



POSITION SPECIFICATION

VICE PRESIDENT OF EDUCATION

Seattle, WA



Vice President of Education

REPORTING TO: President and CEO

LOCATION: Seattle, WA

COMPANY DESCRIPTION

THE MUSEUM OF FLIGHT

www.museumofflight.org

The Museum of Flight (“The Museum”) is the largest, independent, non-profit air and space museum in the world. With over 175 aircraft and spacecraft, tens of thousands of artifacts, millions of rare photographs, dozens of exhibits, experiences, and a world-class library, the Museum and its people bring mankind’s incredible history of flight to life. The Museum’s vision, “To be the foremost educational air and space museum in the world,” would not be possible without a fundamental belief and commitment that education and inspiration go hand in hand. The Museum’s budget of roughly \$24 million is generated by 34% contributed income and 66% earned income. Almost 700,000 visitors and others are reached through off-site educational and outreach programs annually.

The Boeing Academy for STEM Learning (“The Academy”) is the world’s largest educational department across all air and space museums. All education programs at the Museum operate under the umbrella of the Academy, which was created in 2015 through a major investment by the Boeing Company and Bill and June Boeing. The goal of the Academy is to accelerate opportunities for all youth, with particular focus on under-resourced and underrepresented populations, by connecting them to fulfilling, in-demand STEM careers. To accomplish this goal, the Museum is striving to become a transformative educational engine—changing the odds for young people and empowering teachers to engage their students with experiential learning and inspire them to greatness in STEM careers. The Academy operates in partnership with schools, community-based organizations, government, business, and industry to ensure that the next generation of workers are ready to lead and innovate. Connections, a youth membership program with close to 25,000 members, provides free access for students to explore the Museum at any time, attend special events, and learn about educational programs in which they may choose to participate.

From pre-kindergarten to college prep and career readiness programs, the Academy provides unparalleled learning opportunities for students to explore and prepare for education and career pathways in flight, engineering, and space. Programs, classes, and camps are designed to help students find their destination through an education and career pathway in which they are passionate. Some experiences are short-duration; others are week(s)-long, or year-long and may lead to earning high school and college credits. Internships at aerospace companies are possibilities for students who participate in advanced Museum education programs; and, endowments provide opportunity for Museum scholars to apply for post-secondary education scholarships to pursue a STEM pathway directly connected to aviation and aerospace. Flight training scholarships are also available.

The Museum itself is an unparalleled learning laboratory with iconic aircraft, flight simulators, a space gallery, a career center, and exhibits that represent the past, present, and future of flight. Hundreds of volunteers with legendary careers as pilots, engineers, astronauts, innovators and entrepreneurs, scientists, historians, educators and more, serve as Museum docents. Many also mentor our Museum learners. The artifacts and the people associated with the Museum make for an ideal environment in which learning is relevant, applicable, and exciting.

SCOPE AND RESPONSIBILITIES

The incoming Vice President of Education (“VP”) will have the extraordinary opportunity to develop the next phase of the Academy, leading it to be recognized on a national and international level for doing what no museum has yet accomplished – being both a premier cultural institution as well as a premier educational institution. This leader can be both the visionary and the executing agent in providing the opportunity to nurture students through education pathways and ultimately telling their stories as they progress through post-secondary studies and their career.

The VP provides the vision, leadership, and strategic direction for education programs at The Museum. This includes overseeing the development, marketing, and delivery of unique and robust formal and informal education programs, all under the umbrella of the Academy. These programs include on-site and off-site education; individual student learning; group programs; and educator development. This role also includes oversight of the Museum’s high school and college credit bearing courses. As the leader of innovative STEM learning initiatives at the Museum, this role has significant impact on all visitors, guests, students, and community members that we serve.

The VP creates new partnerships and nurtures existing ones to sustain the Academy well into the future. This role is a key spokesperson for Museum education within the community and on a larger scale to evolve the Academy to national and international recognition and reputation as a premier model for STEM education. This leader has full responsibility and accountability for leading the Education team through tracking data and using that information to tell the success stories of our learners, deep and wide.

This position reports to the President and CEO of the Museum and is part of the Executive Team. As a member of the Executive Leadership Team, this position represents and advocates for Education strategy and programs in the institution as well as with the Board of Trustees.

PRIMARY RESPONSIBILITIES

- Lead the Academy and the Museum in diverse and innovative educational experiences that leverage the Museum’s educational expertise, collection, exhibits, and reputation.
- Inspire and lead the development of formal and informal educational programs both on-site and off-site, paying special attention and focus on building diverse and inclusive experiences and striving to reach underserved audiences.
- Strategically manage and have full budgetary control and responsibility for the \$4M budget for the Academy and work with the Development and Finance groups to identify and apply for funding from donors, government agencies, corporate and community partners.
- Manage revenue and expenses to increase profits of all Educational programs in order to enhance existing offerings as well as create new and innovative programs.
- Assess organizational structure to ensure alignment with the goals of the Academy; use data to inform decisions about modifying or restructuring that may be necessary to effectively and efficiently attain desired Academy outcomes.
- Guide and inspire leaders within the Academy to hire exceptional people and to continuously assess and develop talent on their teams.
- Establish goals, objectives, and priorities for the Academy leaders and volunteers and establish development plans to achieve such goals.
- Build and strengthen community, corporate, government and institutional partnerships to promote STEM learning and increase attendance and participation in all the Academy programs.
- Advocate, figuratively and literally, for the Academy and what it is trying to achieve.

- Fully participate as a member of the Executive Team that runs the Museum.
- Collaborate with other departments in the organization to leverage organizational strategies for educational purposes and to enable education to help other areas do the same.
- In general, develop and execute overall long-term strategy for STEM learning at the Museum and community partnerships through the Academy. The strategy should include, but is not limited to:
 - Building a more coherent, efficient, and collaborative organizational structure;
 - Increasing the profitability of all Educational programs;
 - Aligning programs with Museum departments including Collections, Archives, and Exhibits;
 - Raising the profile of the Academy locally, nationally, and internationally;
 - Expanding the reach and relevancy of the Academy to underserved communities;
 - Collecting and utilizing data, tracking participants and results, evaluating and assessing outcomes against objectives.

KEY SELECTION CRITERIA

- **Interpersonal Skills:** Must have proven ability to successfully build, enhance and maintain meaningful and strategic relationships across the organization; with community partners; and with internal and external stakeholders. Earns and sustains credibility with stakeholders and inspires trust and attracts the active support of staff at all levels of the organization.
- **Strategic Leadership and Partnership:** Collaborative work style and effective systems-builder, program developer, and team leader; strong sense of accountability and responsibility for results for self and others; understands the subtleties of motivating, directing, and enriching a diverse group of personalities with different work styles.
- **Strategic Thinking:** Demonstrated competency to think critically and strategically; understands and applies quantitative and qualitative data to assess and implement decisions to drive results; naturally sees the big-picture; is a systems-thinker; possesses strong planning, prioritizing, organizing and following through ability.
- **Exceptional Communication:** Must have excellent communication (written, verbal, presentation) skills, including the ability to influence and negotiate on behalf of and in favor of the Museum and the Academy.
- Master's degree in Education, Museum Studies, or STEM field required; advanced degree preferred
- Ten years of senior level leadership experience in education or program development, required. Leadership experience in STEM related programs, highly preferred.

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