



POSITION GUIDE

JOHN S. BEHNKE DIRECTOR Henry

ABOUT THE HENRY ART GALLERY

A leading contemporary art museum with unparalleled collections, exhibits, and programs, the Henry Art Gallery (the Henry) envisions a world where art leads everyone to discover possibilities in themselves, others, and the world around them. The [Henry Art Gallery](#) was founded in 1926 as Washington State's first art museum by Seattle entrepreneur Horace C. Henry on the principle that art stimulates inquiry, fosters knowledge, and builds a healthy community. Horace Henry donated the collection of 178 works of art that he built with his late wife Susan, along with funding for the museum's construction. The permanent collection now contains over 28,000 objects, including costumes, textiles, ceramics, photographs, prints, videos, paintings, and works on paper. The Henry opened to the public on February 10, 1927, and completed a major expansion in 1997, quadrupling its size.

Located on the Seattle campus of the world-renowned University of Washington (UW), the Henry is internationally recognized for innovative and groundbreaking exhibitions, for being first in the field to champion emerging artists who go on to worldwide acclaim, and for premiering and sponsoring new works by artists of note. Today, the Henry empowers diverse artists to activate the museum as a studio and laboratory for creativity. The Henry Art Gallery has a rich history that includes partnerships with over 40 academic departments and units of the University of Washington, 35 community organizations, and regional partnerships, extending its position as a key cultural resource in the Pacific Northwest and a training ground in the visual arts for students, scholars, artists, and general audiences.

KEY FACTS



- 47 total staff (2023)
- \$4.9 million budget (FY2022)
- \$24.3 million endowment (2022)
- 26-member Henry Gallery Association Board of Trustees
- 32-member Advisory Council
- 28,000+ objects in its collections
- 53,988 on-site visitors (pre-pandemic)

MISSION



The Henry's mission is to engage all people in the transformative power of contemporary art and ideas.

VISION



The Henry envisions a world where art leads everyone to discover new possibilities in themselves, others, and the world around them.

VALUES



The Henry is actively committed to creating a more equitable world. They value collaboration across departments, across campus, and with peers and community partners. They are committed to taking risks with their programming and to a high level of accountability with their finances and operations. They believe that openness to uncertain outcomes provides a supportive place for artists and leads to innovation and discovery.

COLLECTIONS, EXHIBITIONS, AND PROGRAMS

The Henry's [permanent collection](#) includes both historical and contemporary artworks collected since the museum's inception. Collections of particular note are the Albert Feldmann Collection of European Master Prints, the Joseph and Elaine Monsen Collection of Photography, the Stimson-Bullitt Collection of nineteenth-century prints, the Bill and Ruth True Collection of Contemporary Art, and the Washington Arts Consortium Collection of American Photographs, 1970–1980. In the [Eleanor Henry Reed Collection Study Center](#), visitors can request to see specific works of interest. The center is free to all, and is a significant cultural resource for anyone seeking to learn from original works of art, and for students and researchers studying at the University of Washington and other academic institutions. Digital access to the permanent collection is also available on the Henry's website.

The Henry presents [exhibitions](#) and [programs](#) that serve as a catalyst for discovery by visitors of all ages. Exhibitions are the cornerstone of how the Henry engages with the larger community. The Henry is committed to advancing racial equity and social justice as the future for contemporary art. The museum's efforts to build an inclusive, equitable, and anti-racist organization informs all they do. The Henry is currently prioritizing works by BIPOC identifying artists, particularly Black, Latinx, and Native American artists, and is also focusing on increasing the number of works in their holdings by women and LGBTQ+ artists.

Public programs at the Henry include lectures, performances, workshops, and screenings that engage contemporary art practices and the complex ideas of our time. Developed in collaboration with the Henry's community and artist partners, the museum approaches their programs as opportunities for ongoing and deepening conversations with artists; local organizations; University of Washington faculty, staff, students, and student groups; and people of all ages. Digital publications and online resources increase equity, access, and the educational impact of the Henry's premier exhibitions and programs.





HENRY GALLERY ASSOCIATION

As a unit of the UW's College of Arts & Sciences, the Henry Art Gallery works closely in a public/private partnership between the UW and the Henry Gallery Association (HGA). Incorporated in 1970, the HGA is an independent nonprofit organization that supports the University of Washington with the Henry's operations, management, and funding. The HGA provides advice and direction on many important areas including board governance, finance, operations, equity, collections, development, marketing, and special events. Although objects in the Henry's collections are owned by UW, the HGA provides support for the care, storage, and development of its extensive collections. The HGA's engaged Board of Trustees works closely with the museum to support its mission in advancing contemporary art, artists, and ideas. The Association holds a pivotal role in the philanthropic success of the Henry over the many years, including its most recent fundraising campaign.

STRATEGIC PLAN AND FUNDRAISING CAMPAIGN

In June 2019, the Henry staff and board established a visionary strategic plan for FY20-24 with equity embedded throughout the plan. The Henry's priorities and focus are driven by four strategic goals: (1) Center Art and Artists; (2) Amplify Diverse Voices and Ideas; (3) Activate the Henry as a Vibrant Destination; and (4) Engage and Expand their Audiences.

In 2019, the Henry launched Art Unbound, a \$5 million philanthropic campaign to commission artists to create new works, expand partnerships with educators, students, and people throughout their community, and center education and equity as a vital part of the museum experience. The campaign has focused on cultivating and soliciting major gifts and investments to originate groundbreaking exhibitions, commission new works, establish new scholarship, and foster a culture of creativity communitywide. As of January 2023, this transformative campaign has raised \$4.89 million and expects to close successfully by the end of June 2023.

THE POSITION

The next John S. Behnke Director will be a collaborative and dynamic museum executive, who provides overall vision, leadership, and strategic direction for the Henry Art Gallery. The Director will be a recognized champion for groundbreaking exhibits, innovative arts programming, and supporting new artists, as well as leading the Henry's dedicated mission to engage all people in the transformative power of contemporary art and ideas. The next Director will start from a highly advantageous position, inheriting a stable budget, a high-functioning senior staff, a passionate base of donors and patrons, and vibrant support from the University of Washington and Pacific Northwest community. This position reports directly to [Dianne Harris](#), Dean of the College of Arts and Sciences (CAS) and indirectly to [Gabriel Solis](#), the Divisional Dean of Arts. In addition to a close partnership with CAS, the Director works closely with the independent, nonprofit Board of Trustees of the Henry Gallery Association on policy, programming, governance, fiscal health, and fundraising. This leader is expected to maintain strong relationships with the University of Washington, including productive and positive engagements with UW officials, the campus community, and civic leaders in Seattle.

As a champion of the Henry's mission, the Director inspires an organizational culture of inclusiveness, collaboration, and critical inquiry. The Director oversees six senior-level staff: Director of Communications & Public Relations, Director of Curatorial Affairs, Director of Development, Director of Finance & Administration, Human Resources Manager, and Executive Assistant. With this team the Director cultivates the highest degree of professionalism and accountability and ensures effective management, efficient organizational structures and systems, and professional practices grounded in equity and excellence. The Director oversees the management of a \$4.9 million operating budget, while constantly aligning the support of operations with the museum's mission, vision, and values with a strong commitment to the Henry's location on the campus of a major research university.

MAJOR OBJECTIVES

Within the first 12 to 18 months, the John S. Behnke Director will achieve the following major objectives:

- Build positive and mutually beneficial relationships with the CAS Dean, Arts Divisional Dean, UW administration and faculty, HGA Board of Trustees, Henry staff, community partners, donors, volunteers, and external stakeholders.
- Develop and establish a strategic engagement plan to embed the Henry deeper into the life of the College of Arts and Sciences faculty, staff, and students and serve the Seattle region's diverse communities.
- Continue to raise the external visibility of the Henry both regionally, nationally, and globally.
- Develop and implement a comprehensive revenue plan that increases earned and philanthropic funding by expanding membership and increasing the pipeline of new high-capacity funders, donors, and prospects.
- Serve as a passionate catalyst for art's capacity to challenge societal norms, embedding equity across the Henry's exhibitions, programs, collections, and operations.

CONNECT WITH THE HENRY ART GALLERY
ON SOCIAL MEDIA!



RESPONSIBILITIES

The John S. Behnke Director will have the following primary responsibilities:

LEADERSHIP AND MANAGEMENT

- Articulate vision and provide oversight for strategic and artistic direction for the Henry as the region's top contemporary art museum, working collaboratively with the Henry's senior staff.
- Manage an excellent team of museum professionals devoted to equity and the Henry's mission, vision, and values, and to serving UW, its local, national, and international partners, diverse audiences, and dedicated patrons with full transparency and open communication.
- Coordinate activities with the CAS Dean, Divisional Dean of the Arts, and members of the Arts Chairs and Directors group.

EXHIBITIONS, COLLECTIONS, PROGRAMS, AND OPERATIONS

- Support and champion the Henry's current and future exhibitions as the Henry's principal ambassador.
- Oversee the strategic growth of the Henry's collection, fostering relationships with collectors that lead to growth through acquisitions that align with museum's priorities.
- Ensure that the Henry's commitment to equity informs all aspects of the Henry's work.
- Seek opportunities to develop programs that connect to and support the mission of the University of Washington and the College of Arts & Sciences.

UNIVERSITY AND BOARD RELATIONS

- Build and nurture relationships with UW faculty, students, and staff, and with regional artists and educators, to stimulate research, scholarship, and engagement with Henry exhibitions and programs.
- Engage the HGA Board of Trustees in strategic planning, institutional governance, and community ambassadorship.
- Develop a multi-year strategic planning process with the HGA Board, Henry staff, and the College.

FUNDRAISING AND REVENUE DEVELOPMENT

- Lead a targeted, innovative revenue strategy that enhances the Henry's private philanthropy and builds a new pipeline for individual and major gifts.
- Collaborate with the HGA board and staff and UW central advancement to drive the Henry's financial support and growth.
- Manage a growing portfolio of the museum's top donors and prospects.

EXTERNAL PARTNERSHIPS AND PUBLIC RELATIONS

- Work closely with marketing and development teams on strategies to attract and retain donors, members, and patrons.
- Cultivate partnerships with exhibiting artists, local community and national organizations, and UW faculty, staff, and students.
- Focus on engagements that amplify diverse voices and foster sustained relationships, with the goal of offering arts-based programming that is meaningful to diverse communities.



QUALIFICATIONS

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

- A deep, passionate commitment to the mission, vision, and values of the Henry Art Gallery and the University of Washington.
- A minimum of seven years of demonstrated senior-level leadership experience at successful arts, educational, and/or cultural institutions, including experience with fundraising, marketing, communications, program design, strategic planning, and board relations.
- Proven ability to successfully develop, mentor, and lead large, diverse teams in a spirit of inclusivity and collaboration.
- Strong cultural competence with a demonstrated commitment to diversity, equity, and inclusion.
- Proven success or capability in building productive, long-term relationships with senior university administrators, deans, faculty, staff, civic leaders, boards, volunteers, and donors.
- A shared, flexible leadership style that promotes creative problem-solving skills and risk-taking across teams and supports the growth and professional development of staff.
- A strong record in fundraising, particularly major gift, foundation, and corporate funding, either as a nonprofit executive or board volunteer.
- Solid financial management skills with experience in budget analysis, forecasting, and planning.
- Strong listening, communication, interpersonal, and motivational skills, including an exceptional ability to speak on contemporary arts with ease; skill in conveying the mission, vision, and values of the Henry to a wide variety of diverse constituencies.
- Ability to travel as necessary and attend program and fundraising activities, frequently including evenings and weekends.
- A bachelor's degree from an accredited university or college is required; an advanced degree in arts history, fine arts, or a related arts field is desirable.

UNIVERSITY OF WASHINGTON

Founded in 1861, the [University of Washington](#) is consistently rated one of the world's top institutions of higher learning, ranked 6th among the best global universities by [U.S. News & World Report](#), and recently recognized by [Reuters](#) as one of the most innovative public universities in the world. With three campuses in Seattle, Tacoma, and Bothell, UW offers over 845 degree options across 474 programs to over 60,000 undergraduate, graduate, and professional students annually. In 2022, the University received \$1.67 billion in total research awards, more than any other public university in the United States. UW has an annual budget of \$9.49 billion and employs more than 4,300 faculty and nearly 27,000 staff. The outstanding faculty includes seven Nobel Prize winners and 17 MacArthur Fellows. Located just four miles north of downtown Seattle, the main campus offers stunning views of snow-capped Mount Rainier and the Olympic Mountains, as well as nearby Lake Washington.

COLLEGE OF ARTS & SCIENCES

The College of Arts & Sciences is at the heart of the University of Washington. As the UW's largest college, Arts & Sciences produces more than half of all bachelor's degrees on the Seattle campus. A third of their 24,000+ students are the first in their families to attend college. Faculty in 39 academic departments are dedicated to helping students think critically, communicate clearly, and engage diverse perspectives respectfully. In Arts & Sciences, their discoveries in learning, teaching, and research engage them with their local, national, and global communities — and with each other. Since September 1, 2021, the college has been led by Dean Dianne Harris.

CITY OF SEATTLE

Consistently ranked as a best place to live in the United States, Seattle has a metro area population of approximately 4 million, is the largest city in the Pacific Northwest, and is one of the most spectacular and ecologically diverse regions in the United States. Blessed with clean air and water and surrounded by stunning mountains, lakes, rivers, and forests, it is renowned for its beauty and is a highly desirable place to visit and to call home. Seattle is one of the nation's fastest growing cities and enjoys robust job and housing markets. For working families in the Seattle area, opportunities abound. Some of the world's top companies and institutions were started in Seattle and have major operations in the region, including Boeing, Microsoft, Amazon, Starbucks, Costco, and REI. A global technology hub, Seattle is also highly ranked as a "smarter city" based on its government policies and green economy.

Seattle has a mild climate year-round, with very little snow in the winter and comfortable temperatures in summer. Seattle does tend to receive a bit of rain but the city's average annual rainfall is less than that of Boston or New York. The city offers its residents the best of urban living, including multiple museums, an aquarium, a zoo, professional and college sports, a symphony, ballet, opera, repertory theater companies, and large annual film and music festivals. Fans of nature and outdoors will find excellent running, biking, hiking, camping, boating, and skiing in the city or nearby.

COMPENSATION AND BENEFITS

UW has retained Campbell & Company to conduct this national search. The salary range for this position is \$255,000 to \$285,000. Employment at the Henry Art Gallery is managed by the University of Washington. UW offers a highly competitive salary and a wide range of benefits as part of a total compensation package. For more information, explore the [UW Benefits](#) website. As an active player in Seattle's and the Pacific Northwest's vibrant arts and cultural communities, the Henry Art Gallery also offers a supportive, flexible, and inclusive work environment. Relocation will be provided for the successful candidate.

APPLICATION

Applicants considered for this position will be required to disclose if they are the subject of any substantiated findings or current investigations related to sexual misconduct at their current employment and past employment. Disclosure is required under [Washington state law](#).



DAN NEVEZ

Vice President, Executive Search



KOLE FARRISE

Associate Consultant, Executive Search

[APPLY NOW >](#)

Committed to attracting and retaining a diverse staff, the University of Washington will honor your experiences, perspectives, and unique identity. Together, our community strives to create and maintain working and learning environments that are inclusive, equitable and welcoming.

The University of Washington is a leader in [environmental stewardship & sustainability](#), and committed to becoming climate neutral.

The University of Washington is an [affirmative action and equal opportunity employer](#). All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, protected veteran or disabled status, or genetic information.

To request disability accommodation in the application process, contact the Disability Services Office at 206-543-6450 or dso@uw.edu.

COVID-19 VACCINATION REQUIREMENT

Employees of the University of Washington are required to be fully vaccinated against COVID-19 unless a medical or religious exemption is approved. Being fully vaccinated means that an individual is at least two weeks past their final dose of an authorized COVID-19 vaccine regimen. As a condition of employment, newly hired employees will be required to provide proof of their COVID-19 vaccination. View the [Final candidate guide to COVID-19 vaccination requirement webpage](#) for information about the medical or religious exemption process for final candidates.



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