



New Hampshire State Council on the Arts

LEADERSHIP OPPORTUNITY:

Director,
New Hampshire State
Council on the Arts

The N.H. Department of Natural and Cultural Resources (DNCR) seeks a Director of the N.H. State Council on the Arts (NHSCA). This position serves as part of the Commissioner's senior leadership team and must be an experienced, inspiring, and effective manager.

The NHSCA is one of five divisions at the DNCR, along with Division of Parks and Recreation, the Division of Forests and Lands, the Division of Historical Resources, and the New Hampshire State Library, that share the following collective mission: to protect, preserve, promote, and manage the State's natural and cultural resources, supporting New Hampshire's high quality of life and strengthening the experiences of our residents and guests.

As a division, the NHSCA's mission is to enhance the quality of life in New Hampshire by stimulating economic growth through the arts, investing in the creativity of students, making the arts accessible to underserved populations, and preserving heritage arts.

The State Arts Council was established in 1965 as the official state arts agency with legislation ([RSA 19-A](#)) designed "to insure that the role of the arts in the life of our communities will continue to grow and play an ever more significant part in the welfare and educational experience of our citizens."

This is a pivotal time for the arts in New Hampshire. Our granting opportunities have doubled, we are completing a year-long strategic planning process that provides valuable input from constituents and partners throughout the state, and while there are some lingering impacts due to the COVID pandemic, relationships among art leaders across all sectors and regions are stronger than ever.

The State of New Hampshire is seeking a dynamic leader who can advance the vision of the N.H. State Council on the Arts and lead an experienced team. We are looking for someone whose enthusiasm is contagious, and who can carve new paths forward for the arts and culture throughout the state. The Director will travel to meet with local partners, art leaders, and civic leaders, and will engage in public speaking at events and meetings on behalf of the state.

—Sarah Stewart, Commissioner N.H. Department of Natural and Cultural Resources

The NHSCA provides a wide variety of services, competitive grants, and technical assistance to non-profit organizations, schools, health care facilities and to individual artists, helping to ensure that the arts thrive in New Hampshire and are accessible to all. Funding for our grants and services is provided by the New Hampshire Legislature and the National Endowment for the Arts, a federal agency.

The NHSCA is part of a network of fifty state arts agencies and six arts agencies seated in the U.S. jurisdictions. All of these arts agencies share similar goals that support increasing public access to the arts and ensure that every community they represent enjoys the cultural, civic, economic, and educational benefits of a thriving arts sector.

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The National Endowment for the Arts provides leadership and support for the work of state arts agencies through its State Partnership Grant Program. Important research and advocacy for the work of state arts agencies is carried out by the National Assembly of State Arts Agencies, a non-profit membership organization based in Washington, D.C.

The NHSCA is advised by a 15-member council that meets at least four times a year. Councilors are appointed by the Governor and confirmed by the [N.H. Executive Council](#). The NHSCA carries out its mission based upon a strategic two-year plan developed through public input. The plan is revised periodically to ensure that the agency is responsive to changing economic, social, and cultural circumstances. The NHSCA is wrapping up its most recent public input process and will be unveiling its updated plan later this spring.

Essential Duties and Responsibilities:

The NHSCA carries out its mission based upon a [strategic plan](#) developed through public input on a biennial basis. The plan is reviewed and revised periodically to ensure that the agency is responsive to changing economic, social, and cultural circumstances.

In general, daily duties include the oversight of competitive grant processes and program services, compliance with state financial and human resource requirements, fiscal responsibilities, and the general leadership of staff. Additionally, this position oversees the legislative process as it relates to the arts, works with the Commissioner and her leadership team to represent the State in meetings, at functions and in the media, and seeks out collaboration and partnerships with other state leaders and organizations.

Some specific responsibilities include:

- Responsible for overall financial health and security of the Division, including overseeing the preparation and management of the biennial budget.
- Leads legislative processes, including monitoring legislation for effects on the Division, drafting legislation, and preparing and delivering testimony.
- Secures support for the Division through productive relationships with the Governor's Office, Executive Councilors, state legislators and legislative committees, congressional members, town and municipal officials, community organizations, non-profit organizations, the business community, tourism organizations, schools, health care organizations, individual artists, arts and cultural groups, the business community, volunteers, and other constituents.
- Leads the organization with vision and integrity. Works closely with the 15-member Arts Council board of advisors, staff, and DNCR senior leadership to develop policies and priorities that advance the arts in New Hampshire while developing strong cross-agency relationships with all divisions within the N.H. Department of Natural and Cultural Resources.
- Promotes the advancement of the Department's commitment to diversity, equity, and inclusion, both in the internal management of the Division as well as in the Division's external facing work.
- Incorporates proactive and strategic communications that connect the Division's work to existing and new audiences using appropriate media platforms and approaches.

Attributes of a successful Director:

- Strong leadership skills and ability to manage a team while working within a larger team framework.
- Ability to set priorities and develop and measure program outcomes.
- Ability to create and maintain strong working relationships with key stakeholder groups and work collaboratively to advocate for artists, arts and culture organizations, and the overall creative economy.

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- Ability to identify and navigate forward-thinking relationships to ensure the arts have a seat at the table both when and where the state's biggest challenges are discussed. (e.g., education, mental health, housing, opioid crisis, etc.).
- Outstanding written and interpersonal skills, including experience speaking to the press – both traditional media and social media.

Qualifications:

- Five years senior management work experience.
- Executive-level composure and presence.
- Highly effective communication skills – written and oral.
- Strong strategic thinking with the ability to develop and implement high-impact solutions. Excellent judgement with analytical and decision-making ability for immediate and long-term decisions.
- Strong ability to plan, organize, lead, and guide all aspects of department administration including budget development and management.
- Capacity to lead, motivate, and develop existing and acquired talent to achieve organizational strategy.
- Solid understanding of the shared interests and diversity of the arts and creative economy, as well as their relationship and impact within other sectors.
- Fundamental knowledge of the legislative process and government operations.

Salary and benefits:

This position is appointed by the Governor of New Hampshire and is approved by the Executive Council. It is a 4-year term.

Hiring salary range – From \$70,000 - \$90,000.

Benefits include:

Health & Dental Insurance, Flex Spending Health Care, \$50,000 State Paid Life Insurance, Prescription Drug Plan, N.H. Retirement Defined Benefit Plan as well as deferred compensation. For more information on Employee Benefits click [HERE](#).

How to apply:

Applicants are asked to apply by submitting the following:

A letter of Interest explaining what makes you a competitive candidate for this opportunity.

A current resume detailing your education and experience.

Three (3) professional references.

Application packages should be submitted to:

Sarah Stewart, Commissioner
N.H. Department of Natural and Cultural Resources
sarah.l.stewart@dncr.nh.gov

For more information about the N.H. State Council on the Arts, please visit the N.H. Department of Natural and Cultural Resources website: www.dncr.nh.gov