



AMERICA'S CAR MUSEUM®



Executive Director of America's Car Museum & VP America's Automobile Trust



Position Profile

AAT is a 501c3 charitable organization with its mission to be at the center of a movement to secure America's automotive heritage. Pillars of that mission – **America's Car Museum, RPM Foundation, America on Wheels, Club Auto and Concours Club** – are to ensure that future generations have the same opportunity as us to experience the enjoyment of the car and the camaraderie of the collector car community.



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LEMAY—AMERICA'S CAR MUSEUM

Executive Director & VP America's Automobile Trust
Tacoma, WA

LeMay—America's Car Museum (ACM) presents a truly unique opportunity for a passionate, skilled and talented nonprofit leader to marry an internationally recognized auto collection and museum facility with the creativity of a dedicated staff and notable Board of Directors to keep and grow a world class educational and experiential organization. This is a chance to shape the future while honoring the past.

Based in Tacoma, WA, the stunning 165,000-sq.-ft. facility has been recognized as one of MSN's 10 Best Automotive Museums worldwide, USA Today's 10 Best Museums in Seattle and KING5's Best Museum in Western Washington. ACM serves as an educational center for students of all ages, features 12 rotating exhibits and hosts America's Automotive Trust's (AAT) annual Signature Events.

America's Car Museum is a key pillar of **America's Automotive Trust** along with **RPM Foundation, America on Wheels, Club Auto and Concours Club**. AAT's mission is to ensure that future generations have the same opportunity as us to experience the enjoyments of the car and the camaraderie of the collector car community. Member entities of the Trust pursue unique aspects of this mission and collaborate with each other, to ensure a coordinated approach to our heritage efforts. ATT serves as an umbrella entity providing for collaborative strategic planning, promotional efforts, fundraising and endowment management for its members.

Visit <https://www.americascarmuseum.org/> for more information on America's Car Museum.



ACM HISTORY

Harold and Nancy LeMay amassed the largest privately owned collection of automobiles, other vehicles and related memorabilia in the world. At its peak, the LeMay Collection numbered in excess of 3,000 vehicles and thousands of artifacts. The Collection is broadly American and spans the 20th Century powerfully demonstrating both the dominance of the American auto industry in that time period as well as the American experience with the automobile.

Harold and Nancy intuitively knew the power of the Collection through the experiences they shared with family and friends at car shows and swap meets across the nation. They also knew its power from the stories it elicited from all who spoke with them at their Annual Car Show and Open House which has drawn thousands of people to the LeMay homestead each August for more than a quarter century. Harold and Nancy knew that the power of their Collection would be lost if it, like the wonderful Harrah's Collection, was ever dispersed individually or in small lots to numerous buyers. It became their dream to ensure their marvelous Collection never suffered the fate that befell Harrah's.

ACM VISION

- Preserve America's automotive treasures
- Promote America's automotive heritage
- Offer educational training programs in automotive preservation and restoration
- Serve as a gathering place where enthusiasts from around the world come to celebrate America's love affair with the automobile
- A creator of a social network for automotive enthusiasts, serious collectors, educational entities, and museums through promotion of and active involvement in automotive activities around the world
- Achievements and future directions in design, technology, and product development
- Form strategic alliances with like-minded institutions desirous of promoting our love affair with the automobile
- Develop sponsor partnerships with industry partners to promote education, driving, preservation and other activities



ACM MISSION

LeMay – America's Car Museum is a nonprofit organization chartered to preserve and interpret the history and technology of the automobile and its influence on American culture. The Museum is dedicated to securing and interpreting the valuable LeMay Collection, and to acquiring, preserving and interpreting additional artifacts that explore broad themes of American mobility and lifestyle in an instructive and entertaining manner. The Museum will sustain its vital public service through viable, professional operations and complementary alliances.

For more information about America's Car Museum visit: www.americascarmuseum.org

Lemay—America's Car Museum Notables, Focus and Future Opportunities



Notables:

- Committed, passionate Board of Directors and skilled staff working as a team, dedicated to the success of ACM
- International destination for families and auto enthusiasts
- Recognized as a leading international museum experience
- Beautiful 165,000 sq-ft museum with galleries, banquet hall, car storage, café and 3.5 acre showfield—a premier event center
- 300+ unique car collection
- Strong education program



Initial (6—12 months) Focus for the Executive Director

- Creating a culture of trust, respect and partnership between the CEO, Board, the ED, and the staff
- Work to establish self as the high visibility leader of the museum locally, regionally and nationally
- Develop focus on fundraising and major gifts
- Lead internal staff effectively while developing an outward focus for the position



Longer Term Challenges & Opportunities

- Increase local visitation and membership
- Broaden donor base and build endowment to lessen load on earned income
- Develop high interest in younger, more diverse demographic



THE POSITION



The Executive Director of LeMay – America’s Car Museum (ACM) and Vice President of America’s Automotive Trust (AAT) reports to the CEO of America’s Automotive Trust. The ED provides financial and operational leadership and direction, broadly defines and articulates metrics for institutional success, and, in conjunction with the CEO, provides short- and long-term strategic goals and objectives.

This position oversees and ensures that all business and operational aspects of ACM reflect and are in alignment with the institution’s core educational values, as well as, with the Museum and ATT’s overarching mission and vision. Taking ownership of ACM’s operational and fiscal success, the Executive Director directs and coordinates the Collections, Exhibits, Education, Facilities, Guest Services, Retail, Private Sales, and related functions and teams. The Executive Director also oversees and maximizes the financial contribution of all ACM’s earned revenue-generating activities – Retail, Operations, Restaurant, and Rental Events.

The Executive Director will interact regularly with the CEO and Board of Directors of America’s Automotive Trust, and the other leadership staff members and VPs of AAT. The Executive Director may travel nationally and internationally, when appropriate, to represent ACM and AAT.

Minimum Qualifications

- Bachelor’s degree required. Significant past experience and success may substitute
- Five years at a senior management level in a museum, nonprofit organization, business or financial management
- Demonstrated success leading in a team-oriented, interdepartmental collaborative environment
- Significant past success in fundraising

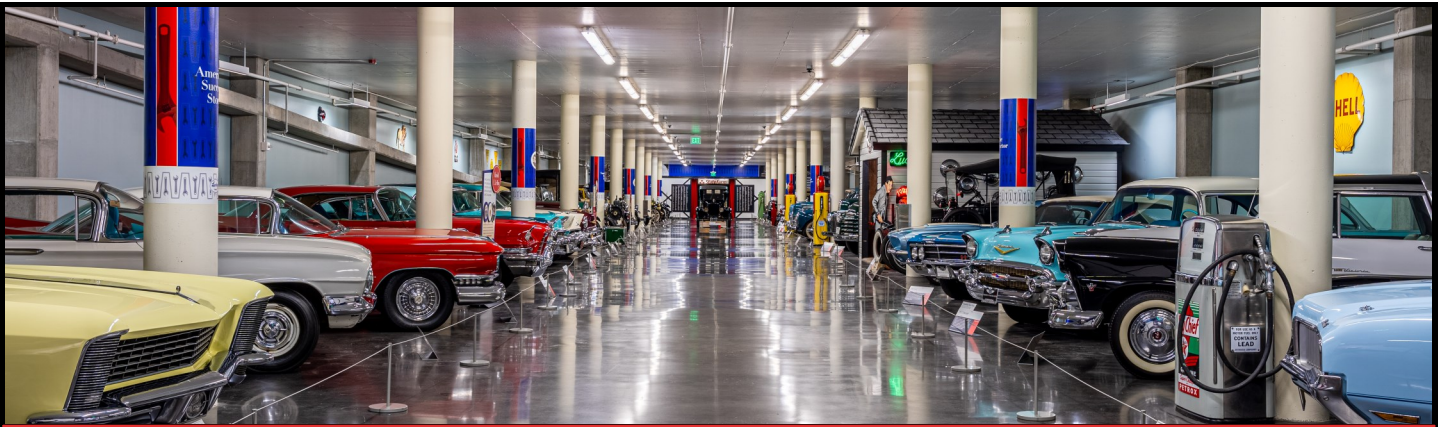
Additional Desired Qualifications

- Demonstrated knowledge of standards and best practices for museums, nonprofits, or similar organizations, as well as, a history of involvement in relevant professional organizations
- The interpersonal skills, sensitivity, and ability to professionally interact with a diverse range of people of all ages, socio-economic groups, and personality types
- Demonstratable past experience coordinating strategic planning

Compensation & Benefits

The salary range is \$135,943 - \$180,605. In addition a very generous benefit package will be provided for the right candidate with the right skills, background and track record.





TIMING AND APPLICATION

APPLICATION AND SELECTION PROCESS

Applications that are received by **5:00 p.m. on November 20, 2022** are assured full consideration. It is anticipated that initial candidate interviews will be held the week of November 28 with final interviews and a decision made in early December. **To register as a candidate or view the most current timeline, please go to:**

<http://www.hagelsearch.com/americascarmuseum>

All submissions will be acknowledged and will be held in strict confidence. Finalists for the position will be required to participate in behavioral and emotional assessments. These take about 45–60 minutes each, and help match the candidate's traits with the desired traits detailed above. All results are held strictly confidential.

Contact Information

For further information please contact: Frank Hagel (253) 572-2439 x304 or Marcia Walker (253) 572-2439 x310. Or email: frank@hagel.net or marcia@hagel.net. DO NOT submit your application to these email addresses.



EQUAL OPPORTUNITY

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at ACM will be based on merit, qualifications, and abilities. ACM does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, sexual orientation/gender identity, national origin, age, disability, creed, marital status, retaliation, military/veteran status, or any other characteristic protected by law.