



**Organization:** The Heinz Endowments (THE, The Endowments)

**Job Title:** [Managing Director, Creativity](#)

**Reports to:** President

**Location:** Pittsburgh, PA

**Website:** [Heinz.org](http://Heinz.org)

**To Apply:** To apply, please submit a brief cover letter and resume saved as one PDF with the following title: "Last Name First Name – Letter Resume" to [HeinzMDC@pbrsearch.com](mailto:HeinzMDC@pbrsearch.com).

## BACKGROUND

The Heinz Endowments seeks to help southwestern Pennsylvania thrive as a whole and just community and, through that work, to model solutions to major national and global challenges. The organization is committed to advancing a vision of the region as a vibrant center of creativity, learning, and social, economic, and environmental sustainability. The work is supported by reliable data based on equitable, results-focused goals to cultivate a world where all are treated with fairness and respect and can reach their fullest potential.

The Endowments, under the leadership of newly-appointed president [Chris DeCardy](#), has the energy, ambition, and commitment to have impact that extends beyond the monetary amounts of their grantmaking. It is a forward-looking organization that leverages the ambition and resources of the past to invest in an inclusive, vibrant future—economically, socially, and culturally.

## POSITION

The Managing Director, Creativity (MDC) for The Heinz Endowments believes in the transformative power of art, creativity, design and culture, and leads, inspires, coaches and collaborates with a team of grantmaking and administrative professionals who are likewise committed to supporting creativity in a myriad of forms in the Pittsburgh region and beyond.

The MDC leads the Endowments' arts-related grant-making portfolio and will design, implement, and assess the impact of the Creativity grant-making strategy to ensure that it achieves intended outcomes that align with both departmental and overall organizational goals.

The ideal candidate will possess or develop a meaningful network with the region's arts and culture community by building deep, responsive relationships with a varied cohort of key stakeholders who will help inform the design of an impactful creativity-focused grants portfolio.

The MDC sits on the Endowments' Leadership Team, working closely with members on the overall direction for the Endowments, including inter-departmental partnerships on collaborative initiatives and projects.

In conjunction with the President, the MDC engages with the Endowments' Board members for strategic direction, most immediately building on the work of a recent Board- and staff-created Creativity portfolio framework update that will guide the Endowments' 30+ year history of fostering arts and culture into the future.

To date, the Creativity portfolio has focused on [four key areas of investment](#): supporting cultural organizations to more effectively produce or present art; ensuring that a diverse array of individual artists can build careers and lives in the greater Pittsburgh region; fostering creative places by elevating the role of arts, culture, and high-quality design into regional development; and cultivating abundant opportunities for high-quality creative learning experiences.

THE is seeking an open-minded, creative, collaborative, and enterprising professional who can identify opportunities for transformational impact distinct to the foundation and envision how the foundation can play a catalytic role in the field beyond its grantmaking.

## **RESPONSIBILITIES**

- Bring leadership, insight, and sector knowledge to the Creativity grantmaking portfolio, ensuring the strategy reflects the [goals and strategic approach](#) of both the Creativity department and the Endowments as a whole.
- Energize and inspire a dedicated team, guiding their efforts to ensure effective and impactful grantmaking in the Creativity sector. Foster a collaborative and equitable work environment that encourages continuous learning so that past and current outcomes inform future investments, and team members feel supported in their careers through professional development opportunities
- Work closely with the president, Board, and team in providing key insights and recommendations to inform strategic decisions, and establish a culture of continuous improvement and excellence across all areas of work. Prepare and present comprehensive reports that showcase the department's – and foundation's - achievements and impact
- Be a trusted and welcome resource for grantees, collaborating and providing guidance to support their success in improving outcomes and impact, and embrace being a thought leader in the field by presenting at conferences, serving on panels, and participating in key gatherings.
- Initiate and nurture opportunities for cooperative relationships with a wide range of partners, including other foundations, nonprofits, governmental agencies and for-profit organizations, with a goal of improving outcomes and increasing impact.
- With the team and across the organization, support the effective utilization of the "Measurement, Evaluation and Learning" methodology and metrics to monitor the effectiveness of the grant making process.
- Promote inter-organizational collaboration so that leaders of THE programs inform and learn from each other's work and build a culture of ongoing learning, inclusivity, and shared best practices.

## **QUALIFICATIONS AND CAPABILITIES**

- The ideal candidate will have a deep knowledge of the arts and arts funding, the ability to analyze complex information and data to make strategic decisions about programmatic direction, excellent relationship-building skills, and team and organizational leadership skills. These are more important than a particular degree or educational background.
- A minimum of 10 years of experience working in the arts; experience in a grant-making organization is considered a plus. Candidates who have led arts organizations that have helped to advance or transform the field also will be given serious consideration.
- A passionate commitment to the ideals, values and goals of the Endowments as expressed in the Creativity program area, as well as an ability to draw from a unique/diverse set of lived and professional experience to bring a broad and informed perspective to the work.
- The ability to inspire trust and enthusiasm; build organizational capacity and lead and motivate teams in a diverse cultural environment; and maintain the highest standards of ethics and personal integrity while demonstrating empathy and consideration for those impacted by decisions and actions.
- Possess an entrepreneurial spirit and ability to think and act strategically, tactically and creatively in a team environment, and the ability to perform effectively under pressure and in an organized manner when faced with multiple, time sensitive priorities.  
for high-quality creative learning experiences.
- Professional capacity that reflects grant-making accomplishments and the confidence and credibility to represent the Endowments and their work locally and nationally, especially in the Creativity space.
- Knowledge of nonprofit financial management practices and regulations, including budget, cash flow statements and financial statements.
- Possesses a genuine curiosity for continual learning

## **COMPENSATION**

- Anticipated salary range \$215K – \$250K; commensurate with experience
- Comprehensive benefits package

***If you meet many but not all the criteria and feel you may be a good fit for the role, The Heinz Endowments encourages you to apply.***

***The Heinz Endowments is an Equal Opportunity Employer and does not discriminate on the basis of age, color, national origin, ethnic origin, citizenship status, disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, marital status, veteran status, or any other characteristic protected by federal, state, or local law in its employment policies. In addition, The Heinz Endowments will provide reasonable accommodations for qualified individuals with disabilities.***