Director of Learning & Discovery

Overview

The National Baseball Hall of Fame and Museum in Cooperstown, New York, seeks an accomplished education leader to shape how one of the country's most iconic institutions shares its collections and stories. As Director of Learning & Discovery, you will guide an experienced team and set the direction for programs serving students, teachers and families, in Cooperstown and nationwide. This is a distinctive opportunity for a senior museum professional ready to build — expanding partnerships, deepening evaluation and advancing inquiry-based practices that connect American history and culture to audiences of every age, background and ability.

Position Type

This is a full-time, benefit eligible position that will work in-person at the National Baseball Hall of Fame and Museum in Cooperstown, NY. Benefits associated with this position include health insurance, dental insurance, retirement, flexible spending account, employee assistance program and paid time off (vacation, sick leave, holidays). The salary range for this position is $65,000 to $75,000 per year, based on experience and qualifications.

Key Duties and Responsibilities

- **Strategic Leadership:** Provide direction for Museum learning programs and initiatives; develop long-term strategies aligned with institutional priorities and effective museum practices.
- **Program Development and Oversight:** Oversee on-site and virtual school programs, field trips, workshops, family learning, gallery teaching, interpretive tours and the Baseball Discovery Zone; support consistent, high-quality visitor experiences.
- **Learning Innovation and Accessibility:** Guide the design of engaging, inquiry-based and object-centered learning experiences that reflect the diverse history and culture of baseball and serve audiences of different ages, backgrounds and abilities.
- **Staff Leadership and Development:** Supervise the Manager of Teaching & Learning, Manager of Discovery & Interaction and other assigned staff; provide coaching, performance feedback, training and opportunities for professional growth.
- **Educator and Audience Development:** Create learning resources, teaching guides and professional-development opportunities for educators and group leaders; collaborate with marketing and communications to promote programs and increase participation.

- **Partnerships and Outreach:** Cultivate relationships with schools, districts, higher-education institutions, community groups and cultural organizations; develop outreach, traveling programs and digital learning opportunities to extend the Museum's reach.
- **Departmental Operations:** Develop and manage departmental budgets and workflows, monitor resources and evaluate program costs to support efficient and effective program delivery.
- **Program Evaluation:** Collect and analyze information on audience participation, learning outcomes and program effectiveness; prepare reports and use findings to inform improvements, planning and fundraising or grant support.
- **Cross-Departmental Collaboration:** Collaborate with curatorial, exhibitions and other Museum teams to align learning content, interpretation and institutional priorities.

Secondary Responsibilities

- Represent the Hall of Fame at professional conferences, learning events and external meetings as needed.
- Support relationships with community partners, donors and benefactors by communicating the impact of Museum learning programs.
- Participate in or facilitate learning programs and special events as needed.

Qualifications

Education and Experience

- An advanced degree (master's or above) in Museum Studies, Education, History or a related field is required, together with a record of progressively responsible leadership gained in a comparable position.
- Teaching and/or leadership experience in a museum learning environment is essential, with demonstrated knowledge of inquiry-based practices.

Knowledge, Skills and Abilities

- Strong understanding of museum pedagogy, object-based and inquiry-based learning and effective interpretation for diverse audiences.
- Demonstrated ability to develop, manage and evaluate learning programs, interpretive experiences and outreach initiatives.
- Experience supervising, mentoring and training educators, presenters or volunteers.
- Knowledge of inclusive learning practices, accessibility, universal design for learning and relevant digital tools.
- Ability to build successful partnerships with schools, community organizations and other educational institutions.
- Strong communication, public speaking, organizational and analytical skills, including the ability to use program data to guide decisions.

Physical Demands & Work Requirements

- Ability to communicate effectively and facilitate learning programs for diverse audiences, with or without reasonable accommodation.
- Position may involve extended periods of standing while conducting or modeling interactive learning programs.
- Occasional bending, stooping and lifting or carrying program materials weighing up to 25 pounds.
- Understanding occasional regional and national travel may be necessary.
- Must be available to work during the Hall of Fame's special events throughout the year, including mandatory availability during Hall of Fame Weekend, the Hall of Fame's signature annual event.

Technology, Tools & Equipment

- Standard office and presentation technology, including computers, projectors and interactive whiteboards.
- Data collection and evaluation tools, including surveys, CRM systems and databases.
- Virtual learning and conferencing platforms.
- Audio/visual equipment used for presentations and digital programming.
- Museum teaching collections and baseball artifacts.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Activities, duties, and responsibilities may change at any time with or without notice.

NATIONAL BASEBALL HALL OF FAME & MUSEUM	JOB DESCRIPTION
EMPLOYEE NAME:	**STARTING DATE:**
JOB TITLE: Director of Learning & Discovery	**STARTING POSITION:**
DEPARTMENT: Education & Outreach	**STARTING WAGE:**
REPORTS TO: Director of Outreach and Special Projects	**CURRENT WAGE:**
SALARY GRADE:	**CONDITIONS:**
SALARY GRADE RANGE___MIN.___MID.___MAX.	**EXEMPT: _X_ NON-EXEMPT:____ 1000 HR:____**
SUBORDINATES: Manager of Teaching & Learning; Manager of Discovery & Interaction	**DAYS/HOURS SCHEDULED:**
DATE FORM COMPLETED: Nov. 3, 2026	**EMPLOYEE SIGNATURE:**

JOB SUMMARY

The Director of Learning & Discovery provides strategic and pedagogical leadership for inquiry-based, object-centered exploration that reaches audiences of every age at the National Baseball Hall of Fame and Museum. This position oversees a team of educators, presenters and program managers, ensuring innovative, inclusive and high-quality offerings for visiting students, families and lifelong fans alike. This role builds partnerships with schools, community organizations and higher-education institutions, and leads data collection and evaluation efforts to measure outcomes and drive continuous improvement.

PRINCIPAL QUALIFICATIONS

- Expertise in museum pedagogy and learning theory (object-based and inquiry-based methods, learner-centered interpretation, constructivist practice).
- Practical knowledge of universal design for learning, accessibility best practices and digital tools.
- Teaching and/or leadership experience in a museum learning environment is essential, with demonstrated knowledge of inquiry-based practices.
- Demonstrated success managing, mentoring and training educators, presenters and volunteers.
- Record of developing innovative learning programs (formal and informal), interpretive experiences, outreach initiatives, and school and community partnerships.
- Proven abilities in audience research, program evaluation and learning-outcomes assessment.
- Exceptional communication, public speaking and interpersonal skills.
- An advanced degree (master's or above) in Museum Studies, Education, History or a related field is required, together with a record of progressively responsible leadership gained in a comparable position.

PRIMARY JOB FUNCTIONS

Leadership & Strategy

- Provide vision and direction for the Museum's Education & Outreach Department.
- Develop long-term strategies that align departmental goals with institutional priorities and relevant learning frameworks.
- Establish efficient systems, workflows and departmental organization that support consistent, high-quality program delivery.
- Build and manage the department's annual budget.
- Support fundraising and grant development through data analysis and outcomes reporting.
- Collaborate with curatorial and exhibitions to align interpretation, exhibit text and learning content.
- Serve as a resource to the Museum on teaching, learning and discovery, staying current with scholarship and trends in the field.

Program Oversight & Execution

- Lead the Manager of Teaching & Learning, the Manager of Discovery & Interaction and additional staff as assigned.
- Ensure excellence in inquiry-based programs for students, including field trips, hands-on workshops and standards-aligned lessons, on-site and virtual.
- Maintain quality standards for visitor-facing experiences, including the Baseball Discovery Zone, gallery teaching, interpretive tours, family programming and public storytelling.
- Design discovery-driven learning experiences to ensure pedagogical quality and consistency.
- Champion inclusive practices and accessibility so programs reflect the diverse history and culture of baseball and serve learners of all backgrounds and abilities.

Educator & Audience Development

- Create professional-development, resources and teaching guides for educators and group leaders.
- Cultivate partnerships with teachers, school districts, community educators and regional cooperatives.
- Guide family, youth and intergenerational programming.
- Partner with marketing and communications staff to promote programs and grow participation.
- Coordinate with other departments the training of Museum educators, presenters and volunteers in interactive facilitation, storytelling and experiential interpretation.

Extensions & Partnerships

- Extend the Museum's learning reach and impact nationwide.
- Build outreach to schools, districts, community and cultural organizations, colleges and universities.
- Develop manageable traveling programs and digital content to engage audiences beyond Cooperstown.
- Enlist Museum educators to provide or support programming in their local communities.

Data Collection & Program Evaluation

- Collect, analyze and report data on learning outcomes and audience reach to assess effectiveness, improve quality and guide strategic planning.
- Prepare evaluation reports for internal leadership and institutional stakeholders.
- Analyze costs and returns-on-investment to demonstrate program value and allocate resources.

Staff Development & Support

- Direct, mentor and evaluate Education & Outreach staff.
- Support staff professional growth through coaching, performance feedback and training.
- Foster a culture of curiosity, creativity, collaboration and accountability.

SECONDARY JOB FUNCTIONS

- Represent the Hall of Fame at conferences, symposia and external events, including museum learning professional organizations.
- Serve as a spokesperson and public representative for the Museum's learning mission, including to donors and benefactors.
- Other duties as assigned. Please note: this job description is not designed to cover or contain a comprehensive list of activities, duties, or responsibilities required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

PERSONAL ATTRIBUTES

- Skilled at speaking and writing; accomplished at communicating with internal and external audiences.
- Visionary leader with ability to connect learning with baseball's role in American culture and history.
- Reflective practitioner with demonstrated command of museum pedagogy and learning theory.
- Creative, innovative thinker; commitment to human-centered design through inclusivity and accessibility.
- Strong analytical and organizational skills. A “systems thinker.”
- Collaborative, approachable and skilled at relationship-building with educators, families and partners.
- Balances strategic leadership with program involvement, including teaching and facilitation.

TYPICAL PHYSICAL DEMANDS

- Sensory demands include speaking, hearing, touching and seeing.
- Stamina to stand for extended periods and model interactive programs.
- Occasional bending, stooping and lifting program materials.
- Sometimes lift and carry objects weighing up to 25 pounds.
- Ability to work occasional nights, weekends and holidays to conduct programs as needed.
- Understanding occasional regional and national travel may be necessary.

TYPICAL EQUIPMENT USED

- Standard office and presentation technology (computers, projectors, interactive whiteboards).
- Data collection and evaluation tools (surveys, CRM systems, databases).
- Virtual learning and conferencing platforms.
- Audio/visual equipment for presentations and digital programming.
- Museum teaching collections and baseball artifacts.