

Director of Education

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Human Resources

Desert Botanical Garden
1201 N. Galvin Parkway
Phoenix, AZ 85008

The Director of Education will be a member of the Garden's senior management team, which collaboratively leads all aspects of the Garden's operations, planning and budgeting. Therefore, while primarily responsible for the leadership of the Education Department, the Director of Education must also develop a strategic understanding of all aspects of the Garden's mission and operation, and work seamlessly with the senior leadership team in managing the overall operation of the Garden.

As the leader of the Garden's education department, the director will instill a love of learning among all staff and volunteers, and infuse that same spirit in all of the Garden's educational offerings. The Director of Education will also work closely with the Garden's Board committees focused on education and audience engagement.

In its current configuration, the Education Department has three program directors who report to the director: one in charge of children's programs, one in charge of adult programs and one in charge of the volunteer program. The department employs a total of 11 FTEs and 30 seasonal staff members.

Two well equipped, modern buildings are home to the Garden's Education Department: the Marley Education and Volunteer Building and the Weisz Learning Center. When the new Children Family Garden (CFG) is built, it will encompass three acres and focus on nature play for toddlers and children up to 12 years old.

The Education Department's current budget includes \$822,000 in payroll expenditures and \$261,000 in non-payroll expenditures. Total revenue earned by the department through program fees each year is approximately \$467,000.

Candidate Profile

First and foremost, we are seeking a leader who knows the benchmarks of excellence in the garden/museum profession, who has a proven track record of envisioning and delivering programs at the forefront of all such benchmarks.

We are also seeking a leader who works in a collaborative and inclusive manner, who has a passion for one or more of the many facets of the Garden's mission. While previous experience at a public garden is not required, a proven track record in leading innovation and change in a complex, fast-moving environment is important.

Our new Director of Education must be adept at strategic thinking and able to deftly shift from a near-term perspective (what children's experiences will we offer next year?) to a long-term perspective (what children's experiences will we offer when the new CFG opens in five or so years?) Because the new CFG will significantly increase how many children visit the Garden each year, and require that we change our operations in order to welcome so many more children, our new Director of Education must be an effective manager of institutional change and serve as a champion for the new CFG with both internal and external audiences.

Our new Director of Education will inherit a strong staff and portfolio of programs and must establish and maintain a robust process of evaluation and program assessment — building on what's working, strengthening what's not yet working and retiring programs that have failed to flourish. Continued growth in the quantity, diversity and quality of the department's total portfolio of programs and projects is expected, including an evaluation of opportunities to offer more programs in the community beyond the Garden's perimeter.

The candidate will be an outstanding manager of a diverse staff and perform with distinction the traditional aspects of being a successful manager: departmental budgeting, goal setting, hiring and mentoring staff, annual performance evaluations and creating an atmosphere of positivity and support in the Education Department. The candidate will also be a critical member of the senior management team and help refine a culture of inclusiveness, teamwork and co-ownership of the Garden's successes and challenges.

Qualifications

The successful candidate will have experience at a senior level in a public garden, museum and cultural organization, in educational entrepreneurship or related field. The candidate will also have a demonstrated track record of managing growth and change in a dynamic environment, and proven success in taking major projects from conceptualization to completion. A bachelor's degree is required. A graduate degree is preferred.

The Desert Botanical Garden is an Equal Opportunity Employer and considers all applicants without regard to race, religion, color, sex, gender identity and/or expression, sexual orientation, marital or parental status, age, national origin, veteran status, disability, or any other status protected by law.

The Garden fosters and supports workplace diversity, equity and inclusion to honor the unique perspectives, experiences and contributions of all, to celebrate successes, and to cultivate individual and institutional excellence.

The benefits of regular employment at the Desert Botanical Garden include a stunning environment, competitive benefits package, complimentary family membership, employee cultural exchange, wellness initiatives and discounts.