



## POSITION GUIDE

# Vice President of Exhibits

### ABOUT PACIFIC SCIENCE CENTER

Pacific Science Center, an independent, nonprofit institution, occupies an unrivaled position in the scientific, technological, and cultural landscape of Seattle and the greater Pacific Northwest, serving more than 500,000 people each year. As the nation's first science and technology center, PacSci has been a gateway to access science education and innovation since it was founded at the culmination of the 1962 World's Fair in Seattle.



PacSci's mission is to ignite curiosity in every child and fuel a passion for discovery, experimentation, and critical thinking in all of us. Located at the foot of the iconic Space Needle in downtown Seattle, PacSci provides a range of innovative exhibits and immersive experiences at its seven-acre campus adjacent to Seattle Center and in communities and classrooms across the state of Washington. Designed by Seattle-born architect Minoru Yamasaki, PacSci's buildings and vaulting "space gothic" white arches are considered to be among Seattle's most beautifully designed, and the campus is designated as a historic landmark by the City of Seattle. Each day, PacSci works to expand equity and access to science, serve as a vital resource for educators statewide, and fuel discovery and experimentation as a vibrant community laboratory. PacSci imagines a future in which it serves all grades in preK-8 low-income schools in the state with on-site

### CONNECT



[pacificsciencecenter.org](https://www.pacificsciencecenter.org)

### MISSION

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programming in schools, digital and virtual programming, and in-person field trips – all at no cost to schools, educators, or families.

Pacific Science Center serves diverse audiences that include people of all ages and ethnicities, as well as families with children, schoolchildren with teachers, young adults, seniors, and visitors from all over the world. PacSci provides exciting and attractive exhibits and immersive STEM experiences, including the [Tropical Butterfly House](#), which houses hundreds of breathtaking butterflies in a tropical habitat; the [Willard Smith Planetarium](#), where guests can explore the universe through live, immersive presentations; the hands-on [Tinker Tank Makerspace](#), where guests can experiment, innovate, design, and build; and the [Salt Water Tide Pool](#), where guests can get a closer look at local marine life from the Puget Sound. PacSci is also home to the

region's largest [IMAX® theaters](#) and largest screen in the state of Washington. Within two ultimate IMAX® experience theaters, audiences can enjoy first-run feature movies and documentaries such as *Barbie*, *Oppenheimer*, *Taylor Swift: The Eras Tour*, *Hubble 2D*, and *Deep Sky*. PacSci's [Laser Dome](#), one of the largest in the world, packs 10,000 watts of concert sound and dazzling imagery into a one-of-a-kind experience with a packed catalog of shows from Pink Floyd to Doja Cat to Taylor Swift. [Adventures in Sound](#), an interactive exhibit that explores how sound can be seen, felt, and heard, and is fully accessible for neurodivergent guests by using innovative acoustical mitigation tactics.

PacSci also works inclusively and equitably to engage communities, educators, families, kids, and individuals throughout Washington and beyond. PacSci believes science is for everyone. PacSci prioritizes and embeds [inclusion, diversity, equity, and access](#) in all of its work. PacSci serves as a vital resource for educators and lifelong learners, with enriching hands-on experiences and a growing library of digital resources to ignite curiosity. Innovative educational programs include [Science on Wheels](#), [Field Trips](#), [Camps for Curious Minds](#), [Digital Discovery Workshops](#), [Discovery Corps](#), [Curiosity at Home](#), [Career Corners](#), and [I-LABS](#), a cognitive science research partnership with the University of Washington. PacSci also provides innovative programming and digital resources at schools, libraries, and community centers. During the pandemic, PacSci innovated to expand its digital and virtual programming and increase its reach across Washington, employing technology to bring experiential STEM education directly to homes

## KEY FACTS

- 166 permanent staff, growing to more than 300 during the summer
- 20 exhibit staff
- 460,000 visitors (FY24)
- More than 65,000 square feet of exhibit space
- 113,000 students served in communities across Washington state (FY24)
- \$22 million budget (FY25)
- 19-member Board of Directors; 20-member Associate Board; 6 Emeritus members

## GUIDING PRINCIPLES

- Delight our guests.
- Model science as a process.
- Embrace experimentation and innovation.
- Enable access for all.
- Support educators and education.
- Serve as a community laboratory and living room.
- Run a smart and responsible business.
- Expect and nurture excellence in our people.

and classrooms. In 2021–2022, its interactive online programs reached nearly half a million people and its Virtual Field Trips reached more than 28,000 students statewide. PacSci also offers deeply discounted membership programs for low-income families, foster youth, and homeless youth.

Will Daugherty has served as PacSci's President and CEO since December 2015. Prior to his joining, PacSci was faced with \$10 million in debt including \$2.3 million borrowed from the endowment that resulted from a decade of financial hardship. Daugherty developed an exciting new mission and guiding principles for PacSci focusing on financial sustainability, operational excellence, and attractive guest experiences and ultimately reversed the entire debt into a positive standing. After more than eight years of capable leadership, the organization is now debt free with \$7.6 million in unrestricted cash and \$2.4 million in the endowment as of June 30, 2024.



PacSci is excited about recent leadership developments that are further fueling growth and innovation. This year, PacSci hired a new Chief Advancement Officer to integrate marketing and development, which will elevate the way they raise funds. Similarly, the new Vice President of Exhibits will champion the growth and innovation of their division.

We invite you to learn more at [pacificsciencecenter.org](https://www.pacificsciencecenter.org).

## THE POSITION

Pacific Science Center is seeking a dynamic and visionary leader to enhance and lead a transformation of PacSci's exhibits during a critical time in the institution's evolution. The Vice President of Exhibits will be responsible for strategic planning, developing innovative exhibit strategies, and evolving internal processes to support PacSci's mission. This role emphasizes continuous iteration and agility, requiring someone who can inspire their team, embrace new ideas, and drive a culture of continuous improvement.

A strong candidate for the Vice President of Exhibits will be a confident leader with a distinct vision for the future of interactive exhibits. They will be approachable and demonstrate a genuine enthusiasm for engaging with both staff and visitors, fostering a learning environment that encourages curiosity and discovery. This role demands someone who can inspire and lead a team while maintaining a welcoming presence that enhances the educational experience of PacSci's diverse audience.

The VP of Exhibits will work closely with internal and external stakeholders to create meaningful, educational, and engaging experiences for visitors, with a strong emphasis on IDEA (Inclusion, Diversity, Equity, Accessibility). This role reports directly to the President and CEO and serves as a trusted partner and expert on all exhibit-related matters within the executive leadership team. Peers on the executive leadership team include the Chief Advancement Officer, General Counsel, Vice President of People and Culture, Vice President of Finance and Operations, Vice President of Guest Services, Director of Education, and Director of Theaters. The ideal candidate will bring a future-focused, solutions-oriented mindset to the executive leadership team, ensuring both efficient daily operations and long-term strategic growth.





## MAJOR OBJECTIVES

Within the first 12 to 18 months, the VP of Exhibits will achieve the following major objectives:

- Serve as a trusted advisor to PacSci's President and CEO on all matters related to exhibits.
- Assess the strengths, needs, and opportunities of PacSci's exhibits division, enhance exhibit design and operational systems, and provide guidance to the President and CEO and executive leadership team on leading practices, trends, and innovation relative to exhibits.
- Develop and execute a strategic plan for the exhibits division that focuses on delivering science-based, forward-thinking exhibits. This plan should foster staff learning and growth while enhancing both the exhibits themselves and the efficiency of the exhibits team. The plan should optimize the use of PacSci's financial resources and team capabilities.
- Ensure that the exhibit division is effectively organized and staffed. Ensure that responsibilities, priorities, and activities align with the division plan and PacSci strategy.
- Strengthen the spirit of innovation and iteration within the division to ensure a culture of creativity, improvement, and continual success.
- Develop positive, meaningful relationships and trust with Pacific Science Center's President and CEO, Executive Leadership Team, managers, staff, and other key internal stakeholders.

## RESPONSIBILITIES

The Vice President of Exhibits will have the following primary responsibilities:

### Leadership and Vision

- Provide clear strategic direction and leadership for the exhibits department, ensuring that all exhibit initiatives are in harmony with the organization's overarching mission and strategic priorities.
- Formulate and implement a comprehensive strategy for exhibits that embodies PacSci's core values and strategic objectives. Ensure that all exhibit offerings are cutting-edge and incorporate the latest trends and advancements in the industry.
- Foster a culture of creativity, curiosity, and continuous improvement within the exhibits team. Inspire and motivate team members to think creatively and take informed risks in the development of exhibits.
- Efficiently prioritize tasks and projects to maintain alignment with strategic goals, ensuring a balanced focus on both immediate needs and long-term objectives.

### Collaboration and Relationship Building

- Collaborate closely with cross-functional teams, including education, marketing, development, and operations, to design cohesive and integrated exhibit experiences that enhance visitor engagement and learning.
- Cultivate and maintain strong relationships with external partners, including artists, designers, educators, and community organizations, to enhance the quality and reach of exhibits.
- Lead representative and champion for the exhibits department, effectively conveying the vision and impact of exhibits to various audiences, including staff, stakeholders, donors, and the public.



- Work in partnership with the Chief Administrative Officer (CAO) to develop and secure funding strategies for exhibits including grant opportunities, sponsorships, and other financial resources to support exhibit initiatives.

### Exhibit Development and Management

- Manage the planning, design, and execution of all exhibits, ensuring they are educational, engaging, and accessible to a wide audience.
- Serve as primary leader responsible for the timelines and delivery of exhibit development projects. Ensure projects are completed on schedule, within budget, and are of quality.
- Design and produce exhibits that are both innovative and thought-provoking, reflecting current scientific and cultural trends. Ensure that exhibits are relevant and resonate with the target audiences of PacSci.
- Continually evaluate and improve existing exhibits through deliberate iterative practices, while planning for future developments. Use feedback and data-driven insights to optimize exhibit offerings and curatorial innovation.
- Maximize impact, efficiency, and engagement by innovating within available resource constraints. Identify and implement creative solutions to challenges, leveraging resources effectively.

### Commitment to IDEA (Inclusion, Diversity, Equity, Accessibility)

- Lead initiatives that champion diversity, equity, inclusion, and accessibility in all exhibit-related activities. Design exhibits to be inclusive and welcoming to visitors from all backgrounds and abilities.
- Promote a workplace culture that values and respects diverse perspectives and experiences. Encourage an environment where team members are empowered to share their unique insights and ideas.

### Visitor Experience

- Focus on enhancing the visitor experience, ensuring that exhibits are interactive, engaging, and impactful. Design exhibits that captivate audiences and provide meaningful learning experiences.
- Regularly interact with visitors on the science center floor to gather insights and feedback. Use this engagement to inform improvements and ensure that exhibits meet visitor expectations.
- Use visitor feedback and data analytics to continually improve and expand exhibit offerings. Implement changes and innovations that enhance visitor satisfaction and engagement.
- This version emphasizes the strategic, collaborative, and innovative aspects of the VP of Exhibits role while ensuring clarity and engagement for potential candidates.





## QUALIFICATIONS

The ideal candidate will bring most of the following qualifications and skill sets:

- A deep passion for science and education, with a commitment to promoting lifelong learning through engaging and impactful visitor experiences. Enthusiastic about staying abreast of emerging trends and technologies in the field.
- At least seven years of experience in developing and managing exhibits, experience in a science center, museum, or related environment would be an advantage. Demonstrated success in leading projects from concept to completion, ensuring alignment with organizational goals and visitor engagement strategies.
- Proven ability to lead and inspire a diverse, creative team, fostering a collaborative environment that encourages innovation and excellence. Strong commitment to mentorship and professional development, empowering team members to reach their full potential.
- Mastery in crafting and delivering compelling narratives that communicate complex scientific ideas in an accessible and engaging manner. Proficient in public speaking, writing, and presenting to diverse audiences, including board members, donors, and community stakeholders.
- A strategic thinker with a visionary approach to exhibit development. Skilled in prioritizing team tasks to align with organizational goals and adept at navigating fast-paced, ambiguous environments.
- Demonstrates a future-oriented mindset, constantly seeking new perspectives and ideas to advance exhibit offerings.
- Exceptional project management expertise, with a proven ability to juggle multiple projects simultaneously while meeting deadlines and budget constraints. Demonstrates strong organizational skills and attention to detail, ensuring high-quality execution of exhibit initiatives.
- Demonstrated commitment to IDEA, ensuring that exhibits are inclusive and accessible to all audiences. Actively promotes a culture of inclusivity within the organization and across visitor experiences.
- Excellent interpersonal skills with a strong ability to build and maintain relationships with internal and external stakeholders. Skilled in fostering partnerships and collaborations that enhance the institution's mission and reach.
- Strong communication skills including the ability to write reports, business correspondence, and procedure manuals, and effectively present information and respond appropriately to questions orally and in writing.

## COMPENSATION AND BENEFITS

The salary range for this position is \$165,000 to \$225,000. Benefits include 100% employer-paid medical, dental, and vision benefit options; basic life and AD&D benefits, short-term and long-term disability insurance; flexible spending account; four weeks of paid vacation, 12 floating holidays, and sick pay annually; 403(b) retirement savings plan; commuter benefits; employee assistance program; annual membership including unlimited admission and other benefits; and a collaborative, creative, and joyful work culture. Relocation assistance will be provided for the successful candidate.



## APPLICATION

Pacific Science Center has retained Campbell & Company to conduct this search. The team for this project includes Sarah Beraki, Vice President, Angèle Bubna, Consultant, and Dan Nevez, Vice President.



**SARAH BERAKI**  
Vice President



**ANGÈLE BUBNA**  
Consultant



**DAN NEVEZ**  
Vice President

**APPLY NOW >**

Use the button above or visit [www.campbellcompany.com](http://www.campbellcompany.com) to learn more about this opportunity.

*Pacific Science Center stands with those who are courageously fighting against hate, racism, and injustice. We recognize that not being racist is not sufficient. We must be actively anti-racist, and we commit to doing so. We prioritize inclusion, diversity, equity, and access in everything we do. Curiosity and critical thinking are essential to the dialogue and changes that need to happen.*



Drawing on our deep expertise in environmental/conservation, human services, arts and culture, education, healthcare, and association/membership organizations, **Campbell & Company offers a high-touch, human-centered executive search experience for clients and candidates.** We recruit from our extensive national networks leveraging the relationships and reach of our entire firm, which for 47 years has partnered with organizations across the nonprofit sector to advance their missions and deepen their impact.

We are proud to be the executive search firm of choice for hundreds of nonprofit organizations. Campbell & Company has been listed four times as one of the country's **best executive search firms** by *Forbes* Magazine and named one of Women of Color in Fundraising and Philanthropy (WOC)'s **Top 10 search firms for placing extraordinary leaders of color** for three consecutive years. *Crain's* Chicago recently named us one of **Chicago's Best Places to Work**; *Seattle Business* Magazine also named us one of **Washington's Best Companies to Work For**.

As members of this employee-owned firm, everyone at Campbell & Company has a personal stake in the success of each client. Through our culture driven by **belonging, collaboration, curiosity, and rigor**, we empower every team member to innovate for the good of our clients.

Combining your mission and our passion, Campbell & Company **leverages our entire team** to be an effective and supportive partner before, during, and after complex leadership transitions. We are driven to place not just a capable candidate, but one who complements your existing culture, can **move your organization forward**, and will make a meaningful contribution to the nonprofit sector.

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