



5707 Smith Ave.
Baltimore, MD 21209
baltimoreclayworks.org

April 19, 2022

DIRECTOR OF ARTISTS AND PROGRAMS

About Baltimore Clayworks

Baltimore Clayworks (BCW) is a community-centered ceramics institution founded in 1980 in the Mt. Washington neighborhood of Baltimore, Maryland. The mission of Baltimore Clayworks is to develop, sustain, and promote an artist-centered community that provides outstanding educational, artistic, and collaborative programs in the ceramic arts. Its core values are artist-centeredness, excellence, inclusivity, integrity, and joy. BCW is committed to promoting diversity, equity, access, and inclusion in all aspects of the organization. We seek to attract a diverse applicant pool for this position.

BCW seeks an innovative Director of Artists and Programs (DAP) to elevate the impact of its mission. The DAP will oversee and expand the education, residency, exhibition, retail, and outreach programs. Successful candidates will possess a deep commitment to developing and nurturing ceramic artists, instructors, and students.

RESPONSIBILITIES

- Develop, articulate, and execute a clear artistic vision aligned with the mission of BCW.
- Expand the organization's programmatic excellence and its established presence in the Baltimore community and in the field of ceramics, nationally.
- Evaluate programs to determine their efficacy and alignment with the mission.
- In collaboration with department managers, direct and lead the artistic vision for the residency, exhibition, retail, education, and community arts programs.
- Curate high-profile exhibitions and auctions.
- Forge an effective working relationship with the Executive Director, developing planning strategies to balance artistic ambition with available resources.
- In collaboration with senior staff, create and manage programming area budgets.
- Collaborate with staff and Board to accomplish long-term strategic goals, including virtual content, audience development, and fundraising objectives.
- Manage Artist Residency program, providing leadership and mentorship to resident artists.
- Spearhead strategic partnerships with artists and community.

EXPERIENCE AND QUALIFICATIONS

The successful candidate will demonstrate an ability to work effectively in a collective leadership environment and will possess many of the following qualities:

Artistry and Experience

- A depth and breadth of knowledge of the field of ceramics nationally and internationally.
- Possess a broad network of contacts in the national art world.
- A maker, curator, and/or educator with humility and empathy for artists, students, and teachers
- BFA/MFA in ceramics, or extensive experience in the field.
- Ability to envision the future in the field of ceramics and understand BCW's current and potential place in it.
- Experience in nonprofit or large ceramic studio setting.
- Familiarity with originating both onsite and virtual studio ceramics educational programs, including classes, workshops, and lectures.

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Leadership Attributes

- A transparent, open, collaborative, and confident leadership style.
- A background that clearly demonstrates a commitment to diversity, equity, access, and inclusion, with an understanding of what living these values mean in an institutional context.
- A strategic thinker with the desire and ability to work collaboratively with an Executive Director, artistic and educational staff, Board of Directors, and volunteers.
- Entrepreneurial skill and drive to lead BCW to the “next level” artistically.
- Ability to execute artistic goals and objectives to achieve the mission of the organization.

Administration and Communication

- Excellent capacities in writing, public speaking.
- Strong social and interpersonal skills, and ability to represent Baltimore Clayworks in multiple business, artistic, and social contexts.
- Ability to interact strategically with NCECA and other national support organizations.
- Ability to nurture an environment of goodwill, inclusion, and empowerment at all levels of constituents through consistent practice of integrity, respect, and active listening.
- Organized, detail and deadline oriented, with the ability to prioritize and work within a non-profit budget.

Full-time position with occasional evenings and weekends. Salary commensurate with experience, with benefits including health, dental, vision policies and vacation and sick leave.

To apply: Send cover letter, resume, references, and examples of work to HR@baltimoreclayworks.org.