



EXECUTIVE POSITION PROFILE

ORGANIZATION

The Bakken Museum

POSITION

President and CEO

APPLICATION DEADLINE

Applications will be accepted until May 20th with review of candidates beginning immediately.

We encourage and appreciate early applications.

BRIEF

Ballinger | Leafblad is pleased to conduct this search for The Bakken Museum, in Minneapolis, Minnesota

CONTACT

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ORGANIZATIONAL OVERVIEW

Since 1975, The Bakken Museum has been committed to nurturing a passion for science in visitors from around the world. Located on Bde Maka Ska in Minneapolis, the museum maintains a world class artifact collection, dynamic exhibit experiences, and industry-leading education programs - both onsite and across the region.

A historic mansion, unique collections, medicinal gardens, dynamic exhibits, and rich education experiences; The Bakken Museum truly has something everyone can enjoy.

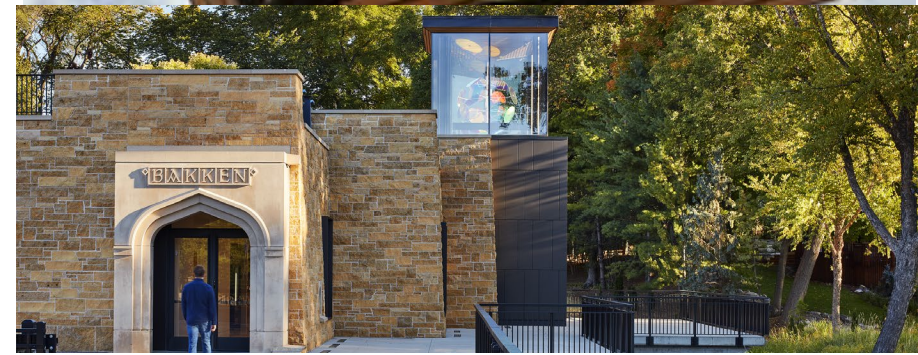
Learn more at <https://thebakken.org/>

MISSION

THE BAKKEN MUSEUM INSPIRES A PASSION FOR INNOVATION BY EXPLORING THE POTENTIAL FOR SCIENCE, TECHNOLOGY AND THE HUMANITIES TO MAKE THE WORLD A BETTER PLACE.

PURPOSE

TO AWAKEN THE INNOVATOR INSIDE EACH OF US.



HISTORY

The Bakken Museum is named for our founder, Earl Bakken. Earl Bakken spent his early years building and taking apart electronic devices. As a child, Earl saw the 1931 film, *Frankenstein*, in theatres. He was so inspired by the use of electricity to create life in the movie that he would eventually pursue a degree in electrical engineering from the University of Minnesota. In 1957, following an electrical blackout on Halloween night, Earl built the first external, wearable battery-powered pacemaker.

Earl began collecting artifacts and literature for others to learn from in his company's headquarters. In 1975, The Bakken Museum was officially created as an independent 501(c)(3) nonprofit, and the collection moved to its current home in Minneapolis. In the early years, the organization's primary mission was to become an international research center focusing on "Electricity in Life." The rare book and instrument collection attracted researchers from around the world.

In 1998, the first floor was built. This new construction included exhibit spaces, classrooms, a catering kitchen, and climate-controlled artifact vault. The addition allowed the institution to focus its efforts towards public-facing programs.

In 2017, The Bakken Museum adopted a new mission statement and brand, shifting the focus from electricity and history to innovation and inspiration. These new content pillars allow us to broaden the programming, reach a wider audience, and continue to honor the legacy of our founder. In 2020, the museum completed its first major renovation in 20 years, introducing a new permanent exhibit, increasing visitor amenities, and modernizing the education areas.



CULTURE

Staff at the Bakken Museum describe their workplace as unique and special, due, in large part, to the "passion forward" team that is collaborative and committed to the mission.

Words such as "nimble," "creative" and "flexible" were used by staff members to describe the work culture. There is a feeling of positivity and enthusiasm. There is an openness to learning and to change.

"We have a good thing going right now," said one staff member, "And we want a new leader who is excited to join us."

ORGANIZATIONAL VALUES

Creativity We believe that everyone has the ability to use their creativity to help make the world a better place. We aim to foster that creativity in each other and our audiences.

Curiosity We are always learning, growing, and asking questions. This curiosity is the lens through which we approach learning and making connections in unexpected ways.

Uniqueness We take pride in the ways we can be surprising or different from what might be expected. We encourage our staff and audiences to bring their full selves and embrace the strengths and connections in our differences.

Adaptability We acknowledge that change is constant and that we are made stronger by our ability to accept and understand change. We improvise with empathy and purpose, using change as an asset to adapt, grow, and develop in new ways that support the needs of our audiences and each other.

Collaboration We work to leverage our collective genius in service of our mission. We listen to each other, support one another, work to better understand each other, and as a result, grow and evolve together.

Equity We will strive to be a place where everyone is welcome, represented, and valued and will work to correct the structural imbalances which prevent that goal.

VISION

WE WILL BUILD A COMMUNITY AT THE INTERSECTION OF SCIENCE, TECHNOLOGY, HEALTH AND WELLBEING, LEVERAGING THE PAST TO INSPIRE THE NEXT GENERATION OF INNOVATORS TO TRANSFORM THE FUTURE.

PROGRAMS

The Bakken Museum's programs and exhibits combine interaction and reflection with the goal of finding relevance and inspiring engagement with science and technology. We do not offer solutions, we enable and encourage our audiences to create them.

On-site Education

Offerings include single-day workshops, multi-week clubs, and camps during summer, winter, and spring breaks. Projects are student led and open-ended to provide space for students to plan, build, improve, and show off a project of their design. Expert educators and volunteers provide both guidance and room for failure to build resiliency and confidence. On-site education programs are for grades three-through nine.

Off-site Education

The outreach team travels across Minnesota and the Upper Midwest to provide engaging STEM programs to students in kindergarten through twelfth grade. The museum's programs use humor and exciting demonstrations to explore the connections between science, technology, and the humanities.

Exhibits

The Bakken Museum's exhibits explore the cycle of innovation and inspiration. Each space provides historical context for visitors to make connections and ask questions. The museum also features 2.9 acres of meticulously kept gardens and a historical mansion.

Events

Special events provide dynamic opportunities for visitors to experience the museum throughout the year. We offer a range of family-oriented and 21+ events to invite everyone to dive deep into STEM-related themes through hands-on activities and experiments. In addition to events hosted by the museum, The Bakken Museum serves as a polling place and offers private rentals, which support the mission-driven programs.

Collections

The Bakken Museum's collections are a rich resource for exploring efforts to understand the human body, health, and wellness throughout history. The museum's collections include 11,000 books, 2,500 artifacts, and 1,000 pieces of art and ephemera on topics from electricity in literature to fascinating fringe science.



DIVERSITY, EQUITY, AND INCLUSION STATEMENT

In the spring of 2021, The Bakken’s Diversity, Equity, Accessibility, and Inclusion (DEAI) Board Advisory Committee agreed to use the American Alliance of Museums’ definitions for diversity, equity, access, and inclusion.

In the fall of 2021, the museum completed its DEAI Theory of Change. By the end of 2023, the museum will utilize the definitions, the theory of change, and a series of conversations to produce a DEAI Statement that further details its commitment to future DEAI efforts.

STRATEGIC PLAN

The Bakken Museum’s 2022-2024 strategic plan was adopted at the September 9, 2021 meeting of the Board of Directors. The Strategic Initiatives set forth are:

UNITE AS “ONE BAKKEN”

We are a team united by our mission. We foster a passion for learning and experimentation, embrace challenges with innovative thinking, and are inspired by, and share in, the successes of others. By working together and innovating across teams we will be able to transform lives and help our audiences see themselves as worthy and capable of making the world a better place.

FULLY INTEGRATE DEAI

We thrive when we work together with our communities. Staff and audiences’ experiences and different points of view help to inform, challenge, and expand our thinking. By intentionally and genuinely integrating DEAI into all aspects of the organization, The Bakken Museum will become a more equitable and effective community resource where everyone is welcome, represented, and valued.



Position Profile | President & CEO, The Bakken Museum

SUSTAIN AND GROW

The Bakken Museum must develop, sustain, and grow our financial resources to support current operations and future aspirations. By leaning into the assets that make the Museum unique, we can bolster our financial foundation to increase our impact.

READY, FIRE, AIM

This strategic plan follows Earl Bakken’s “Ready, Fire, Aim” philosophy. This plan puts the museum into immediate action on dozens of initiatives, both large and small. What we learn from moving forward on these enterprises (and how those actions interact with one another) will inform our next steps. In most cases, we have identified the first step in longer processes and have included less specific detail as the goal or objective cascades beyond the initial step. This enables the museum to adjust as we progress and allow what we learn to influence future decisions.

The Bakken Museum is getting “ready” by staying true to our mission, vision, and values and our purpose to awaken the innovator inside each of us. We know that we each can shape a visitor’s or program participant’s experience to help them feel capable and valued. We are getting ready by constantly learning, embracing a growth mindset, taking calculated risks, and trusting one another.

“Firing” is the doing. To achieve our mission, to act on our purpose is to do the work individually and collectively. The direction is more important than a precise destination. We experiment, test ideas, and cultivate curiosity and critical thinking in ourselves and our audiences. And we do so as a team to learn from the process, the results, and each other.

“Aiming” is refinement. We iterate, we explore successes and failures, and we modify. We remain flexible as we move forward; we make our plans responsive to circumstances. By consistently examining the past in connection to the present, we learn lessons that will help us more effectively achieve our mission and purpose in the future. The key with “aim” being last in Earl’s sequence is that we do not wait to act; we do not let perfect be the enemy of the good; and, we learn, adapt, and improve as a result of acting.

SUMMARY

This is an outstanding opportunity to lead a one-of-a-kind museum at the forefront of promoting STEM education in the Twin Cities and greater Minnesota. The Bakken Museum is seeking a leader with a deep enthusiasm for its mission of inspiring a passion for innovation and the ability to work amongst the giggles of our guests. The President & CEO must have outstanding executive management skills, a proven fundraising record, a commitment to lifelong learning, and a desire to be the face of the organization while taking the organization to the next level. The President & CEO will have the ability to provide change leadership, while working effectively with a wide range of stakeholders, always with integrity and professionalism.

The President & CEO is responsible for administering the policies set by the Board, maximizing and enhancing the resources of the Museum, and providing leadership for the Museum's programs, operations, and overall strategy of exploring the potential for science, technology, and the humanities to make the world a better place.

The position is open due to the departure of Michael Sanders who joined Mia as Chief Operating Officer after serving as President & CEO of The Bakken Museum for over six years.

MANAGEMENT and LEADERSHIP

The President reports to the Museum's Board of Directors. Senior staff reporting to the President are the Executive Vice President, Vice President of Finance and Administration, the Director of Development, and the Administrative Coordinator. A total of 31 staff members work at The Bakken Museum.

ESSENTIAL RESPONSIBILITIES

Vision and Strategic Development

- With the Board, provide strategic direction for the organization, developing and implementing annual goals and objectives.
- With committee chairs and Board leadership, monitors and reports to the Board regularly on progress using key metrics.
- Lead the Museum as a productive, smoothly functioning team by setting a clear vision for the organization.
- Set annual goals for direct reports, solve problems as they arise, provide on-going professional development and ensure team is fulfilling the museum's strategic plan.
- Working senior staff members, ensure that all education, exhibits, and operations projects are delivered on time, within budget and meeting The Bakken Museum's strategic goals.

Fundraising

- Competency in fundraising.
- Work with staff and Board leadership to ensure the development and implementation of a comprehensive multi-year fundraising plan.
- In coordination with the Advancement committee, Board, and Development staff, cultivate and foster relationships with major individual, corporate and foundation donors aligned with various fundraising campaigns—including operating, capital and special programs.

Management & Staff Leadership

- Provide visionary, strategic, and inspirational leadership to the staff at The Bakken Museum.
- Hire, coach, retain a talented staff who share a commitment to the work of the organization. Lead with a focus on ongoing growth and professional development.
- Display the leadership style of Earl Bakken himself; maintain an equitable, positive, authentic, warm and open style.

Board of Directors Engagement

- Serve as primary stakeholder liaison to the Board. Attend all board meetings, and regularly report strategic goals to board committees and individual members.
- With Board leadership, manage the operations and functions of the Board and its Committees. Attends all appropriate meetings and ensures that staff leadership and support are provided to Committees and the Board.
- Engage in broadening relationships with organizational stakeholders and encourage the board in fund development activity.
- Perform additional responsibilities and projects as needed or assigned by the Board.
- Lead organizational changes with decisiveness, clarity and empathy, modeling behaviors that support a professional environment of trust and transparency.
- Participate on the Operations Leadership Team as a strategic thought leader and business partner who can imagine possibilities as well as anticipate risks and strike a balance between the two.

Financial Oversight

- Continue to examine ways to build a more sustainable financial model, affording less risk to the organization's goals.
- With appropriate staff and Board, monitor and oversee the finances and financial management of the organization, including transparent budgeting, auditing, and financial reporting.
- Oversee the management of fixed assets, including building operations, exhibits and collections, library and grounds.

CORE COMPETENCIES

Commitment to Diversity – Share the organization's commitment to diversity, equity and inclusion. Work effectively with staff, board members, partners and students to advance DEI initiatives. Display openness and commitment to support cultural diversity in the workplace.

Commitment to Service – Be responsive to the needs and requests of the museum's visitors, event guests, and organization partners. Extends courtesy, friendliness and overall respect to others.

Interpersonal Communication and Teamwork - Listen well and be open to others' perspectives. Develop strong working relationships and value them as critical to effective work.

Initiative - Demonstrate willingness to make significant contributions with little direction. Commence new plans and projects. Exercise good judgment and independent actions; encourage creativity while monitoring and measuring risks.

Flexible – Adaptable and responsive to change. Respond to requests in a timely manner.

DESIRED QUALIFICATIONS

- Bachelor's degree or related educational background
- Significant professional experience in senior positions in a public-facing, community focused organization.
- Experience with budget management and organizational profit and loss planning. Nonprofit experience preferred but not required.
- Strong interpersonal communication skills at all levels internal and external to the organization.
- Excellent writing and public speaking skills.
- Demonstrated ability to exercise positive leadership in a cooperative team effort.
- Organizational skills with the ability to juggle multiple projects in a fast-paced environment.
- Ability to work with outside agencies, governments, institutions and key representatives in building relationships and partnerships.
- Travel - Limited travel within the 9-county Metro area. Occasional travel nationally to conferences and other professional development opportunities.

LEADERSHIP COMPETENCIES

- Deep knowledge, strength, and experience in developing and coaching a team and inspiring the staff to develop and learn.
- The ability to lead through inspiration and partnership, but also to make difficult and/or unpopular decisions when necessary.
- The ability to manage in all directions of the organizational chart (down, laterally, and up).
- Strong relationship development skills, including the ability to garner the respect of and work effectively with highly-experienced Board members, private sector funders, and community members.
- Understanding of and experience with financial management and forecasting.
- Proven high degree of integrity, ethical decision-making, and sound business judgment.

COMPENSATION AND BENEFITS

The compensation includes annual salary of \$130,000 and participation in the organization's benefits plan.

TO APPLY

Interested candidates should email a resume and cover letter.

Inquiries may be directed to Lars Leafblad: lars@ballingerleafblad.com.

Applications will be accepted until May 20th. There will be an immediate and ongoing review of candidates, so we encourage and appreciate early applications.

All inquiries will remain confidential.

COMMUNITY INFORMATION

The Twin Cities metro area includes Minneapolis, Saint Paul and the surrounding suburban area. Making up the 14th largest metropolitan area in the country, it is a unique blend of a small town and major cosmopolitan hub. Both urban cores boast a thriving business atmosphere. Saint Paul, as the state capital, is home to state government and has a more historical vibe. Minneapolis is the larger and more commercial of the two cities.

Separated by the Mississippi River, both cities share a common root of being river towns - and the great outdoors are still a major attraction for residents and visitors alike. There are over 100,000 acres of parks, walking and bike paths, and other outdoor spaces.

Outside of the central downtowns, however, both cities have many distinct neighborhoods, and residents identify more with their individual communities than with the larger city as a whole. The area has a diverse range of neighborhoods and homes, with an atmosphere of a small town feeling with the conveniences and cultural hallmarks of a big city.

The Twin Cities offer something for everyone, from six professional sports teams to a robust theater and arts scene. There is a thriving “foodie” culture offering award-winning restaurants (several chefs have been regional James Beard Award winners). Shopping is plentiful with area malls and unique shopping districts in both cities and in the suburbs.

Nearly every weekend in the summer there are several outdoor events for participants and spectators—triathlons, biking races, marathons, boat races, water skiing competitions, golf tournaments including several PGA tournaments. Winter is also celebrated with events such as the Saint Paul Winter Carnival, the City of Lakes Loppet Winter Festival and the U.S. Pond Hockey championships. And for those who want to get away from it all, ice fishing and snowmobiling are popular Minnesota pastimes.

RESOURCES

Meet Minneapolis | <https://www.minneapolis.org/>

Saint Paul | <https://www.stpaul.gov/>

Greater MSP Partnership | www.greatersp.org

Saint Paul Convention & Visitors Bureau | <https://www.visitsaintpaul.com/>

Saint Paul Chamber of Commerce | <https://www.stpaulchamber.com/>

Minneapolis Park & Recreation | <https://www.minneapolisparcs.org/>

Minnesota Compass | <http://www.mncompass.org/>

3.6M Population of Greater MSP Region



60+ Museums in the Metro Area



300 Parks



1,750 Regional Lakes

Thriving Arts & Cultural Districts



1,000+ Miles of Bike Trails