



Position Specification

Tinworks Art
Director

The Opportunity

Tinworks Art seeks an inspiring, creative, and entrepreneurial leader with a passion for artistic production and collaboration with emerging artists to help refine, build, and realize the ambitious vision of the organization, as well as to successfully connect with the Bozeman community and help lead its ongoing growth. This founding Director will oversee all aspects of Tinworks Art's artistic program, facilities, operations, finances, fundraising, marketing, and team building.

The newly created position of founding Director of Tinworks Art will have strategic, artistic, and operational responsibility for all of the organization's work going forward. Tinworks Art, currently in its fourth year, has been led capably through this startup phase by curatorial consultants Dr. Melissa Ragain and Eli Ridgway. Building on the exciting momentum of these initial years, Tinworks Art's first Director will join the organization at an exciting and pivotal moment in its early life. They will help set the course for Tinworks Art's direction, help reimagine the site at 719 N Ida as its permanent home, and lead its impact in the years to come.

Ultimately, the Board of Tinworks Art is looking for a leader who is captivated by the opportunity to successfully advance a new and entirely unique institution serving Bozeman, and who embraces a spirit of innovation and creativity in all aspects of its programming and operations.

Our Client

Art inspires us to think, reflect, see differently, and hear more. Experiencing art together connects us. Montanans have a long tradition of making and appreciating art in a communal, mutually supportive atmosphere. Likewise, Tinworks Art in Bozeman, Montana, is uniquely committed to building a sustainable creative community by providing a constellation of resources for the burgeoning art scene in Montana and beyond. Through public events, pop-up exhibitions, and artist granting programs, Tinworks Art actively seeks to break down barriers that have historically excluded certain artists, art, and audiences from the important conversations that art provokes. Tinworks Art enriches the cultural and social fabric of greater Bozeman by supporting inclusive, immersive contemporary art experiences for a diverse set of artists and audiences in non-traditional spaces.

Since its establishment four years ago, Tinworks Art has invited artists to showcase – and often create – their work in and around former industrial buildings in Bozeman's northeast neighborhood and other non-museum spaces, including [The Rialto](#) and Story Mill (Bozeman's largest park and award-winning nature sanctuary). Tinworks Art has also made significant grants to Montana artists. In 2019, after a year of dedicated research into innovative art organizations, Tinworks Art seized an opportunity to transform the former "Tin Works Inc." shop in Bozeman's Northeast Neighborhood into a unique and immersive pop-up art exhibit. They received fifty proposals from artists all over the country and selected seven for what became the inaugural Tinworks Art summer exhibit. Through the efforts of these visual and performing artists, including a number with a national following, the old metal working warehouse complex transformed into a dynamic space where visitors experienced art in new and unexpected ways. This included work with artists including John Buck, Deborah Butterfield, The Crossing, Chris Fraser, Adam Frelin, and Bently Spang, as well as the Northeast Neighborhood Association.

Months of anxious social distancing during the COVID-19 pandemic created an undeniable appetite for culture and fellowship in Bozeman. Tinworks Art 2020 featured the work of 13 artists and collectives, both local and national, working in a diversity of mediums and at all stages of their careers. The artists were selected for their challenging ideas and unique perspectives, and included The Einstein Collective, Kota Ezawa, Avram Finkelstein, Chris Fraser, Lee Materazzi, and Paintallica, among others. The Tin Works Inc. warehouses, from which Tinworks Art got its name, provided the perfect indoor/outdoor venue at which visitors could experience art safely during uncertain times. As a result, solitary experiences of the pandemic merged into a shared one, through art.

In 2021, Tinworks Art initiated an artist grant program aimed at nurturing arts professionals in Montana. This pilot program prioritized indigenous artists, emerging artists, and those working with endangered forms of knowledge. Its specific goal was to remove hurdles to the profession, help advance an artist's career, and engage grantees in public programming. Tinworks Art awarded grants to eight artists through a highly competitive process. In 2021, Tinworks Art also curated an ambitious multimedia art experience entitled "The Pursuit of Happiness" at two historic locations in Bozeman in 2021: The Rialto and Story Mill. The exhibition, which included 15 artists, explored topics such as unity in democracy, individual and collective wellbeing, lateral power structures, and more. Local artists, carefully selected from the Montana arts community, were set in conversation with artists working nationally and internationally. Community and educational programming — from workshops to interactive experiences — activated the static works of art and transformed them into catalysts for conversations about what it means to be happy in a

democratic society. Artists involved in 2021 included Gregory Crewdson, Wendy Red Star, Karolina Halatek, Raven Halfmoon, Tucker Nichols, Macon Reed, and Jay Schmidt, among others.

In 2022, Tinworks Art will return to its original location on Cottonwood and N. Ida in Bozeman for a summer series of performing arts programming. In addition, Tinworks Art will begin, in preparation for welcoming a new Director, to re-imagine the site as its permanent home. Tinworks Art has been successful in fulfilling its budget annually and has secured strong financial commitments to support the organization going forward. It is governed by a Board including founders Greg and Anne Avis, as well as Jon Evans, Connie Wolf, and Gretchen Burke.

Bozeman, Montana

Bozeman is one of the fastest growing small cities in America. Gallatin County, with Bozeman as its county seat, now has an estimated population of over 125,000 residents, nearly double that of 20 years ago. The effects of the pandemic accelerated this growth in the last two years. Attracted by the surrounding mountain beauty, a range of year-round outdoor recreational activities, an innovative and thriving public university (Montana State), a burgeoning technology industry presence, and an active way of living, new arrivals come from all over the country. In addition, Bozeman and its environs offer very popular tourist destinations, with Yellowstone National Park (which attracted over 4.8 million visitors in 2021) 50 miles to the south, Big Sky and Bridger Bowl ski areas, famous fly fishing streams and rivers, and millions of acres of public recreational land. The Bozeman Yellowstone International Airport is Montana's busiest airport with non-stop flights from over 20 major metro areas. The Airport set a record high in 2021 of 1.94 million passengers. Downtown Bozeman – with hotels, restaurants, bars, live music and arts venues, galleries, and boutique shops – is attractive, walkable, and lively year round. Bozeman public schools are noted for academic excellence.

The Role

Reporting to Tinworks Art's Board, this founding Director will serve as the driver of Tinworks Art's artistic and organizational vision, with support from the Board and input from the community. They will oversee the development of a truly compelling strategy of programmatic offerings that deepen and expand Tinworks Art's connection with the Bozeman community and impact as a distinct cultural and community hub and artistic innovator.

The Director will serve as the organization's primary advocate in greater Bozeman, throughout Montana statewide, and nationally. They will raise Tinworks Art's profile by clarifying and articulating its vision and building key partnerships with other relevant organizations, artists, and partners throughout the Bozeman community and beyond. Further, they will bring an understanding of how arts organizations operate in non-urban environments, which will enable them to deepen Tinworks Art's connection to its communities in a nuanced and inclusive manner.

It is expected that the Director will explore and encourage innovative approaches to funding Tinworks Art programming and ongoing operations. They will serve as an enthusiastic fundraiser for the organization, working with the Board, to call upon new and proven means of garnering support for the organization. They will actively engage private, foundation, and corporate support and partnerships to ensure ongoing support for Tinworks Art's vision, and to create opportunities for new and innovative approaches to artistic exchange and creative production.

Critical to the Director's success will be the ability to hire and develop a talented staff to implement all aspects of the organization's programming, including developing an internal structure that will best serve Tinworks Art's goals and mission.

Candidate Profile

Tinworks Art seeks an entrepreneurial and collaborative leader who can work with the Board and community to further refine a vision of impact for the future, create a clear strategy for the path ahead, and build and lead an outstanding team for this young and growing organization. Tinworks Art intends to be an innovative leader of the change taking place in the visual arts, as well as throughout Bozeman and its broader communities. The Director must be a passionate advocate for the power of artists and of artistic production, as well as connection to communities locally and beyond.

The ideal candidate will possess knowledge of and passion for the visual arts accompanied by great optimism, energy, and enthusiasm to step into a startup environment and lead Tinworks Art through its next phase of growth, impact, organizational development, and community engagement. This individual will also relish the opportunity to live and work in Bozeman and to become an integral leader and collaborator in the fastest growing town of its size in the country.

In terms of the specific competencies required for the position, we would highlight the following:

Vision & Strategy

- Able to create and articulate an inspiring and inclusive vision for Tinworks Art's next phase of growth and development, working in partnership with the Board and listening deeply to the community; a creative thinker with an approach to developing new ideas that will stretch the organization and push the boundaries of the field; brings a track record of leading growth and/or evolution in their organization.
- Possesses the entrepreneurial skills to take Tinworks Art forward as a young organization during a time of profound change in the arts, and to lead an inclusive process of setting organizational strategy for the future; sets clear priorities and makes difficult decisions with transparency; listens, seeks data from a variety of sources to support decisions.

Executing for Results

- Able to set a path forward to further develop organizational structure, operations, physical plant, and impact; understands and appreciates the need for innovation, artistic partnership and production, broad and inclusive community engagement, audience diversification, and financial sustainability, among other priorities.
- Brings the energy, passion, optimism, and spirit of creativity to advance a new type of arts organization and to chart an as of yet unmapped path; embraces challenge and is unafraid to take appropriate risks and use resources creatively; innovates while demonstrating pragmatism with respect to both expenses and revenue.

Management of Teams & Resources

- Recruits and develops top talent, delegates effectively, and manages performance with accountability; fosters a culture of collaboration, respect, and empowerment.
- Brings deep personal commitment to diversity, equity, access, and inclusion in all aspects of Tinworks Art's work; seeks to build an organization that is substantively diverse and reflective of the diversity of the communities it serves.
- Ambitious and also humble; self-reflective and aware of their own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and personal development; encourages others to share the spotlight and celebrates the success of the team.

Collaboration & Building Relationships

- Able to actively bring Tinworks Art into the community, and new communities into Tinworks Art; reaches out to and draws in artists, supporters, and audiences in new and more inclusive ways.
- Enthusiastic fundraiser, who proactively builds philanthropic relationships and enjoys making the case for support; eagerness to learn in this space and to partner with the Board around advancement.
- Able to communicate superbly and inspire trust through both powerful optimism and genuine listening; demonstrates strong emotional intelligence.
- Able to communicate effectively when things aren't going so well. Good problem solver.

Versatility & Nimbleness

- Comfortable with ambiguity and uncertainty; able to adapt quickly and flexibly to unforeseen challenges and lead others through complex situations.
- Capable of flexing between creative artistic production, practical and operational problem solving, and long-term strategy.

Contact

Russell Reynolds Associates has been exclusively retained for this search. Given the need for confidentiality throughout this process, prospective candidates are invited to reach out directly to our search consultants at TinworksArt@russellreynolds.com with a CV and brief explanation of interest.

Tinworks Art is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to age, color, disability, gender, gender expression, gender identity, genetic information, race, national origin, religion, sex, sexual orientation, or status as a protected veteran.

Michael Singleton

Russell Reynolds Associates
277 Park Avenue, Suite 3800
New York, 10172
michael.singleton@russellreynolds.com

Trevor Hooper

Russell Reynolds Associates
101 California Street, Suite 4200
San Francisco, 94111
trevor.hooper@russellreynolds.com

Katherine Armstrong

Russell Reynolds Associates
One Federal Street, 26th Floor
Boston, 02110
katherine.armstrong@russellreynolds.com

