



METRO ARTS
NASHVILLE OFFICE OF ARTS + CULTURE



METRO NASHVILLE ARTS COMMISSION EXECUTIVE DIRECTOR

METRO ARTS/NASHVILLE OFFICE OF ARTS + CULTURE EXECUTIVE SUMMARY

Metro Arts/Nashville's Office of Arts + Culture (Metro Nashville Arts Commission) is the lead cultural agency for the middle Tennessee community. The agency was founded by municipal charter in 1978 and is governed by a 15 member board of commissioners.

Metro Arts believes that arts drive a more vibrant and equitable community. The agency has a clear Theory of Change that seeks to **Improve the Lives of Creative Workers, Deepen Cultural Access and Participation, and Support Creative Neighborhoods**. We strive to ensure that all citizens of Nashville have access to a creative life through community investments, artist and organizational training, public art and creative placemaking, and direct programs that involve residents in all forms of arts and culture. The agency has a \$3.7 million dollar operating budget, a \$5-7 million annual capital public art budget and 12 staff members. The multi-year strategic plan, theory of change and public art community investment plan can be found [here](#).

The agency has made a deep and public commitment to cultural equity and has a cultural equity statement that underpins its values and actions. Additionally, the agency has a multi-year relationship with Crossroads Anti-Racism to support the identification and change of policies and practices that drive inequity in the cultural ecosystem.

Metro Nashville is a unified city-county with a population of approximately 680,000. The city has a strong mayor form of government with an elected city council of 40 members. There are more than 100 cultural agencies serving the community and roughly 7% of the population works directly in creative nonprofits, industries or cultural tourism. The combined economic impact of cultural nonprofits is estimated at \$429.3 million annually (Americans for the Arts/AEPV Study); cultural tourism accounts for approximately 4 billion dollars annually (Nashville Convention and Visitors Corporation). Nashville consistently ranks as one of the top 5 large cities for cultural life and vibrancy in a variety of national indexes.

The agency is seeking a dynamic, values-driven candidate to lead the next iteration of community collaborations, public funding growth, program development and national policy leadership.

About Metro Arts

Metro Nashville Arts Commission or "Metro Arts" is the office of Arts & Culture for the city of Nashville and Davidson County. We believe that arts drive a more vibrant and equitable community. We strive to ensure that all Nashvillians have access to a creative life through community investments, artist and organizational training, public art and creative placemaking coordination and direct programs that involve residents in all forms of arts and culture.

Metro Nashville Arts Commission was started in 1978 by Metro Charter.



Photo Credit: Griffin Norman, Our Town



This dynamic position is responsible for a professional staff of 12 who manage such innovative programs as:

Public Art Collection [click here](#) which includes: ArtPop Street Gallery, Temporary Public Art Exhibition, Art Works 40 for 40 Project and special art projects at the Madison and Smith Springs Community Center.

Poetry in Motion which includes poetry posted on various public transportation vehicles and facilities – [click here](#)

Learning Lab – Community Artist Training Program [click here](#)

Arts Community Building Grants (ABC) which affect positive change in community, strengthens social networks, enhance community identity or economic development, community engagement and strategies for building sustainability - [click here](#)

REAL - The Racial Equity in Arts Leadership (REAL) program stems from Metro Arts' commitment to foster equity through the arts. [click here](#)

Restorative Justice and the Arts Program is a partnership with Metro Arts, the Juvenile Justice Center (JJC) and the Oasis Center to create an arts-integrated intervention system for court-involved youth that focuses on resiliency, positive youth development, and restoring empowered youth and families. [click here](#)

CORE EXECUTIVE DUTIES:

Organizational Strategy & Management

- Work with Board of Commissioners to develop committees, annual board work and key actions.
- Develop and update a strategic plan that delivers on Metro Arts' mission.
- Lead internal budget development of operational and capital programs.
- Evaluate and report on agency outcomes to Board of Commissioners and general public.
- Oversee excellent financial and administrative systems and protocols.
- Initiate and manage strategic partnerships within Metro and with local, state and national organizations that support Metro Arts' mission.
- Write proposals, grant applications that further the work of Metro Arts.

People Management & Motivation

- Coordinate executive leadership team and management processes.
- Supervise and coach staff as a learner-leader.
- Provide regular opportunities for professional and personal growth within team.
- Recognize individuals and team members inside and outside of the organization.
- Facilitate open feedback and continuous improvement.
- Identify and surface best practices within Metro Arts and beyond.

Program Leadership & Public Policy

- Manage implementation of Metro Arts' key programs including—Metro Public Art, Grants, THRIVE, Poetry in Motion®, Racial Equity in Arts Leadership (REAL) and Restorative Justice & the Arts.
- Work with Antiracism Transformation Team to identify policies and practices, provide education opportunities, and promote partnerships that interrupt and eliminate racism and support race-based equity and inclusion.
- Lead integration of arts and culture policy and programming within work and scope of other departments and their strategic plans.
- Identify and support public policies that support artists and cultural organizations.
- Serve as a local and national expert on arts and culture as necessary for local talks, panels and speeches.
- Advise Mayor, Council and other departments as necessary on best practices in arts and cultural programming and policy.
- Initiate research, as necessary, documenting the economic and social benefit of arts and culture.
- Coordinate with local, state and national advocacy partners such as Nashville Arts Coalition, Tennesseans for the Arts and Americans for the Arts on public policy and arts funding.

Public Communication

- Serve as key spokesperson for department and act as senior cultural/arts policy lead for Metro.
- Develop Metro Arts brand and public messaging through all platforms.
- Leads Mayor's Office and Council communications and drives strategy related to overall government affairs works.



REQUIRED QUALIFICATIONS:

Bachelor's Degree in Business Administration, Liberal Arts, or a related field from an accredited college or university, and five (5) years of increasingly responsible experience in arts administration.

***** No Substitution

To apply for the position: [click here](#)

DESIRED COMPETENCIES:

Commitment to Equity & Inclusion

This is a driving focus of our agency and is reiterated in our mission, strategic documents and practical work. The ideal candidate will have training/track record of work that shows an understanding of systemic inequities and their impact on systems. The candidate will show a willingness to support and expand the agencies existing work in this area and may bring to the table new knowledge, relationships and past work that reinforces this agency value.

Commitment to Community as Partner and Co-Creator

Metro Arts exists in a larger arts ecosystem where we play different roles—sometimes as supporter, facilitator, listener or leader with a diverse network of cultural agencies, artists, small business and other governmental agencies. The agency values listening and authenticity in these interactions. The ideal candidate will have a track record of community listening, facilitation and co-design.

Bold and Energizing Thinker

The ideal candidate will have a demonstrated record in moving forward innovative policy, program or community ideas by inspiring and activating staff, board and community leaders. The candidate should be a person that inspires others to think big and follow.

Strength as a Public Communicator

The agency works at many levels—individual and systemic. The ideal candidate will be able to articulate vision to a wide variety of audiences and build public will for the agency and its mission.

