

Position: THFJSC Director

Frequently Asked Questions (FAQs)

Applying for a Director position takes time, energy, and resources. We are hopeful that the following FAQs will help you decide if this opportunity is right for you. We will update this FAQ document with questions that arise throughout the process.

[Studio Reciprocity](#) is conducting this search. If you have any questions, please email us at info@studioreciprocity.com. Label the email "THFJSC Director Search Questions." All applications and expressed interest in this position will remain confidential.

Application Deadline	Priority Deadline: November 4, 2023
Application	APPLY HERE This application includes general and substantive short-answer questions and should take approximately 2-3 hours to complete.
Tips	<p>READ Be sure to read through the job description and the full FAQ document before beginning your application.</p> <p>REFLECT Reflect on what LEH is looking for and take time to reflect on how you fit within that story. Take time to imagine yourself in the role and how you'd be a great fit for the role.</p> <p>APPLY If after reading and reflecting, you are excited to enter the application process, please draft your application materials and submit before the priority deadline of November 4th, 2023.</p>

The Role

What is the search timeline?

- Early November: A small number of candidates will advance to a [virtual interview](#).
- Early November: A small number of candidates will advance to completing a series of tasks taking no more than 2-4 hours to complete.
- End of November: 3 top finalists will engage in a final interview with members of the John Scott Center Committee and team. Studio Reciprocity will check 3-5 references for each finalist.
- Early December: Offer extended

Salary Range. \$92-96K + Benefits

Travel. Travel may be required depending on research and/or funded projects

Location. This job requires the candidate to live in or relocate to the New Orleans, LA metro area.

What are the unwritten rules and non-negotiables for success in this role?

- 1) **Entrepreneurial Spirit:** The Director should possess the self-initiative to launch, grow, and direct a new venture from the ground up. The next Director will need to quickly analyze the current operations and take the initiative to direct THFJSC toward organizational and financial sustainability.
- 2) **Sensitivity and Stewardship:** The Director needs to understand how to navigate stewarding someone's legacy, presenting art in a quality and thoughtful way that aligns with both the values of John T. Scott and the values of the Louisiana Endowment for the Humanities. They need to be able to leverage their network to steward the collection forward to the public in dynamic and engaging ways.
- 3) **Adaptability:** The Director needs to demonstrate expert levels of adaptability, meaning that they have experience handling change, navigating multiple priorities at once, and shifting their approach to leadership depending on the stakeholders and the situation.

What are the core competencies needed for success in this role?

- **Planning & Execution:** You should apply for this role if you love 1) developing projects and/or team-wide work plans with goals and interim milestones to manage resources, time, and people efficiently and effectively 2) designing enduring, scalable, and codified systems that enable staff success and achieve results within department while maximizing resources and 3) ensuring day-to-day operations within purview are having maximum impact toward organizational strategy
- **Stakeholder Engagement:** You are skilled in stakeholder engagement if you 1) seek a diverse set of external perspectives from community stakeholders to inform planning and decision-making within an area of work 2) anticipate and embrace stakeholder reactions and work to address concerns in ways (timing, vehicle, messaging, deliver) that resonate and 3) influence critical stakeholders including board members and funders in ways that foster desired support for the organization
- **Management:** You should apply for this role if you enjoy 1) translating project/initiative goals into individual responsibilities and delegating accordingly 2) revisiting goals in the face of new developments and evolving them appropriately when necessary and 3) making sound decisions that drive the organization forward and marshaling the appropriate resources to execute
- **Cultural Competence:** You are skilled at cultural competency when 1) you actively seek opportunities to initiate courageous conversations about identity, privilege, and oppression to stimulate change that increases the impact of the Center's work 2) you are proactive in addressing cultural breaches along lines of diversity, equity, and inclusion to resolve conflict and foster growth and 3) you model expectations for an inclusive environment where staff, volunteers, stakeholders and students from all backgrounds thrive
- **Communication:** You should consider this role if 1) you lead productive exchanges to give and receive input, 2) you communicate authentically and respectfully to resolve conflict, even across lines of difference, 3) encourage and celebrate differences in team members' communication styles, providing appropriate coaching on balancing authenticity with sensitivity and respect, and 4) you are prepared to develop and implement systems to effectively communicate key messages across teams, peers, and external partners

What will my first year include?

- 1) **Internal Operations and Staffing:** The Director will need to manage the center's collection, its day-to-day operations, and the internal staff members who help make the center's mission and vision a reality. Setting internal team goals as well as individual staff member goals will be critical.
- 2) **Stakeholder Engagement:** The Director will need to ensure that the legacy of John T. Scott is being stewarded at THFJSC in a manner that aligns with the values of John T. Scott. Being an active member of the arts community, The Director will need to ensure that the community of folks who were closely invested in bringing the center to life are in the fold and feel connected to the work on a consistent basis. The Director will need to rally artists, scholars, culture bearers, and institutions as local and regional partners in the work.
- 3) **Program Activation:** The Director will need to quickly activate the drafted theory of change and launch public programming. Establishing a calendar of activities, staffing those activities, and measuring the success of those activities will be critical as THFJSC attempts to reach new public audiences and continue to secure sustainable grant funding.

What Stakeholders Say:

"The late John T. Scott was probably the most influential New Orleans artist of the 20th century. His monumental abstract sculptures can still be found across the cityscape, and the generations of artists he taught, in his 42 years as a Xavier University professor, are carrying his legacy forward...Now, a new museum and meeting center in the Central Business District provide a place to commune with Scott's art, for those already well aware of his cultural contribution and those who are discovering him for the first time." -**Nola.com, Doug MacCash**

"The John T. Scott Center is a remarkable display of Scott's brilliance. It showcases his mastery of multiple genres demonstrating that he was more than just a sculptor or just a printmaker. Scott defied efforts that would have restricted his ways of creating art. He resisted critics who tried to label and categorize him, which would have altered how writers described his work and talent. The gallery is stunning. It's a fitting tribute to Scott as well as to the New Orleans community."

-**Freddie Evans, Verite News**