

President and CEO Fredericksburg Area Museum

The Fredericksburg Area Museum (FAM) connects people to the region's rich history—from its earliest inhabitants to today's residents. Founded in 1985, FAM preserves and interprets cultural heritage, fosters community, and promotes understanding of how the past shapes the present.

Based in the city's historic Town Hall/Market House (circa 1816), FAM engages residents and visitors through exhibits, events, and educational programs. Reflecting Fredericksburg's complex history—from Native Peoples and colonial roots to its Civil War legacy—FAM serves as a vital center for inclusive storytelling and learning. Learn more at www.famva.org

FAM's next President and CEO will inherit a mission-driven, community-focused museum with a stable financial foundation (FY26 budget: \$500,000) and strong local support. The new leader will strengthen operations, stabilize and expand revenue streams, and inspire broad engagement across the Fredericksburg region. The President will work closely with the Board of Directors and staff to align programs, operations, and governance with long-term sustainability goals.

This is an opportunity for a charismatic, diplomatic, and visionary leader to steward a respected institution through its next phase of growth. The President oversees a small professional team including curators, a Director of Interpretation and Programs, and managers for communications, development, and education and reports to a 16-member Board of Directors composed of civic, cultural, and business leaders.

Key Responsibilities:

Strategy, Leadership, and Governance

- Set strategic direction for FAM's mission, vision, and goals in collaboration with the Board, staff, and community partners.
- Represent FAM as a visible civic leader and partner across the Fredericksburg area.
- Collaborate with the Board on governance matters, including recruitment, onboarding, and committee engagement.

External Relations and Fundraising

- Lead comprehensive fundraising and revenue strategies to support programs, operations, and long-term goals.
- Cultivate individual, corporate, and institutional donors; serve as primary solicitor for major gifts.
- Direct marketing and visibility efforts that integrate fundraising and community engagement goals.

Organizational Development and Administration

- Manage and develop a high-performing team of museum professionals.
- Strengthen HR practices, financial management systems, and internal communications.
- Oversee annual budget planning, monitoring, and reporting; maintain sound financial and operational systems in partnership with the Board's Finance Committee and contracted bookkeeper.

Exhibitions, Community Engagement, and Education Programs

- Provide executive oversight for culturally relevant and innovative exhibitions, programs, and educational initiatives.
- Strengthen school outreach and partnerships with cultural and tourism organizations.
- Support the management and maintenance of FAM's historic facilities.

Experience, Skills, and Qualities

- A deep passion for preserving history, interpreting cultural heritage, and building community through small, community-centered museums.
- 10+ years of leadership experience in nonprofit, public sector, academic, or small business settings; museum or cultural experience preferred.
- Skilled fundraiser with demonstrated success cultivating and stewarding individual and institutional donors.
- Proven record of active civic engagement and relationship-building with community and municipal partners.
- Strong business acumen, including budgeting, HR, marketing, and financial management.
- Experience scaling programs or organizations to new levels of visibility and impact.
- Excellent written and verbal communication skills.
- Collaborative leader experienced in working with and engaging a Board of Directors.
- Effective manager fostering accountability, clear communication, and a positive team culture.
- Familiarity with public-private partnerships and local or state government relations.
- Culturally competent leader who can authentically engage diverse audiences.
- Professional or volunteer experience connected to history, museums, or cultural heritage within the Mid-Atlantic region or Commonwealth of Virginia preferred.

Compensation

The salary range for this position is \$100,000 to \$105,000, with performance bonus and a generous benefits package including employer-matched retirement savings, health, dental, and vision insurance, paid time off, and professional development support.

Working Location

This is a full-time, on-site position based in Fredericksburg, Virginia.

Application Process

The Fredericksburg Area Museum has retained Good Insight, a national executive search firm that exclusively serves the nonprofit sector. Interested applicants should submit a resume and cover letter outlining their interest in and qualifications for this role. Upload materials at good-insight.org/careers.

Direct confidential inquiries to Kate Dykgraaf and Tej Pikle at FAM@good-insight.org. Apply by late April for best consideration.

Equal Opportunity Employer

The Fredericksburg Area Museum provides equal employment opportunities to all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, or disability.