

# Position Specification

Museum of Contemporary Art Denver

Mark G. Falcone Director

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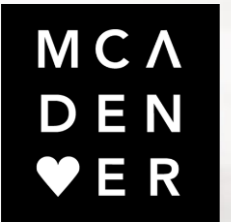
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# THE OPPORTUNITY



**MCA Denver, an innovative forum for contemporary art, has begun its search for a bold, creative, and strategic leader who will guide the organization into its next chapter. As MCA Denver approaches its 30<sup>th</sup> anniversary, it is poised to build upon its legacy of innovation, commitment to the city of Denver and artists, and vision for what a 21<sup>st</sup> century museum can be.**

**The Mark G. Falcone Director (Director) will lead MCA Denver (MCA) into its next chapter during a time of significant opportunity and momentum. They will continually elevate the Museum's brand and reputation, ensuring that it remains relevant, cutting edge, and impactful in Denver and beyond.**

Specifically, the Director will:

- Partner with the Board of Trustees to chart an ambitious, visionary, and inspiring path forward
- Increase and diversify financial support; deploy a sustainable operating model
- Catalyze innovation, engage new audiences, and build new relationships on MCA's behalf
- Retain, motivate, and lead a dedicated team
- Optimize finances and operations, positioning the organization for both internal cohesion and external impact



# Position Specification

## MCA Denver (page 1 of 3)



Founded in 1996, MCA Denver is an innovative forum for contemporary art that inspires and challenges, creating an understanding and dialogue about the art of our time. MCA seeks to create connections across Denver and the contemporary art field, to spark curiosity and conversation through world-class exhibitions and adventurous programming, and to provide singular experiences for its community of visitors, partners, and the supporters it serves.

Known for strong partnerships with artists, MCA is able to attract artists locally and globally. Recent exhibitions have included works by Jean-Michel Basquiat, Tania Candiani, Keith Haring, Mark Mothersbaugh, Ken Gun Min, and others. *Cowboy*, a 2023 - 2024 exhibition, brought together loans and new commissions from 27 artists to explore the origins of the American cowboy and how the figure and its mythology persist today. Another critically acclaimed exhibition, Jason Moran's *Bathing the Room with Blues*, celebrated space and creative expression in jazz history, as well as the importance of music and live performance as vital forces in Black culture and American life. Another renowned exhibition, Tara Donovan's *Fieldwork*, celebrated the transformation of neutral or mundane materials into elaborate, mind-bending objects that evoked the natural world.

In addition to leading exhibitions, MCA Denver's innovative approach to education and programs has allowed it to reach audiences from all walks of life. Upcoming events include a teen program that explores the multitude of career opportunities in the art world, a singalong tribute to *Rent*, film screenings, and more.

MCA Denver has an annual budget of ~\$6 million and a team of over 30 individuals. It is governed by a ~22-member Board of Trustees, with 9 additional Trustees Emeriti.

MCA Denver seeks to embody its core values — being inclusive, human-centric, adventurous, and excellent — in everything that it does.

# Position Specification

## MCA Denver (page 2 of 3)

MCA operates across two spaces:

### The Fries Building

In October 2007, MCA Denver opened its new, 27,000-square foot, environmentally sustainable facility in downtown Denver designed by acclaimed architect Sir David Adjaye OBE of Adjaye Associates (UK). The building, Adjaye's first U.S. museum commission, was designed to minimize boundaries between the exterior spaces of the city and the interior galleries of the museum. Thanks to a visionary gift to the museum in 2019, the iconic building at 1485 Delgany Street was named the Fries Building.

### The Holiday Theater

Opened in 2022, MCA Denver at the Holiday Theater is a hub for the arts located in a historic, 400-seat theater. This performance and programming space, located on Denver's Northside, greatly advances the museum's mission and generates new opportunities for its innovative, community and artist-driven programming and creative partnerships. MCA Denver's leasing of the Holiday Theater, which is a 100-year-old theater on Denver's Northside, was established through a landmark arrangement with the recently formed Denver Cultural Property Trust. MCA has a partnership with the Denver Film Festival and is likely to have significant opportunities as a result of Sundance Film Festival's move to Colorado.





# Position Specification



## MCA Denver (page 3 of 3)








MCA Denver is particularly renowned for its engagement with its community. Notably, it has been particularly successful in attracting teens to the museum through its teens program, which ensures that all teens are granted free admission. Some key programs include:

- **Failure Lab:** a yearlong internship that gives high school interns the opportunity to learn through failure, play, experimentation, and art creation. The fall semester is dedicated to working alongside an artist in the Denver metro area to produce an exhibition of work inspired by the guest artist's compositional knowledge and the teens' collective vision. The spring semester revolves around planning, developing, and curating a teen art exhibition curated by the teens as they learn from museum staff in various departments.
- **The MCA Denver Creators Studio Program:** a collaborative, 8-week, paid internship experience for young adults ages 18 – 26
- **MoxieMag:** an online publication produced monthly by a cohort of teen interns who meet in-person on a weekly basis each semester
- **The Octopus Initiative:** a program that allows any resident of the Denver metro area the chance to borrow and live with a work of art made by a Denver-based artist for ten months



# Candidate Profile

Strong candidates for the Director role will demonstrate the following professional and personal qualities, skills, and characteristics:

	<b>Visionary Leadership</b>	<ul style="list-style-type: none"><li>• The ability to define an inspiring vision and to partner with the team to achieve ambitious results</li><li>• The business acumen necessary to allocate resources wisely and balance strategic risk-taking with fiscal responsibility</li><li>• An understanding of partnering with a Board of Trustees and leveraging Board members' unique talents and interests</li></ul>
	<b>Fundraising &amp; Resource Development</b>	<ul style="list-style-type: none"><li>• Experience securing and diversifying financial support</li><li>• The ability to determine new revenue streams and creative methods for broader resource development</li><li>• The communication skills to amplify MCA Denver's unique value in a manner that gains new supporters</li></ul>
	<b>Influence &amp; Relationship-Building</b>	<ul style="list-style-type: none"><li>• The ability to build relationships with a wide array of constituents and unite them around a common set of goals</li><li>• Experience serving as an institutional ambassador, engaging in a community, and elevating an organization's presence</li><li>• Highly effective verbal and written communication skills, with an ability to connect with audiences both large and small</li></ul>
	<b>Team Leadership</b>	<ul style="list-style-type: none"><li>• A demonstrated ability to inspire, attract, retain, and develop top talent while nurturing a strong organizational culture</li><li>• High emotional intelligence; a fundamental motivation to serve MCA Denver, its mission and its constituents</li><li>• Excellent judgment that balances a variety of factors and points of view; comfort with ambiguity</li></ul>
	<b>Passion for the Mission</b>	<ul style="list-style-type: none"><li>• An enthusiasm for contemporary art and artists and an ability to articulate that passion to others</li><li>• A natural sense of curiosity and ability to foster a culture of innovation, collaboration, and agility</li><li>• An existing understanding, or willingness to build an understanding, of the Denver community</li></ul>





# Position Specification

## Contact

**Russell Reynolds Associates, the global leadership advisory firm, has been exclusively engaged to lead this search.**

Given the need for confidentiality throughout this process, prospective candidates are invited to reach out directly to our search consultants at [mcadenver@russellreynolds.com](mailto:mcadenver@russellreynolds.com) with a resume and brief expression of interest.

**We welcome nominations and expressions of interest to the Russell Reynolds team. All inquiries and discussions will be considered strictly confidential.**

### **Katherine Armstrong**

Russell Reynolds Associates  
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### **Olivia Stam**

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Washington, DC 20006

## Compensation

MCA's goal is to compensate for this position at a competitive level. The estimated compensation package is expected to be in the range of approximately \$275K-375K. That said, the final salary and total compensation of the candidate selected for this role will take into consideration various factors, including, but not limited to, scope of role, level of experience, stature in the industry, professional accomplishments, internal equity, the organization's budget and will be subject to Fair Market Value evaluation. In addition to salary, the selected candidate will be eligible to participate in MCA's standard benefit package. Additional details regarding benefits are available upon request.

The approximated range listed is a good faith determination of potential base compensation as a component of the total compensation for the role at the time of this job advertisement and may be modified in the future.

