

Glenbow

Director, Exhibitions and Curatorial

DATE: November 14, 2022

LOCATION: Calgary, AB. Hybrid Workplace (Remote/In-Office)

TYPE: Full Time Permanent

CLOSING: December 2, 2022

Please submit application to careers@glenbow.org

Organizational Overview

Land Acknowledgement

Glenbow is located in Mohkinstis, on Treaty 7 Territory, and respects the history, languages, traditions and cultures of the nations on whose traditional land we reside: The Blackfoot Confederacy, which includes Siksika, Piikani and Kainaiwa; the Tsuut'ina; the Îyârhe Nakoda First Nations, including the Chiniki, Bearspaw and Wesley First Nation; and the Métis Nation of Alberta, Region III. Their contributions to the museum and their continued support are integral to our success in educating visitors and sharing the rich heritage of this land. We further acknowledge the vital connections we have to other Indigenous peoples, whose visual and intangible culture is represented in the museum's collections and exhibitions.

Diversity, Inclusion, Accessibility and Belonging at Glenbow

At Glenbow, we believe art is for everyone. We believe everyone should feel celebrated and welcomed in Glenbow's physical and digital spaces. It is our fundamental belief that **Together Is Better**. We are better when the diversity of our community is reflected in everything we do, and is represented by the people who bring Glenbow to life: our employees, volunteers, partners and visitors.

We are committed to creating a museum and workplace culture that prioritizes equity and accessibility, where differences are celebrated and thoughtfully considered, and where no-one is left behind. We strive to create an accessible space that inspires conversation and action through arts and culture.

Our Values

Be there. We are present. We listen. We step up. We show up. We meet people where they are. We earn trust by being authentic and dependable. We are here for each other and we are here for our community.

Spark big ideas. We empower our visitors and ourselves by encouraging curiosity and welcoming great questions. We imagine more possibilities and we create space for inspiration. We believe that creativity makes our world better.

Take pride. Remarkable things happen here because we work hard, and we are always learning. We take time to reflect and improve on what has come before. We respect the knowledge and experience

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of others. We approach every challenge with integrity and humility. Our personal passion fuels our high standards.

Together is better. We welcome all perspectives. What we do is better when more diverse voices are heard. We champion a collaborative environment where people feel respected, valued, and connected. We have greater impact when we work as a team.

Break the mould. Embrace the opportunity to do things differently. Push the boundaries of what's expected. Invent something new. Seek out new stories. Amplify voices that haven't yet been heard. Don't just welcome change – fuel it.

Glenbow Reimagined

Glenbow is currently undertaking an incredible revitalization of the museum, including a \$120 million renovation of its building, and a refreshed and reimagined public program and business model, with a goal of providing increased access and engagement for our communities. Glenbow seeks to appoint a new position of Director, External Relations and Marketing in support of these initiatives.

The Opportunity

The Director, Exhibitions and Curatorial must be a creative, collaborative and flexible thinker with experience leading exhibition and curatorial projects. They must be comfortable working across disciplines and be able to enliven art and artifacts from a spectrum of cultural and collected histories. Candidates for the position should be inspired by the opportunity to collaborate with colleagues, artists and communities to build new relationships from among Glenbow's diverse collections.

Candidates must also demonstrate a sensitivity to the ethics and politics of working with Indigenous collections and partners, and will contribute to discussions that interrogate what it means to develop a nationally significant museum program in an era of reconciliation. Working with Indigenous curators and colleagues, the Director will engage with Indigenous communities and stakeholders on the development of our Indigenous programs within the renovated museum.

The successful candidate will have a proven track record of developing an ongoing exhibition program that demonstrates relevance, audience engagement, and responds to artistic, intellectual and attendance criteria, in addition to the goals and strategies of the museum.

Reporting to the COO & VP Engagement, the Director, Exhibitions and Curatorial is a member of the museum's management team, actively participating with museum colleagues in shaping the organization's exhibition and curatorial program to further the museum's vision and mission. This position leads efforts to assess, build and present the museum's collections and a touring exhibition program and manages the curatorial department, working in a collaborative, team-centric organizational culture.



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Jointly with the CEO and COO and other museum staff, the Director, Exhibitions and Curatorial will work to reimagine Glenbow's exhibition program and utilization of its collections, in tandem with a planned building-wide renovation. The Director will lead the curatorial team in conceptualizing and developing new exhibitions from the permanent collection that will increase audience engagement, supporting the museum's mission, vision and values. Working in collaboration with the Director, Collections and the curatorial team, the Director will co-lead discussions on how the collections should evolve to meet Glenbow's role as a public art museum, including the development of collection plans, soliciting gifts, and proposing acquisitions as resources allow. The Director must also develop a strong relationship with the Director, JR Shaw Institute for Canadian Art for the development of an integrated programming vision for the museum.

The Director, Exhibitions and Curatorial must be at ease in a highly visible and public position. The incumbent must cultivate relationships with colleagues, donors, collectors, and the broader community, building support for Glenbow's program.

Key Responsibilities

Curatorial Department Management

- Management of curatorial department policies, procedures, and budgets
- Work in collaboration with the collections department, contributing to strategies that address the management of the collection, including accessioning and deaccessioning, storage, conservation and loans.
- Contribute to discussions related to decolonization and how this work will impact curatorial and collections work.
- Plan curatorial assessments of existing collections and oversee the development of prioritized, comprehensive, long-range collection plans.
- Collaborate with the Advancement department to develop a long-term strategy to build the collections through gifts and financial support and enlist support for the collection plan.
- Act as a cross-department connector to help develop and produce the museum's publications, online content and outreach programming associated with the collection and the exhibitions, including active collaboration with the marketing and communications department to develop and ensure the accuracy of all exhibition and collection related information delivered to the public.
- Support the education and programming departments to ensure the accuracy and relevance of the information disseminated about exhibitions and collections.
- Along with other curatorial staff, review and research potential acquisitions, prepare acquisition proposals; advise on deaccessions when appropriate.
- Along with other curatorial staff, research permanent collection objects, and disseminate information through exhibitions, gallery displays, public lectures and publications.
- Develop and maintain collaborative relationships with artists and others in the arts community, locally, regionally and nationally.



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Exhibition Development and Planning

- Work with the COO & VP Engagement to set the direction and master calendar for exhibitions, including the presentation of the collection and touring exhibitions that will contribute to Glenbow's mission, vision and values.
- Develop and implement the long-term plans for the presentation of the collection, for the permanent galleries, their vision and interpretation in the context of the strategic plan.
- Collaborate with the production and building operations department to ensure successful planning and installation of touring and rotating exhibition program.
- Research and develop original concept and content for exhibitions; curate and supervise preparation of exhibition and related materials including publications.
- Overall supervision and guidance of Glenbow-originated exhibitions and displays curated internally.
- Develop and oversee exhibition budgets.
- Liaise with other institutions, museums, galleries, collectors, artists and experts to further the reputation and goals of the Museum; attend conferences and gives lectures or papers
- Other duties and responsibilities as assigned.

Leadership and Communication

- Collaborate with board members, donors, collectors, artists, gallery owners, curators and scholars, as well as publishers, designers, volunteers, and staff members at every level
- Manage, mentor, and evaluate a team of high-performing individuals, fostering a culture of collaboration, creativity, and belonging
- Create and present highly developed research using exemplary written communication skills
- Network and act as an ambassador for the organization during Glenbow events, programs, and community engagements

Education, Skills & Qualifications

Qualifications

- An exemplary record of professional or academic achievement in direct support of museum work, including some combination of study or credentials in a related field, exhibitions, publications, collections development, thought leadership, and programming participation and collaborative success.
- A strong professional track record in museum management, contributing to organizational goals and outcomes and building collaborative relationships, internally and externally, with demonstrable results.
- A demonstrated ability to develop exhibition and programming strategies that address multiple collections, stakeholders and audience and organizational needs.
- Demonstrated interest in achieving greater accessibility of content for non-traditional museum audiences.



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- Willingness and ability to work collaboratively, recognizing that the museum's exhibition and curatorial program must meet organizational and artistic standards.
- Excellent management, organizational and operational skills with an ability to handle competing priorities
- Effective planning and decision-making abilities
- Knowledge of Microsoft Office programs
- Advanced knowledge of the following: museological standards, code of ethics, conservation policy, collections management policy, copyright policy, disaster preparedness plans, security policy and health and safety policies.

Education and Experience

- 8-10 years of progressively responsible curatorial and museum management experience.
- Previous experience working in consultation with Indigenous elders, advisors and artists that has led to successful and respectful partnerships.
- Previous experience developing a rotating exhibition program that incorporates exhibitions from the permanent collection and touring exhibitions, resulting in increased attendance and audience engagement and furthering the museum's strategic goals.
- A demonstrated ability to develop exhibition and programming strategies that address multiple collections, stakeholders and audience and organizational needs.
- Previous experience developing collection plans that lead to growth in depth and breadth of collections and community engagement in building of same.
- Demonstrated expertise in at least one major area of the museum's collection.
- Demonstrated experience with management and mentorship of a team, long-term planning, budgets and time management.
- Demonstrated experience curating exhibitions that have meaningfully engaged museum audiences, and impacted audience reach.
- Travel within Canada and internationally when required
- Overtime, evening and weekend work when required

Stay connected to Glenbow

- Visit us at our new satellite location – [Glenbow at the Edison](#) – open now!
- Learn more about [Glenbow Reimagined](#) – our museum renovation and fundraising campaign
- Access some of our [online resources](#)

All employees are required to be vaccinated against COVID-19

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