, Indigenous, Asian American and Pacific Islander, Latina/Latinx, immigrant, or LGBTQ2S+ communities
- Connection to and knowledge of communities and leaders in Rhode Island and/or Providence is *a plus*

Skills and Experience

Overall, the ideal candidate will have a combination of creative vision, leadership skills, fundraising abilities, and industry knowledge. More specifically, Eos and the Search Committee will prioritize candidates with the following skills and experiences.

- **Passion for Excellence in the Arts and a Deep Understanding of Community:** The ED will bring an understanding of public art trends and how skills and techniques, communication of unique vision or perspective, and professional approaches to process contribute to project success and recognize value in selecting a mix of local, regional, national, and international artists for small through large-scale installation projects. The ED will also be able to connect with diverse communities and artists and foster a sense of belonging. Candidates unfamiliar with Providence and/or Rhode Island must strongly commit to engaging with and learning about these communities.
- **Expertise and Experience:** The ideal candidate will have expertise in the public art space and experience working with artists and cities/municipalities. They will understand the complexities of placing art in public spaces and have a track record of successful projects.
- **Visionary Leadership:** The ED will be unafraid to take risks and push boundaries. They will have a clear vision for the organization's future and the ability to inspire others to work towards that vision.
- **Growth-Focused Management Skills:** Strong management skills are necessary to effectively lead the organization and its team members. The ED will be able to set priorities, delegate tasks, build capacity, and guide TAC through its next stage of growth and evolution.
- **Effective Communication Skills:** Strong verbal and written communication skills are essential. The ED will effectively convey the organization's story and vision to various audiences, from community members to donors.
- **Fundraising, Board Relations, and Partnership Development:** The ED will have a proven ability to secure funding via partnerships, grants, and donor relationships and will have successful prior experiences in nonprofit board relations.

- **Political Savvy:** Given the nature of public art projects, the ED will be politically savvy and able to navigate relationships with city government officials and other stakeholders.
- **Commitment to DEIB Values:** The ED will be committed to diversity, inclusion, and community building. They will understand the importance of diversity and equity in all aspects of the organization's work and have experience implementing DEIB practices.
- **Collaborative and Inclusive Approach:** The ED will value diverse perspectives and input from all stakeholders. They will be able to build and maintain relationships with a wide range of partners.
- **Creative Thinking and Problem-Solving Skills:** The ED will be able to find innovative solutions to complex challenges.

Compensation and Benefits:

This is a full-time, salaried, exempt position with a starting salary range of \$85,000-\$95,000 commensurate with experience and qualifications. The benefits package for TAC employees includes self-managed paid time off, thirteen official holidays, and a full week at calendar year-end with organization-wide office closing; laptop and technology equipment to support our hybrid working environment; a wellness taxable health stipend benefit of \$2,500 annually; and a parental leave policy. In addition, the Board is currently considering upgrades to this package.

Application Process and Additional Information

TAC is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, sex, religion, age, disability, sexual orientation, gender identity or expression, veteran status, height, weight, marital status, pregnancy, or parental status in employment or the provision of services. Knowing its importance to the success of our work, TAC is committed to diversity and inclusion, and we aspire to build a diverse staff team and community, including groups traditionally underrepresented among our sector leadership.

Candidates who wish to apply for this role must upload a resume and a cover letter to this portal:

<https://eostransitions.applicantpool.com/jobs/>

The resume should describe the candidate's relevant education, training, and work experience. Candidates should include their answers to the following in the cover letter:

- What is your motivation for applying to this role?
- How have your skills and experiences prepared you to help us achieve the financial goals and objectives of the organization?
- What values guide you in your work and life?
- What do you think the role of nonprofit organizations is in our community, and how can we, as a public art organization, make life better for people in Providence and beyond?

If taking the job requires a candidate to move to the greater Providence area, s/he/they should mention why that is a good fit for them at this time. Applications will be accepted until the position has been filled.

Eos Transition Partners consultant Erin Cox is managing this search. All submissions will be acknowledged and are confidential, and any questions can be submitted to Erin via email (please email both ecox@eostransitions.com and erincox444@gmail.com).